

Discussion Guide



Reimagining the Future of Talent will take place on Thursday, September 19, 2024, as a half-day invitation-only forum focused on exploring the horizons of talent transformation. Major forces reshaping the global workforce—including global demographic shifts, changing norms around the nature of work and work-life balance, evolving career paths, and the impact of technology—combined with increasingly multigenerational workplaces, are challenging legacy recruitment, retention, and talent development systems. Growing future leadership is critical, and developing inclusive talent pathways is imperative to business resiliency.

Tapestry Networks, in collaboration with Spelman College, is convening *Reimagining the Future of Talent* on the Spelman campus to bring together board members and executives of large companies, thought leaders, and students and faculty for a candid exchange. Participants will share pragmatic insights on how organizations are preparing for and responding to a changing work environment to future-fit their talent strategies.

Please consider the following questions in advance of the event:

- As workforce trends and demographic shifts are reshaping the talent landscape, what are the most pressing talent challenges that your organization is currently facing?
- What strategies is your organization implementing to effectively attract, develop, and grow future leaders?
- How is your company building an inclusive culture and environment that will enable it to recruit and retain diverse talent? What bolder and more innovative talent strategies can drive meaningful inclusivity?
- How can organizations effectively recognize and validate the skills of candidates from non-traditional educational backgrounds to broaden their talent pipeline?
- How is your company adapting its talent development strategy to accommodate career journeys that are increasingly diverging from traditional models?
- What key trends should healthcare organizations be prepared for in the face of the emerging talent crisis?
- What innovative talent strategies can businesses in the healthcare industry implement to meet evolving talent challenges?
- How can healthcare businesses and institutions implement inclusive talent strategies to better reflect the communities they serve and create greater opportunities for all?
- How can businesses invest in upskilling talent as technology rapidly transforms and disrupts existing roles?
- With the "[Creatorpreneur](#)" economy expected to reach \$500B by 2027, how can companies support entrepreneurial mindsets within their workforce to retain talent and encourage internal innovation?
- The currency of loyalty has shifted, and the workplace has forever changed in a post-pandemic era. With the rise of entrepreneurship and the gig economy, how can organizations balance the need for independent contractors and gig workers with the desire to build a cohesive, inclusive culture?