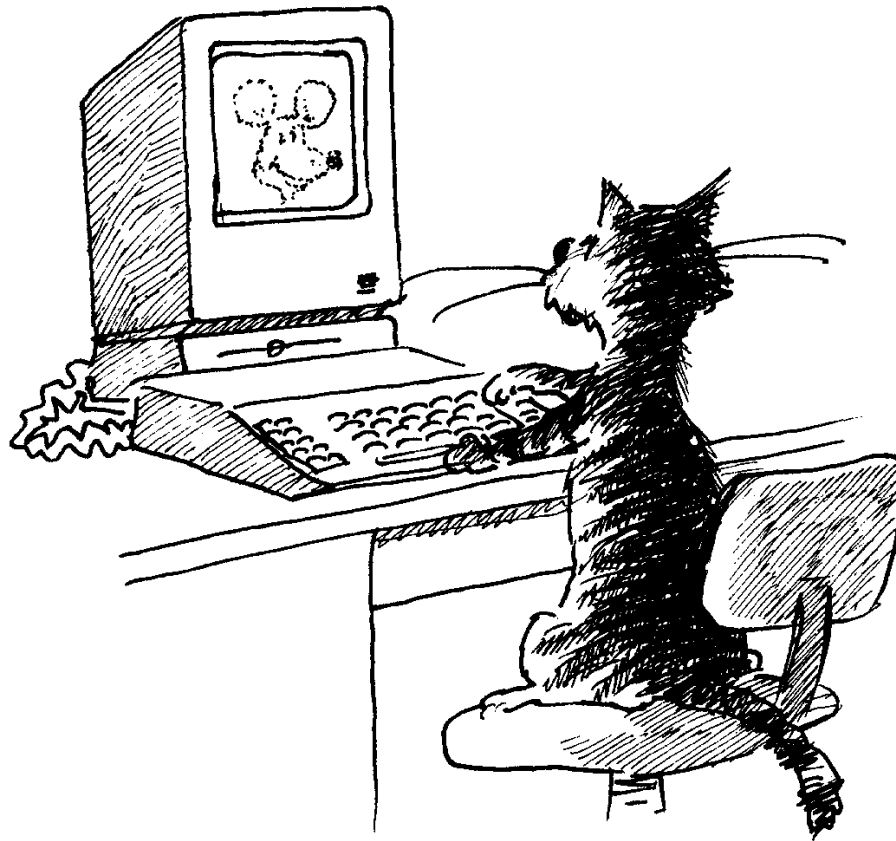


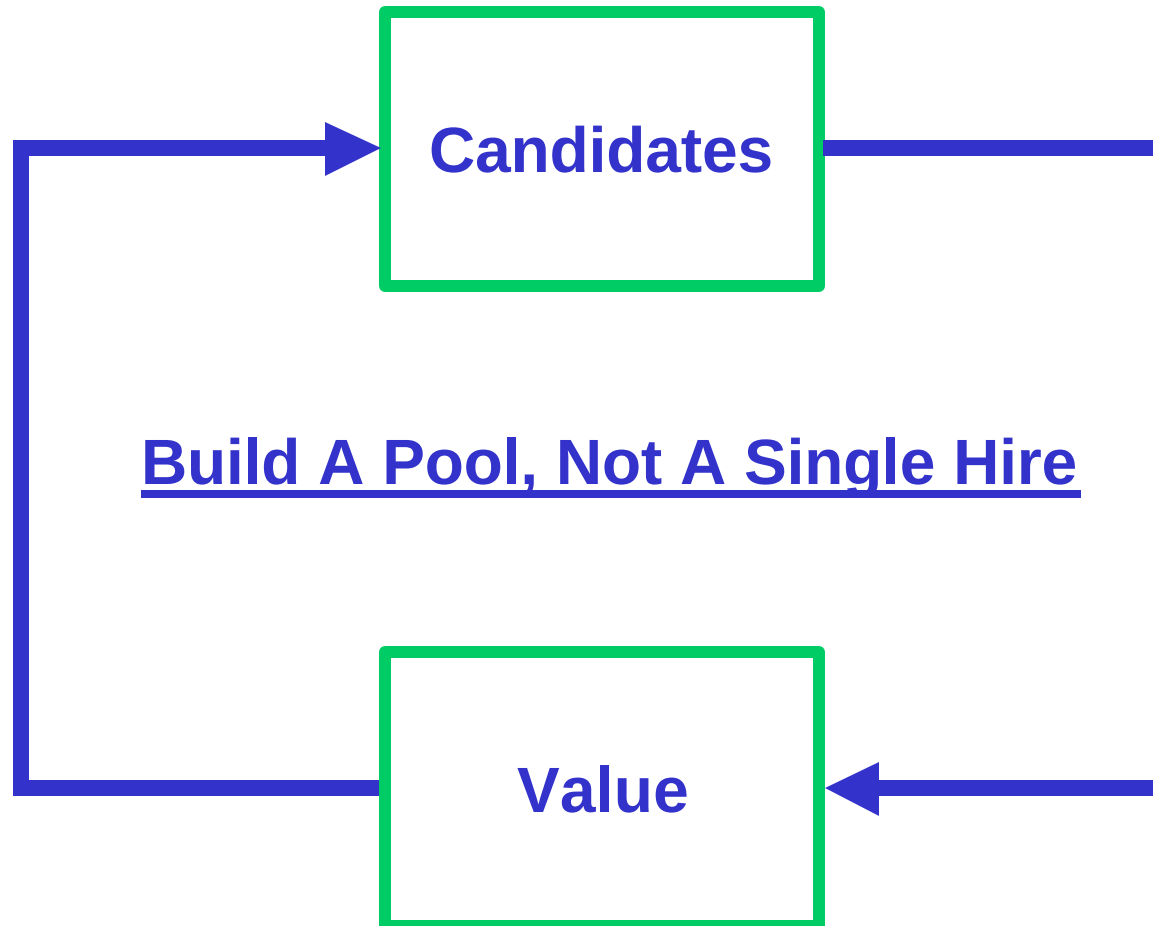
Beware Of Buzzwords

