



SAP SuccessFactors 

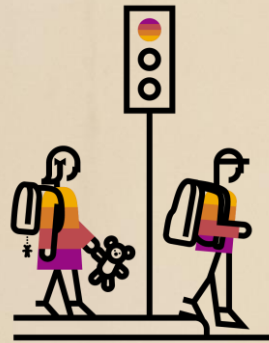
Wenn ich groß bin, werde ich..

Rufino de Guzman, SAP SuccessFactors
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INTERNAL – SAP and Customers only

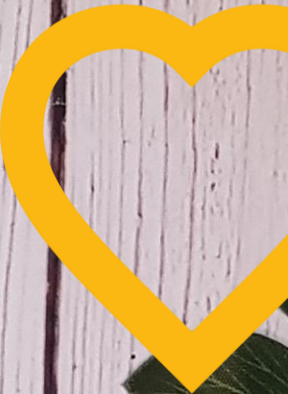
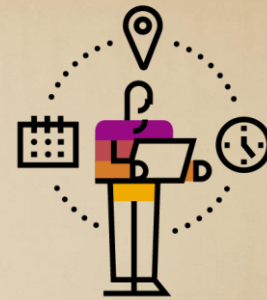
**Was wollte
ich als Kind
werden?**



**Was habe
ich gelernt?**



**Was mache
ich heute?**

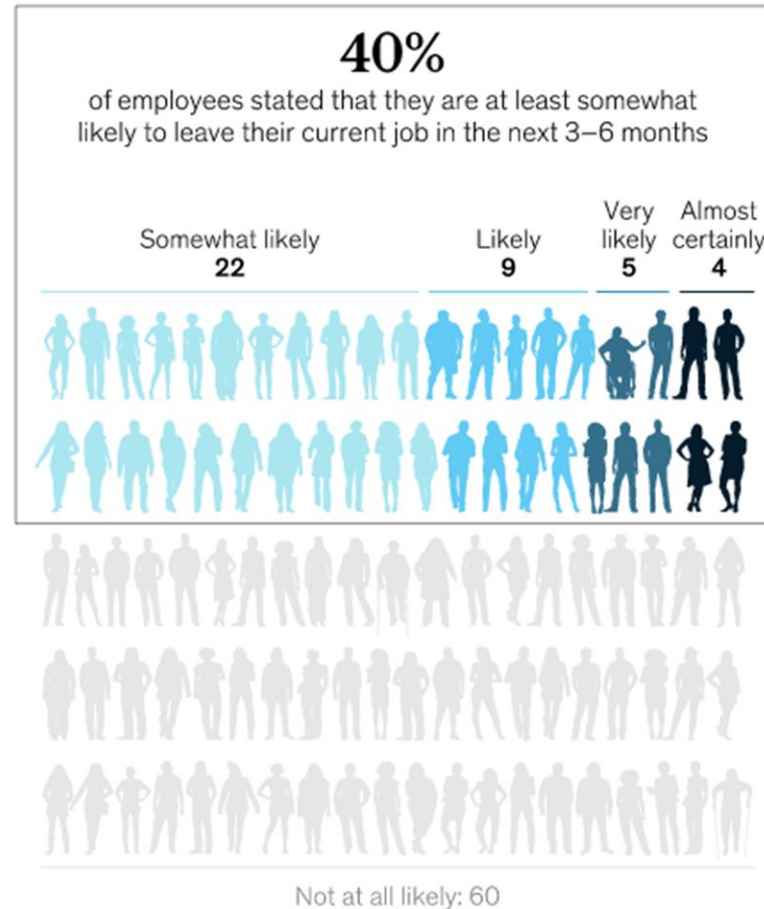






The 'Great Attrition' is real, and appears widespread across industries.

