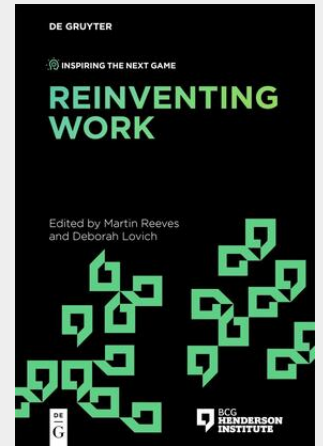


Reeves / Lovich

Reinventing Work

Creating Advantage with Talent Management and Technology

Organizations often declare that their biggest asset is their people. As such, business leaders make constant efforts to hire the best talent – and to get the best out of their workers. But a confluence of forces is reshaping all aspects of talent management. A war for talent rages and will be exacerbated in the long-term by demographic aging; the half-life of skills is decreasing as AI powers more parts of business workflows; flexible and hybrid work models are becoming commonplace; and management methods focused on measurement and efficiency are not sufficient for engaging a purpose-seeking generation. In these turbulent times, CEOs and their entire teams – not just HR – need to rethink how they can create a people advantage, going beyond traditional approaches to organization, performance management, and compensation. This book – a collection of recent essays written by researchers at the BCG Henderson Institute, Boston Consulting Group's think tank – aims to help leaders to reinvent work by providing a forward-looking perspective on all aspects of talent management. Across five chapters, the book discusses - How to attract the talent of the future - How to shape the workforce in an evolving context - How to embrace new models of work - How to build the workplace of the future - How to establish new models of leadership and culture By providing a combination of new ideas, real-world examples, and concrete recommendations, Reinventing Work serves as a guide for leaders to effectively navigate the changing nature of work.



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