



Beyond the Old Playbook: Reimagining Talent Management for a Changing Workplace

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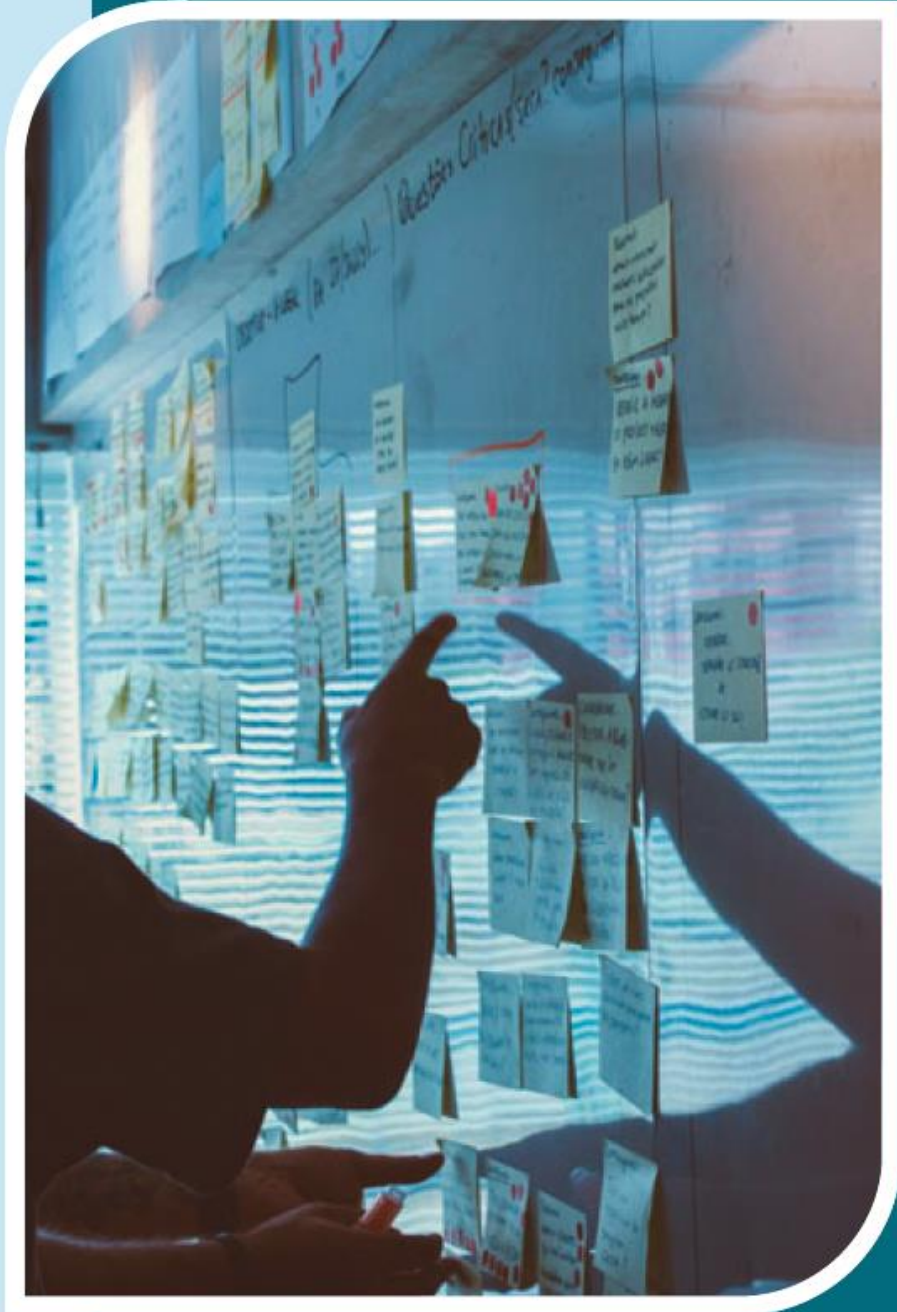
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Agenda

Reimagining how people and organizations thrive in a changing world

- Why We Need a New Approach
- **Align** – modernize organizational design, structures, and talent supports
- **Grow** – build performance mastery through learning and growth
- **Prosper** – – strengthen culture, resilience, and sustainable success
- Wrap-up & Key Takeaways



Question:

What **talent management challenge** is top of mind for you? *(hiring, skills shortage, hybrid work, retention, development, people management, competitive pay)*



The Workplace Has Changed

- Hybrid work, flexibility
- Generational shifts
- Digital/AI, constant disruption



The Talent Gap

- The aging workforce
- Gen Z growth and knowledge transfer
- Skills shortages
 - Skill shortages persist — the issue is **capability**, not headcount.
 - **We're not building skills fast enough.**
 - Skills gaps span **frontline, technical, trade, and leadership roles.**
 - Emerging solutions: **microcredentials, work-integrated learning, and industry-driven training pathways.**
 - **Skills-based talent management** is essential for building a work-ready workforce.