Successful Tactics In The Talent Supply Chain

Basic Principle



Basic Principle Explained

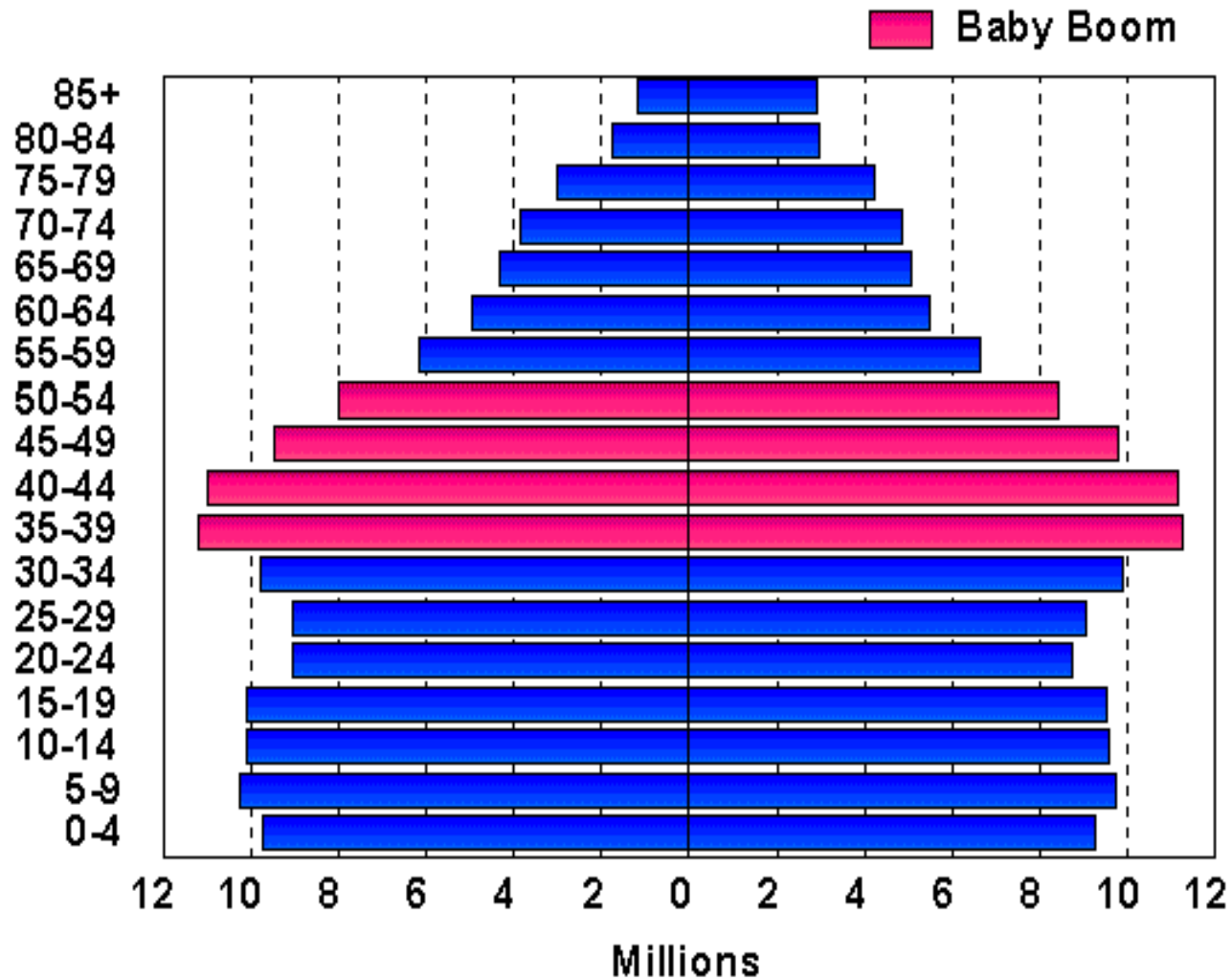




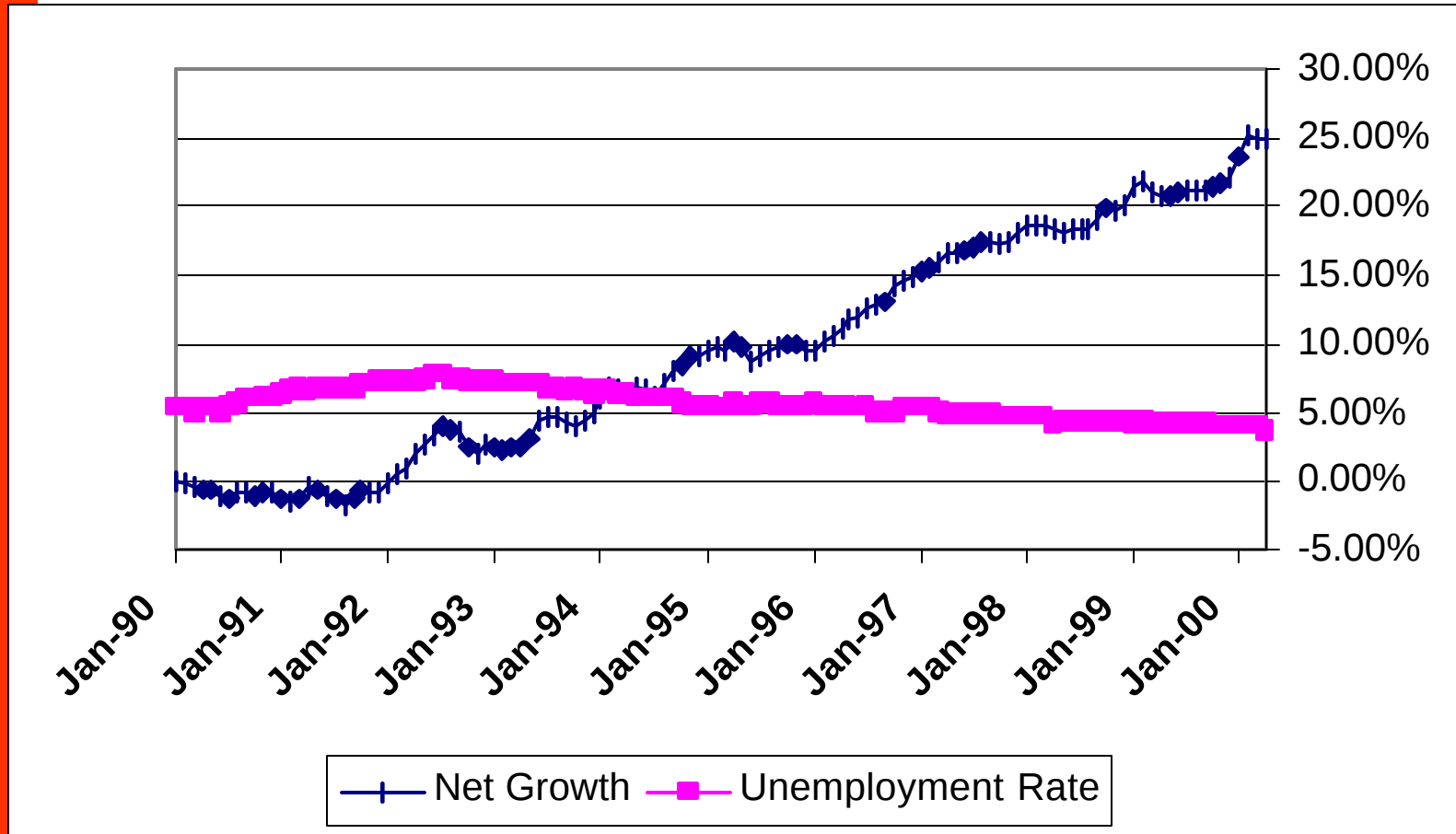
What Is 3.9%?

