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How can your team best prepare for 2024?

Companion discussion guide for Blanchard's
2024 HR/L&D Trends Survey

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**Finding the right people
with the necessary
skills and experience
to be competitive in
the market.**



Attracting and Retaining Talent



How do you currently identify and assess the necessary skills and experience required for positions within your organization?

How do you develop the necessary skills for your future workforce?

In what ways have you observed challenges in finding candidates with the right skills and experience, and what strategies have you implemented to address these challenges?

Considering the competitiveness in the market, how do you ensure that your recruitment processes stand out to attract top talent?

Strategy, Alignment,
and Measurement



Aligning talent development with business objectives.



Strategy, Alignment, and Measurement



Are there key performance indicators or metrics that you use to measure the success of talent development programs in relation to their impact on business outcomes?

In what ways do you foster communication and collaboration between different business units to strengthen alignment?

How can you create direct connections between your talent development strategies and the company's critical initiatives?



Skill Development

Increasing individual capabilities to keep pace with the rapid rate of change.



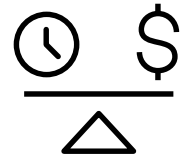
Skill Development



Can you share examples of successful initiatives or programs that have been implemented to increase individual capabilities and agility in response to rapid changes?

How do you leverage technology and learning platforms to support continuous learning and development, especially in the face of evolving skill requirements?

What strategies do you use to engage employees in the learning process and drive motivation to learn and grow?



Budget, Time, and Resources

Dealing with budget constraints and resource limitations.



Budget, Time, and Resources



How do you currently measure business impact, and does it help with securing needed budget and resources?

How do you communicate budget limitations and resource constraints to leadership and other stakeholders, fostering understanding and support for initiatives?

What budget-friendly tools and resources do you and your team use to keep costs low?

How can you engage others throughout the organization to serve as leaders, subject matter experts, ambassadors, and champions for talent development initiatives?

Culture, Engagement, and Experience



**Creating a positive
employee experience
and maintaining high
levels of engagement.**



Culture, Engagement, and Experience



What specific aspects of employee experience contribute most significantly to maintaining high levels of engagement, and how have you addressed challenges in these areas?

How can you customize strategies for engaging employees to meet the varied needs and preferences of individuals within the organization?

How do you tailor your talent strategy to support culture development and address current challenges?

What employee listening strategies and tools do you use to keep a pulse on the company's culture and how do you ensure learnings are actioned and addressed?

Partner with Blanchard to help guide your 2024 strategy.

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2024 Trends Webinar: A Look Ahead for HR / L&D Trends



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