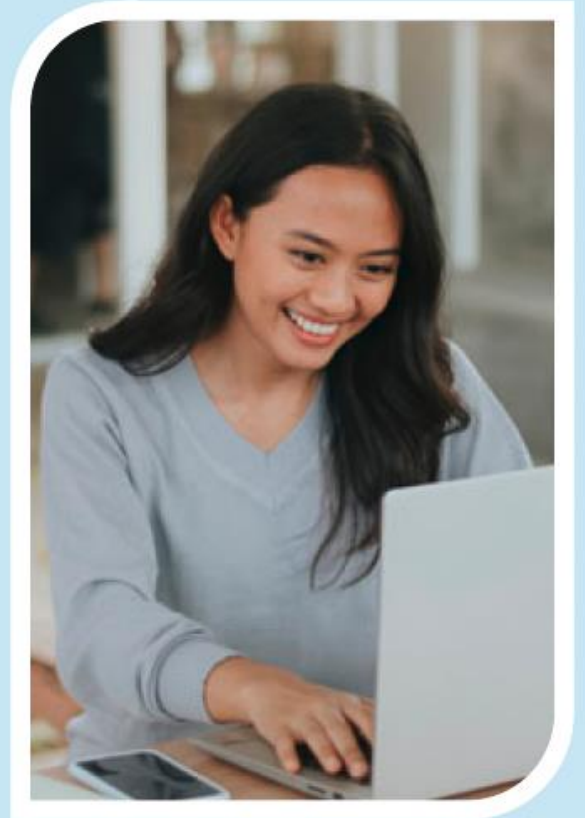
Why the Old Playbook No Longer Works

Old Playbook



New Reality

- Predictable jobs
- Clear hierarchies
- Long tenure
- Distributed + tech-driven
- Fluid + project-based
- Need agility + faster decisions



Networks v. ladders → Forming, Reforming → Clarity in Expectations & Flexibility

What does Align mean?

Align defined:

1. Design your organization to meet business goals.
2. Build foundations: people analytics, org design, employer brand, onboarding.
3. Understand industry and team drivers to adapt structures and strategies.

