human is your capital.

creating total workforce agility.
the voice of human capital leaders is clear.

“We need to create more of a talent acquisition mindset in the contingent labor space.”

“Technology is a very important aspect of us realizing our talent strategy.”

“If we keep following our old ways of using talent, we are reducing our ability to engage the right talent.”

“Talent is inseparable from our business strategy.”

“Talent is at the center of everything we do.”
the talent market has shifted.

78%

the goal of our organization's talent strategy is to have measurable impact on business performance.

76%

the right person may be an employee, contractor, or contingent worker, and could come from anywhere in the world.

72%

are likely to introduce an integrated talent model in the next 12 months.

*Source: talent trend report 2018 800 C-suite, HR and procurement leaders in 17 countries
the vision for total talent acquisition.

visibility.

workforce strategy.

internal mobility.

total talent agility.

work needs to get done

talent need identified and verified

talent advisor and hiring manager discuss, analyze & select appropriate talent types

Statement of Work

Permanent

Contingent Workers

Freelancers

Hiring Manager
creating the workforce of the future
to lead teams to business success.
Enabling better health and better care at lower cost

Maarten Hansson
Philips Global Talent Acquisition
June 2018
We address customer and consumer needs along the health continuum.

- Healthy living
- Prevention
- Diagnosis
- Treatment
- Home care

Connected care and health informatics
Royal Philips in Q1 2018

EUR 3.9 billion sales

5% comparable sales growth

~74,000 employees in over 100 countries

~5,700 contingent workers

~360m € annual spend
The workforce mix will change

The Extended Enterprise

Employee
- Full-Time
- Part-Time

Non-Employee
- Contingent Worker
- Temporary Worker
- Freelancer
- Outsourced Services
- Alumni
- The Crowd

Managers will go from managing people to leading work
Philips’ journey to total workforce management

Step 1: establish ownership of the total workforce
Step 2: create total workforce visibility
Step 3: focus on workforce budget (no headcount)
Step 4: manage work instead of people
Step 5: model demand for strategic planning
Workforce Strategy
Seamless engagement of Talent to Philips and vice versa

Talent

Jane  Jim

Philips Talent Pool

Global Talent Crowd

Total Workforce Management Program

Channel

Contract

Contact

Full-Time, Part-Time

Contingent, Freelancer

Talent Acquisition

Independent Contractor

Philips Flexfinder

Preferred suppliers

Service, Outsourced

Philips Manager
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