

# Reimagining the future of talent

A candid exchange on how companies can more effectively prepare and respond for a changing work environment



Thursday, September 19, 2024  
Hosted by Spelman College in Atlanta

# The horizon of talent transformation

Human capital strategy is increasingly crucial for boards as companies adapt to new talent and work norms. Over the next fifty years, firms will include over five generations and must rethink how to create inclusive and equitable environments. Employee retention is key to resilience, with nearly half of professionals viewing jobs in terms of months, not years. Graduates entering the workforce are reshaping the employee-employer relationship and bringing new values, leading corporations to develop more diverse and inclusive talent strategies.

**[The Reimagining the Future of Talent forum on September 19, 2024, at Spelman College](#)** in Atlanta, explores talent, technology, culture, access, and opportunity through a dialogue that spans generations. The forum is **an invitation-only discussion that brings 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.

## Session information and leadership



### **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, increasing the 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.

***Moderator: Dr. Marsha Ershaghi, Managing Director, Tapestry Networks***



### **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.

***Moderator: Dr. Lindee Goh, Managing Director, Tapestry Networks***



### **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.

***Moderator: Dr. Eric Baldwin, Executive Director, Tapestry Networks***

**For the full agenda, a list of participants, and photographs from the forum:**



# #futureoftalent



## KEY THEMES

- **Fostering Inclusive Talent Pathways:** Engaging in a multi-generational conversation on the convergence of talent, technology, corporate culture, and workforce equity as drivers of business strategy.
- **Bridging the Gap:** Addressing the significant differences between Fortune 100 directors and students entering the workforce and exploring the rapidly changing employer-employee relationships.
- **Empowering Future Leaders:** Creating opportunities for board directors to understand the expectations of the future workforce and support the launch of their careers.
- **Driving Innovation:** Examining the impact of AI and the digital economy on talent access and retention, and developing inclusive and sustainable talent strategies.

#inclusivetalentpathways    #futureleaders  
#talentaccess    #bridgingthegap    #futureworkforce

## Press

Press release: [Inclusive Workforce Pathways Emerge as the Cornerstone for Corporate Resilience](#), May 2024

Press release: [Inclusive Talent Strategies Essential for Business Success](#), September 2024

Spelman College: [Spelman College Welcomes Top Company Executives to Discuss the Future of Talent and the Workplace](#), September 2024

# Participants

A full list of participants and downloadable event photos can be found on the [event portal](#).

All Tapestry Networks discussions are held under a modified version of the Chatham House Rule.

A summary synthesizing the key themes and learnings from the forum will be published and shared. Summaries will include the names of participants and their company affiliations, but nothing will be attributed to any individual or institution. Any exceptions will be vetted with prior quote approval.

Participant views shared during the forum are their own and do not necessarily represent those of any institution or organization.

## About Tapestry Networks

Tapestry Networks brings world-class leaders together to tackle complex challenges and promote positive change through the power of connected thinking. Learn more at:

<https://www.tapestrynetworks.com/>.

## About Spelman College

Spelman College, a historically Black college and a global leader in the education of women of African descent, is dedicated to academic excellence in the liberal arts and sciences and the intellectual, creative, ethical and leadership development of its students. Learn more at <https://www.spelman.edu/>.

## Press contacts



**Amy Christenson**

**Managing Director, Operations**

+1 617 410 2217

[achristenson@tapestrynetworks.com](mailto:achristenson@tapestrynetworks.com)



**Denise Ward**

**Associate VP for Communications and Marketing**

+1 770 862 4028

[denise.ward@spelman.edu](mailto:denise.ward@spelman.edu)