Align in Practice

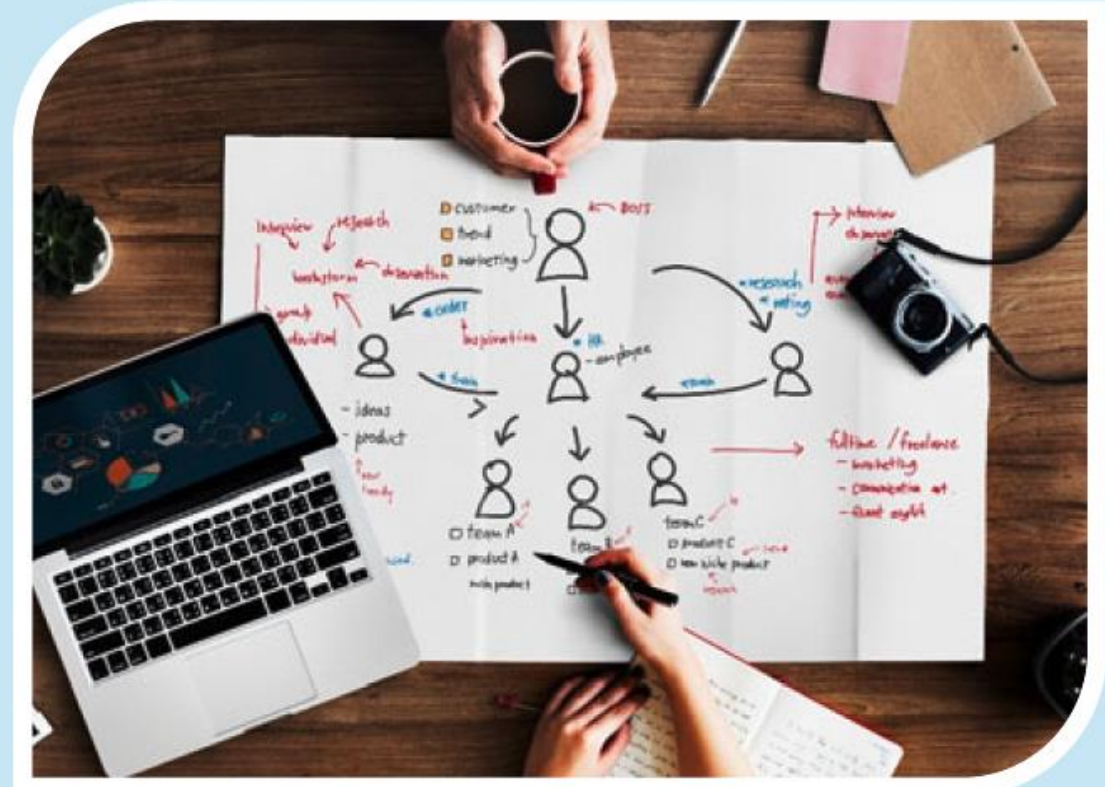
People Analytics

- Look beyond activity → measure impact.
- Examples: time-to-competency, cross-training readiness, overtime dependency → revenue growth.
- Connect every people metric to business outcomes.



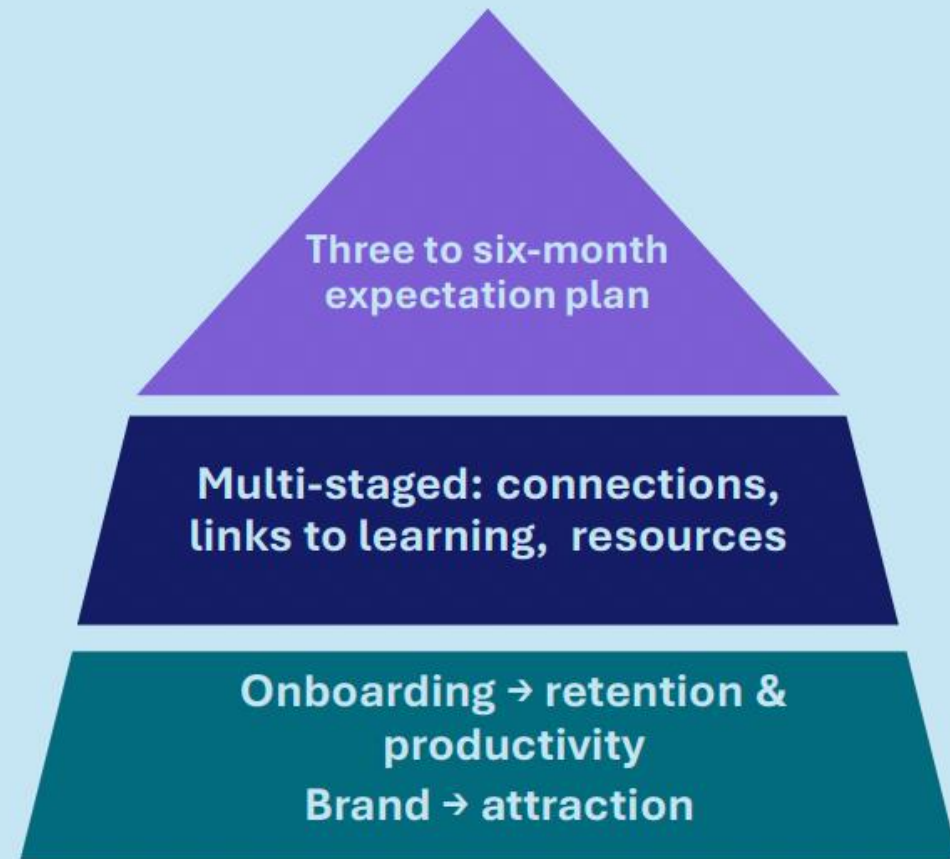
Talent Mapping → Right People, Right Place, Right Time

- Map current talent: roles, skills, aspirations.
- Focus on business vision and objectives.
- Balance strengths and gaps; identify talent risks.
- Use as a guide for future talent planning.



Employer Brand + Onboarding → Delivering on the Promise

1. Attract the right people with a clear, authentic employer brand.
2. Deliver on the promise through a structured onboarding journey.
3. Set expectations early with connections, learning, and performance milestones.



Onboarding in Action

Example: Tech Company Onboarding at Scale

- ✓ Rapid growth: ~10 new hires per month
- ✓ 90-day “onboarding roundtable” — 30 min with new hire, manager, HR, and a peer
- ✓ New hire shares what’s going well, what’s challenging, and what support is needed
- ✓ Course corrections made early to sustain engagement and alignment



Question:

What's the **#1 gap** in your alignment today?