Likelihood that employees will leave their current job in next 3–6 months, % of respondents



Share of respondents who are at least 'somewhat likely' to leave their current job in next 3–6 months, by industry, %

At least somewhat likely to leave Not at all likely

Source: [McKinsey. 09/2021](#)

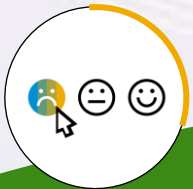
Die Zukunft der Arbeit

Future Work

Future Workforce

Future Organization

Talent
centricity



Talent
Mobility



Upskilling/
Reskilling



Agile
Teams



Cultural
Change



Talent Trends

**Transparenz über
Fähigkeiten der
Mitarbeitenden**

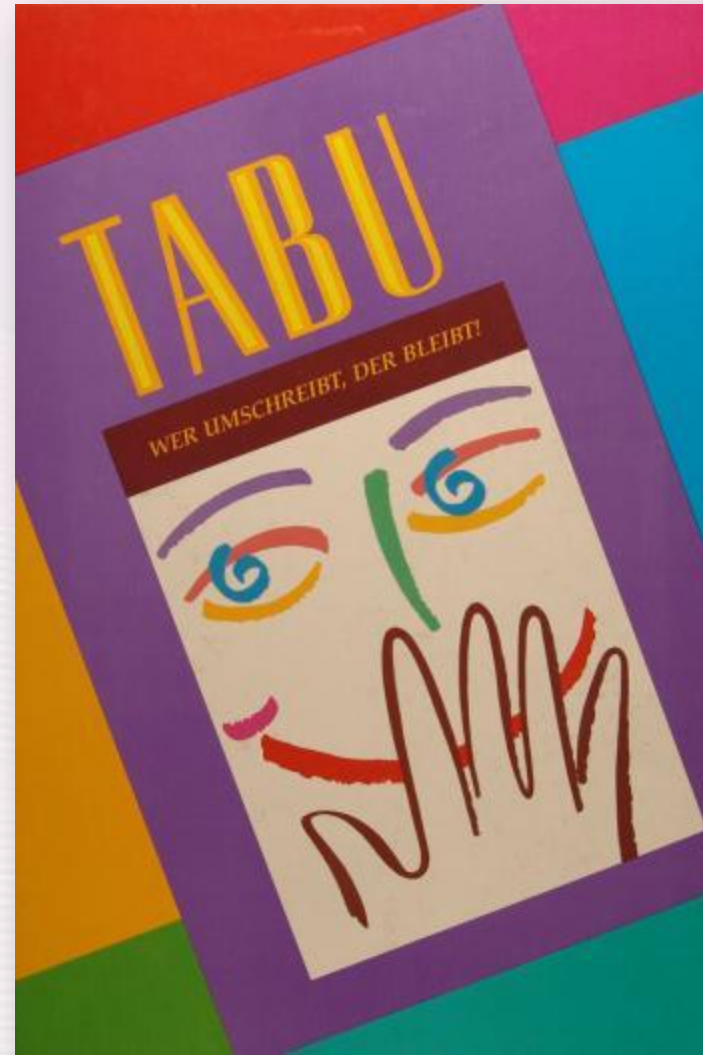
**Vertrauen in die
Mitarbeitenden und
deren Fähigkeiten**