- The Cheese Sticking To The Pizza Box
- The Grounds In The Last Cup Of Coffee
- The Milk Left In The Empty Gallon Jug
- Half of the Sales Tax On A Dollar
- The Difference Between 25 and 26 MPG
- Time Between Tracks On a CD
- 2 minutes and 20 seconds per hour
- The Limits Of Error On Police Radar

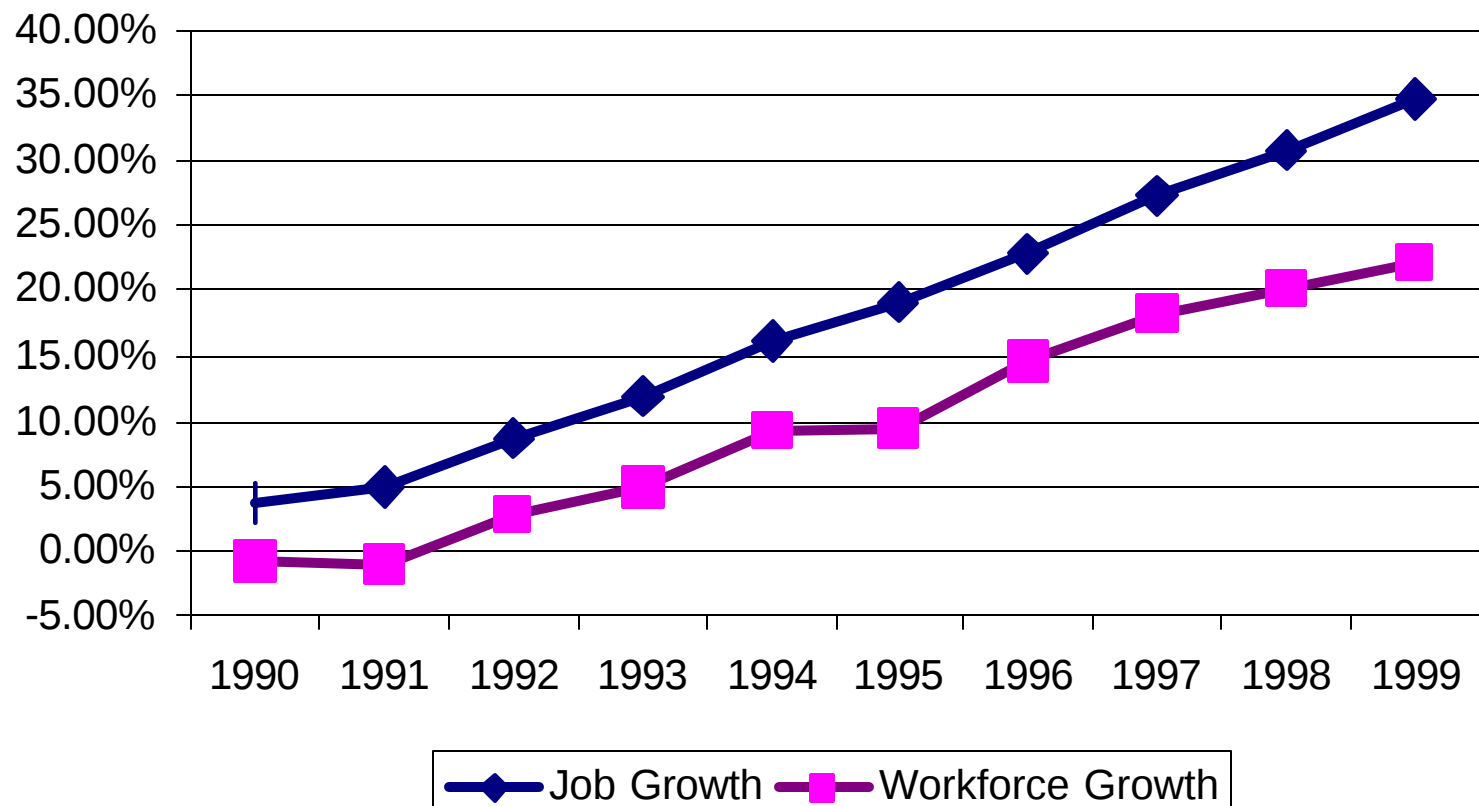
It's All Demographics



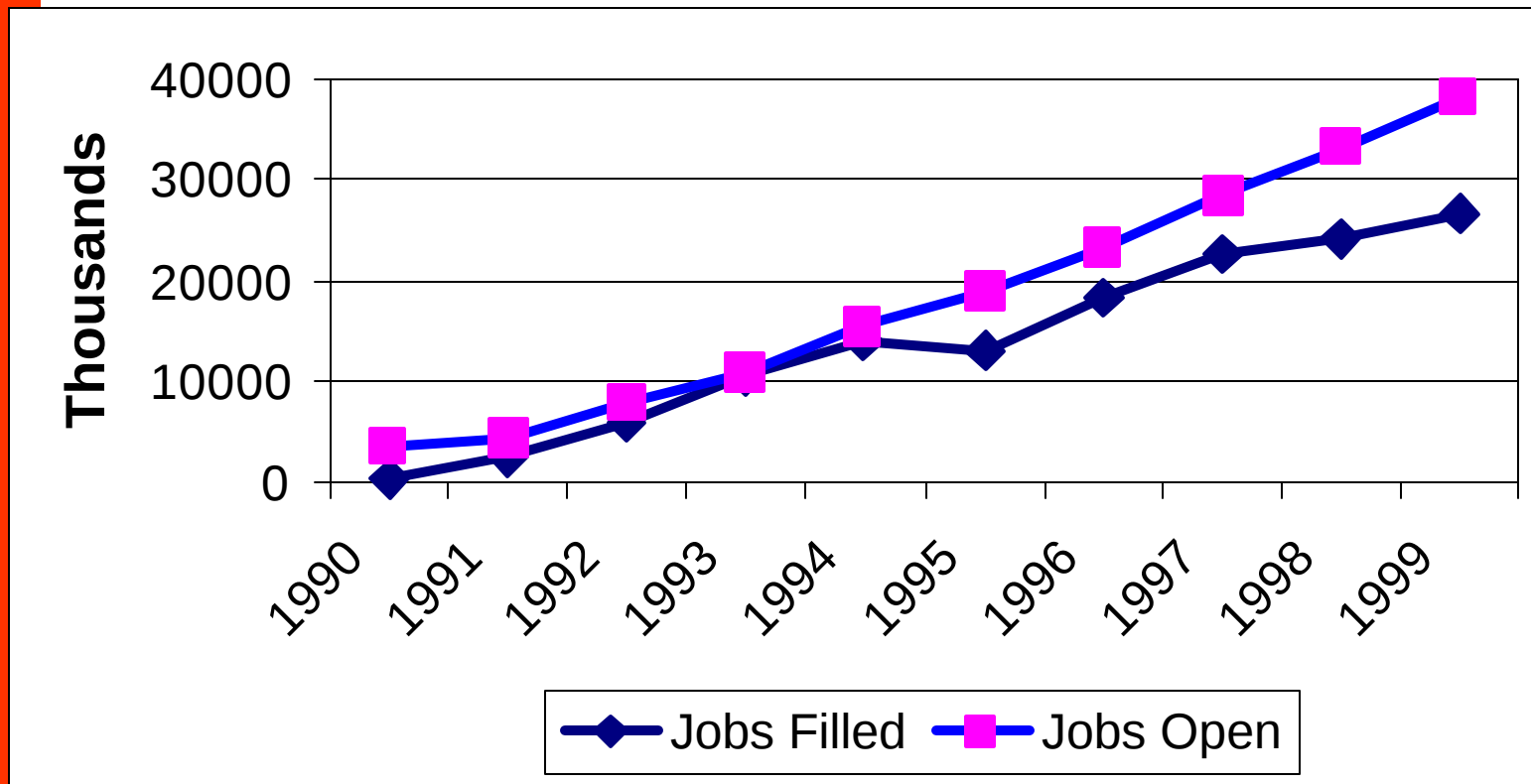
Huge Workforce Growth



Even Larger Economic Growth



Job Creation Vs Fulfillment



Over 10,000,000 Jobs Unfilled