- People Analytics
- Talent Attraction
- Onboarding
- Talent planning
- Role Clarity
- Other?



What does Grow mean?

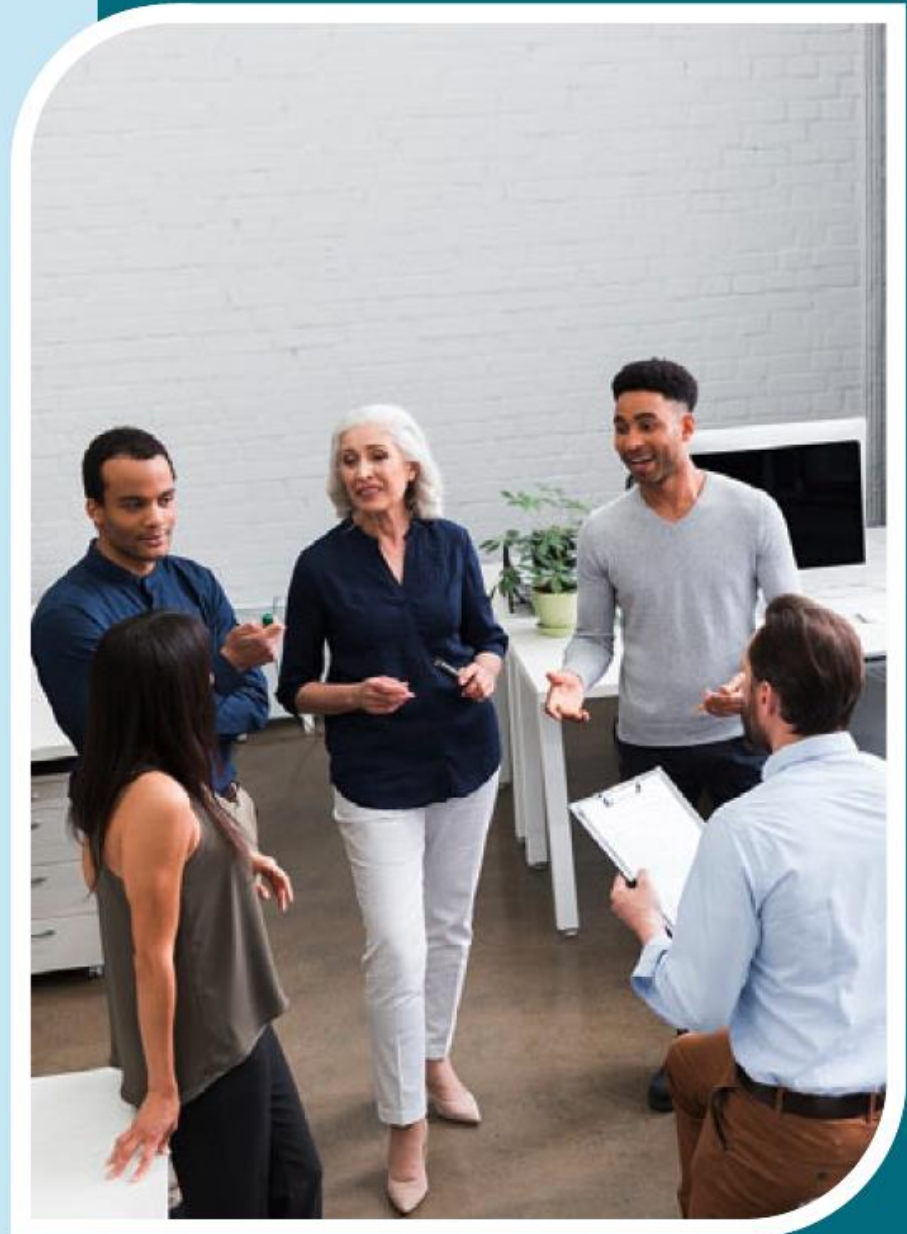
Grow defined:

- Develop agile, future-focused approaches to performance mastery.
- Foster continuous learning and skill development across the organization.
- Build adaptability to meet evolving business and talent needs.

Agile Performance & Coaching

Agile Performance + Coaching → Growth in Real Time

- Less formal, more frequent performance conversations
- Align goals/feedback with development in the flow of work
- Leaders as enablers, not just evaluators.



Performance and Development Conversations



- ✓ In the moment recognition
- ✓ Bi-weekly performance check-ins
- ✓ Quarterly development conversations

Agile performance mastery is one of the best ways to strengthen organizational health.

Learning Culture

Learning Culture → Growth Every Day

- Learning in the flow of work.
- Curiosity, knowledge-sharing, experimentation.
- Continuous feedback as the norm.