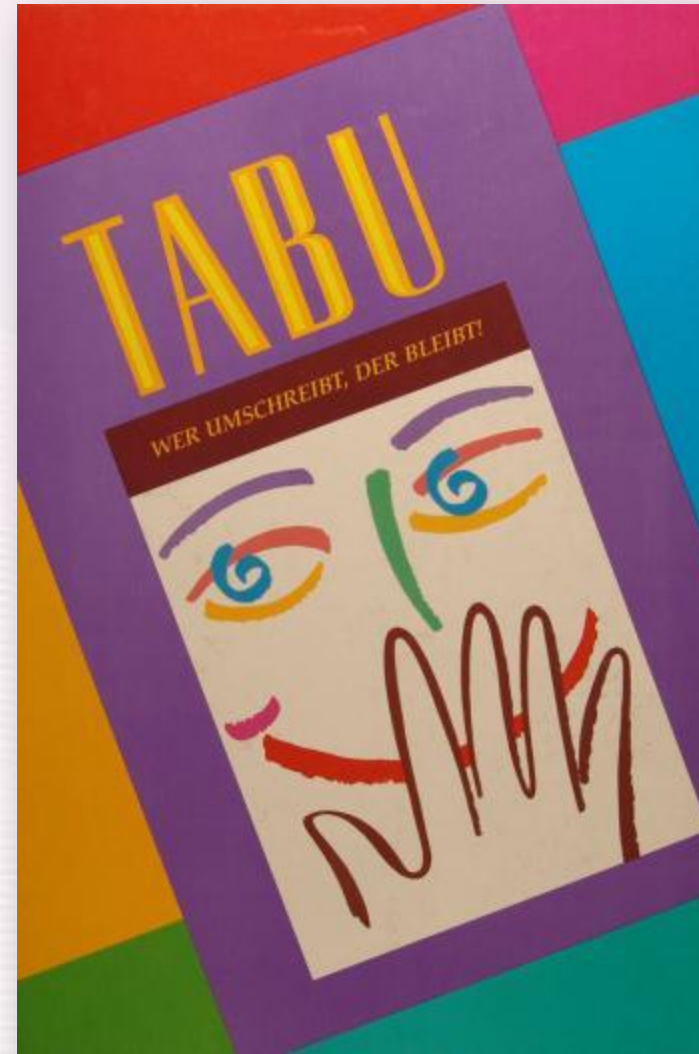
**Mut Neues
auszuprobieren**

**Schnell agil Lücken
bei Bedarf schließen**

Wer bin ich?



Alleinerziehende Eltern



Whole Self Model

Who you are and who you are becoming.

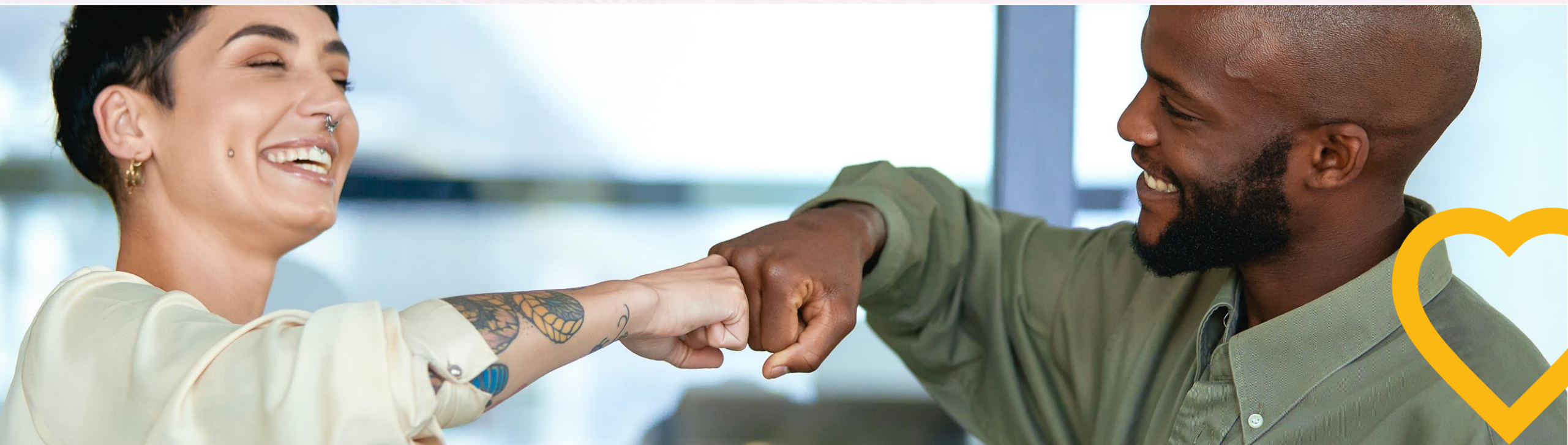
WHAT I KNOW

STRENGTHS & STYLES

EXPRESSIVE PREFERENCES



Dankeschön!



Thank you.

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