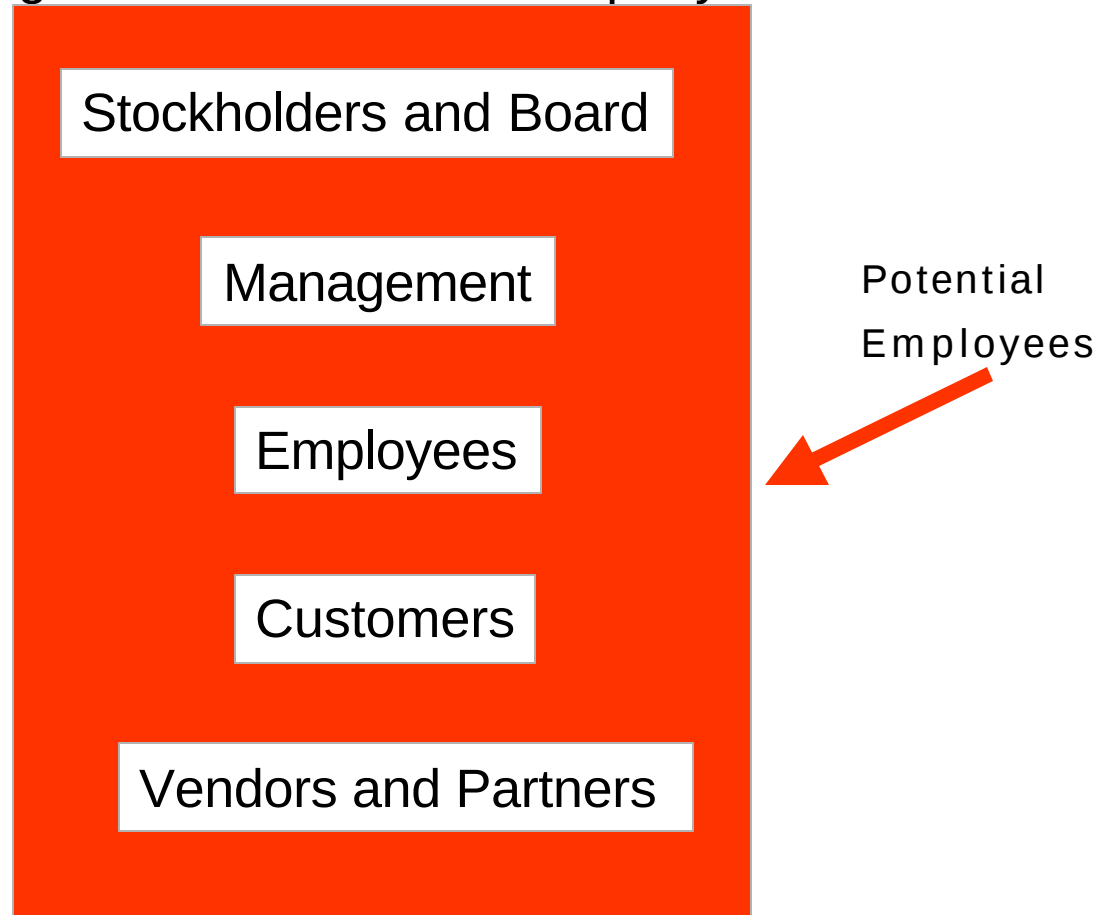
Likely Scenarios Next 10 Years

- Unemployment Near 3%
- Workforce Utilization In Low 70s
- Economic Growth Averages 2%
- Net Result
- Best Case: 20 Million Unfilled Openings
- Worst Case: 30 Million Unfilled Openings