Simple, Peer Driven, and Powerful

- Build five minutes into team meetings: share one thing they're learning or going to teach.
- Project retrospectives
- Cross functional learning groups
- Expert storytelling



Talent Development & Upskilling

Talent Development & Upskilling → Future-Ready Workforce

- Prepare for new roles, skills, tech.
- Upskill to address workforce shifts.
- Align career pathways with business strategy.

Making Development Work

- ✓ Align growth with organizational goals
- ✓ Make development personal, social, and continuous
- ✓ Focus on skills application, not just training activity



Question:

What is your organization (or team's) most pressing **talent development challenge**: upskilling, reskilling, or knowledge sharing, other (i.e. internal mobility, promotability)?



What does Prosper mean?

Prosper defined:

Maximizing employee experience through culture + practices that sustain growth.



Re-recruit



Total Rewards





Re-Recruit: Sustaining Engagement

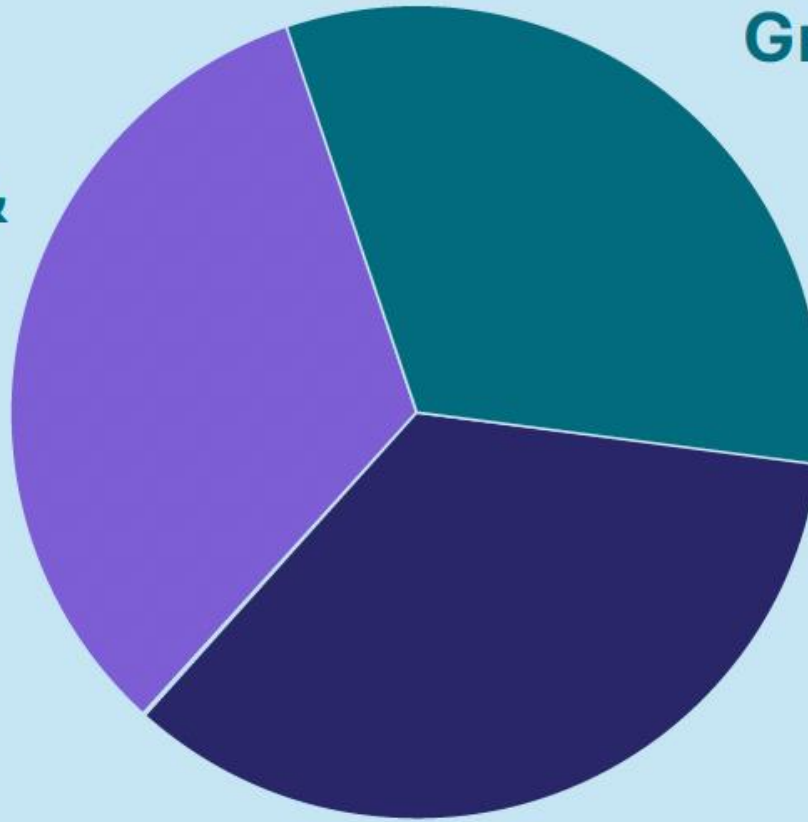
- Renew connection to mission & values
- Equip people with tools & flexibility
- Energize through recognition & growth

Re-Recruit: the daily practice of keeping people connected.

Total Rewards Strategy

Compensation & Benefits

- Essential foundation



Growth & Wellbeing

- Learning, wellness, flexibility

Belonging & Purpose

- Recognition, kudos, community



Leadership Imperative: *Prosper in Action*

- Engagement starts with leaders
- Strong culture = stronger retention
- Re-recruit yourself!

Consider:

How will you keep earning your people's choice to stay and prosper with you?

From the Old Playbook to What Works Now

Yesterday

- Stability, hierarchy & credentials
- Control & Compliance
- Work defined by tasks
- Leadership as authority

Today

- Skills, adaptability & learning
- Roles defined by purpose & growth
- Trust and accountability
- Leadership as culture-shaping

Today, talent management connects people and purpose.

Design for What's Next



Align – design structures, analytics, and practices for today's realities.



Grow – strengthen mastery through coaching, learning, and upskilling.



Prosper – build culture and resilience that sustain performance.

Modernizing talent management isn't a reset — it's your next evolution.



Let's Keep the Conversation Going

Connect with me on **LinkedIn**

Interested in learning more?

Align. Grow. Prosper. is a new hybrid learning experience that charts the course for re-imagining your talent practices, building on your organization's strengths while addressing gaps along the way.



Visit **centrepoinlearning.ca** or
scan the QR code to learn more.