

Reimagining the Future of Talent

Corporate board members, top executives, and Spelman College leaders

SEPTEMBER 19, 2024

Tapestry Networks will convene the Reimagining the Future of Talent forum September 19, 2024 at Spelman College in Atlanta. The forum will explore talent, technology, culture, access, and opportunity through a dialogue that spans generations. A private, invitation-only event, the forum will bring together board members and top executives of large companies, thought leaders, and Spelman students and faculty, for a candid exchange on how companies can more effectively prepare and respond for a changing work environment.

The horizon of talent transformation

Human capital strategy is a growing priority for boards as companies navigate evolving talent, work, and career norms. Over the next fifty years, companies will comprise more than five generations and are rethinking how to design and scale an inclusive and equitable environment for all. Boards have cited employee retention as a key element of resilience and performance¹. A recent [study](#) found that almost half of professionals now think about jobs in terms of months, not years.² Graduates entering the workforce are redefining the employee-employer relationship and bringing new values about work, culture, and personal fulfillment to their careers urging corporations to develop more diverse and inclusive talent strategies.

Corporate leaders say that success in talent acquisition and retention creates strategic advantages that they cannot afford to overlook. The Forum will be a unique opportunity to:

- ✓ Engage with other board directors and top executives from leading U.S. companies.
- ✓ Connect with top talent from one of the nation's leading women's liberal arts colleges.
- ✓ Gain practical insights into good practices for advancing workplace inclusion and supporting emerging young leaders in the workforce.
- ✓ Demonstrate a tangible commitment to advancing opportunity equity.

DRAFT AGENDA*

1:30-1:45— Opening

1:45-3:00— Cultivating Leadership for Tomorrow's Workplace

Organizations and boards are confronting major [shifts](#) in workplace norms, including redefining the employee-employer relationship, changing expectations for work-life balance, increased emphasis on the role of values, and eroding [trust](#). Global [demographic dynamics](#), policy and regulatory changes, and new technologies present opportunities for innovation and challenges for talent management.

- How can organizations future-fit their talent & people strategy and design inclusive career paths? How do they attract and develop talent and grow the future leaders they will need to flourish?
- What are the expectations, values, and priorities of the next generation for a thriving career path?
- How can the board influence and challenge management to invest in inclusive strategies that meet the talent challenge?

3:15-4:30— Addressing Talent in the Healthcare Industry

Already facing a talent crisis, healthcare employment is expected to grow by [13% in the next decade, accounting for 45% of all newly created jobs](#). This comes at a time of the impending mass retirement of baby boomers while technology and new business models in healthcare are changing the competitive landscape.

- How is the industry redefining productivity, innovation, and efficiency? What are organizations doing differently?
- What are the strategies for organizations to disrupt legacy talent management approaches, build pipelines through early-stage engagement, and promote internal mobility?

4:45-5:45— Navigating the Intersection of Talent, Technology and Communication

Emerging technologies could disrupt [44% of workers' skills](#) in the next five years, requiring leaders to rethink how to develop and retain talent. Technology is creating new ways for individuals to build nontraditional careers; [the creator economy](#) is expected to reach some \$500 billion by 2027. This digitally fluent culture is driving greater transparency, with major consequences for brand identity and corporate reputation.

- Is the Creatorpreneur economy a threat or opportunity for large organizations?
- Given the impact of technology on the workforce, what are effective retention strategies and approaches to upskilling for resilient organizations?
- Is hyper transparency creating an age of mistrust?

5:45-6:30— Networking Reception

7:00-8:30— Reflections Dinner

**All events include Spelman student participation, except the Reflections dinner. All events hosted on campus at Spelman College.*

¹ [“Advancing Workplace Equity from the Boardroom”](#), Tapestry Networks, July 2023.

² [“Our Time to Take Control: The Future of Work in 2023”](#), Korn Ferry, June 26, 2023.

For further information and partnership opportunities, please contact:

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