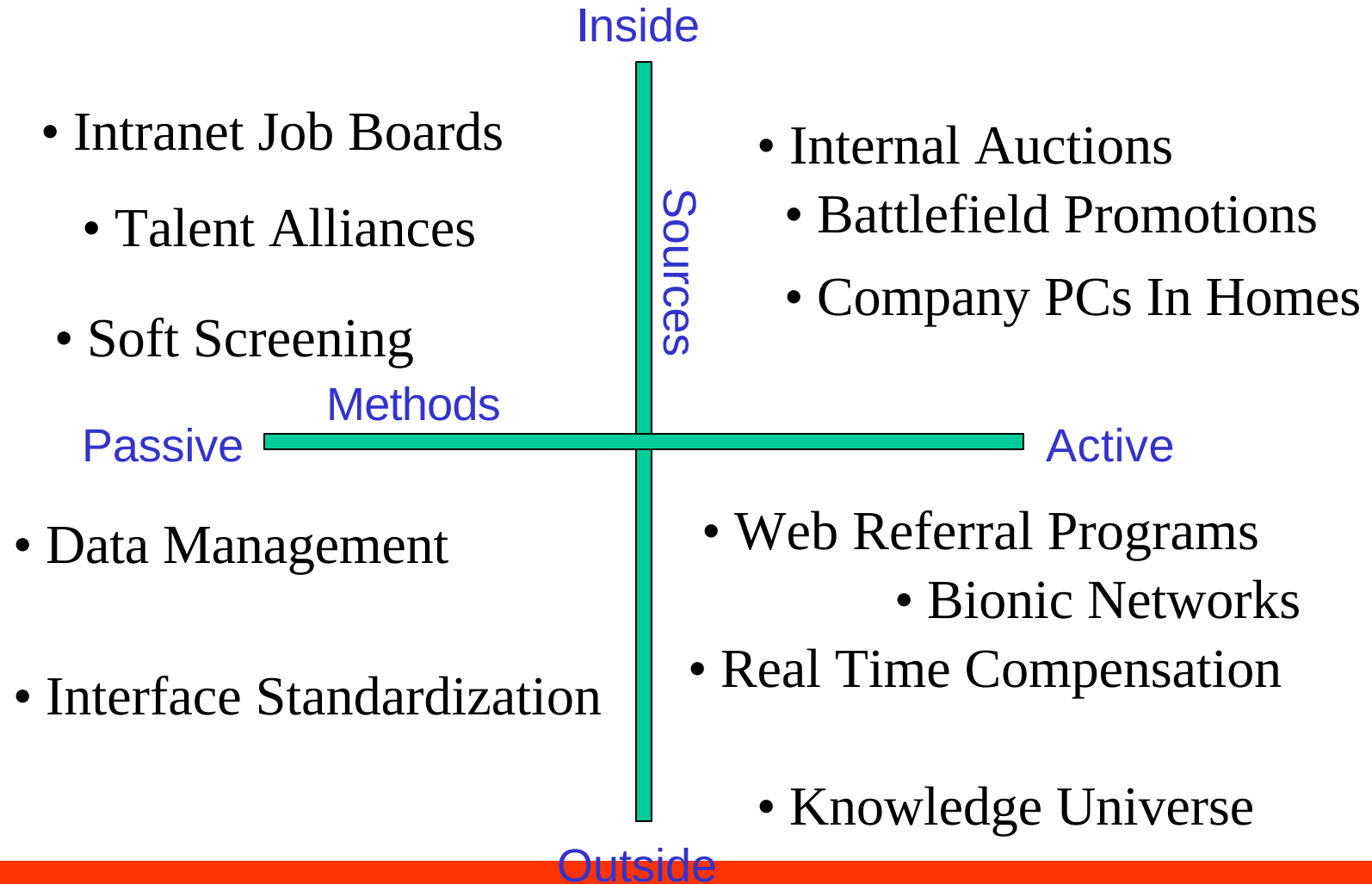
Key Trends

- Redefinition Of The Enterprise
- Recruiting As Inventory Management
- Mining The Supply Chain
 - Inventory Acquisition
 - Options
 - Supply Creation
- Bionic Social Networks
- Lots of Web Experiments
- Retention as Recruiting

Changing Definition Of The Company



Trend Dimensions



War Means War

- Think Logistics
 - Supply Management
 - Inventory Control
 - Maintenance
 - Training
 - Recycling
 - Conversion
- If They Aren't Yours
 - They Are Someone Else's
- Shoot To Kill

What Is A Talent Office?

- Guarantees Supply
- Allocates / Rations Scarce Resources
- Identifies Mines and Deposits
- Implements Extraction Process
- Manages Refining Process
- Develops Alternative Sources
- Enables Growth Objectives

- Objective: -30 Recruiting