

# **Beyond the Old Playbook:**

## Reimagining Talent Management for a Changing Workplace

January 14, 2026



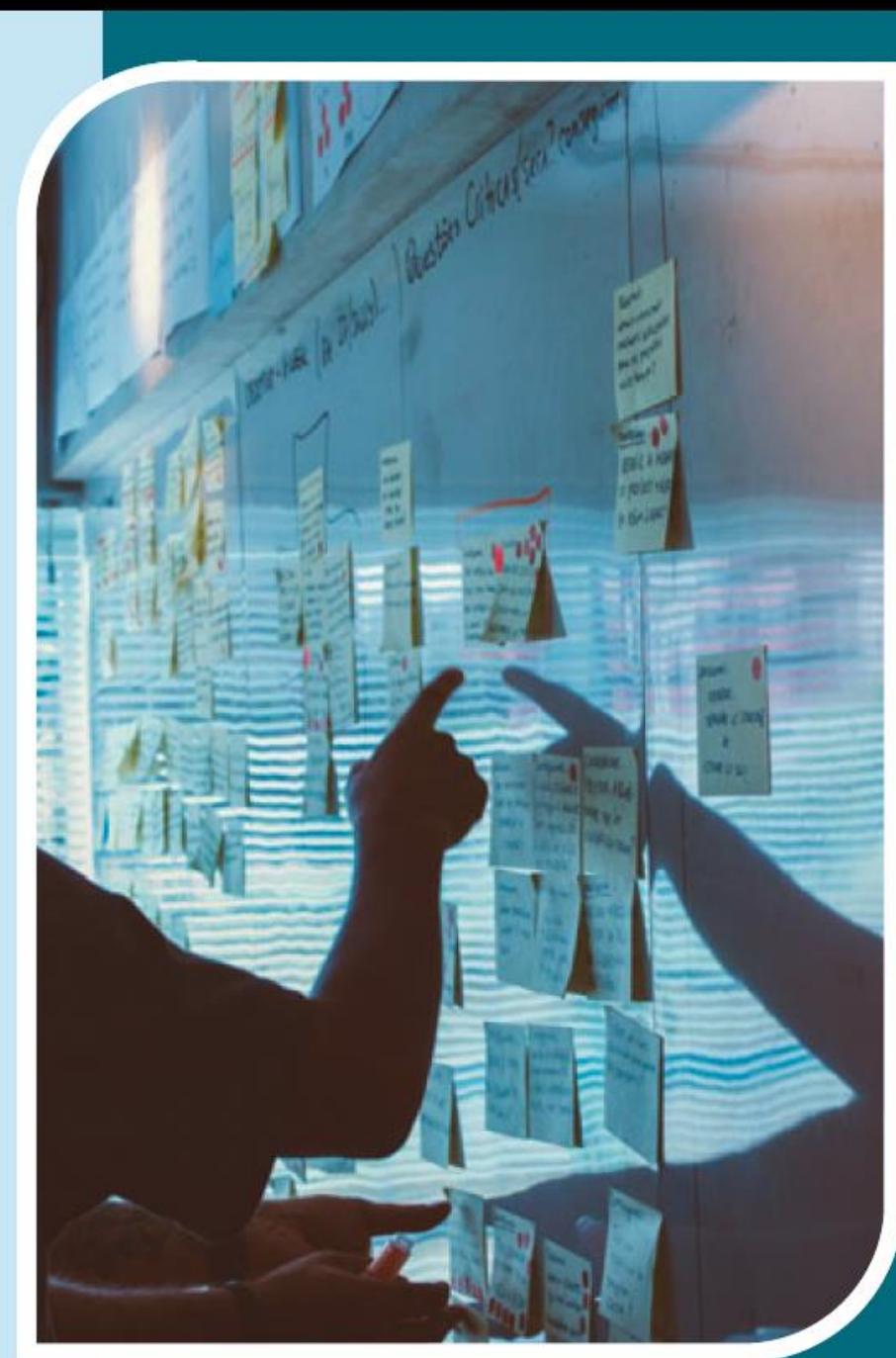
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# Agenda

*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:

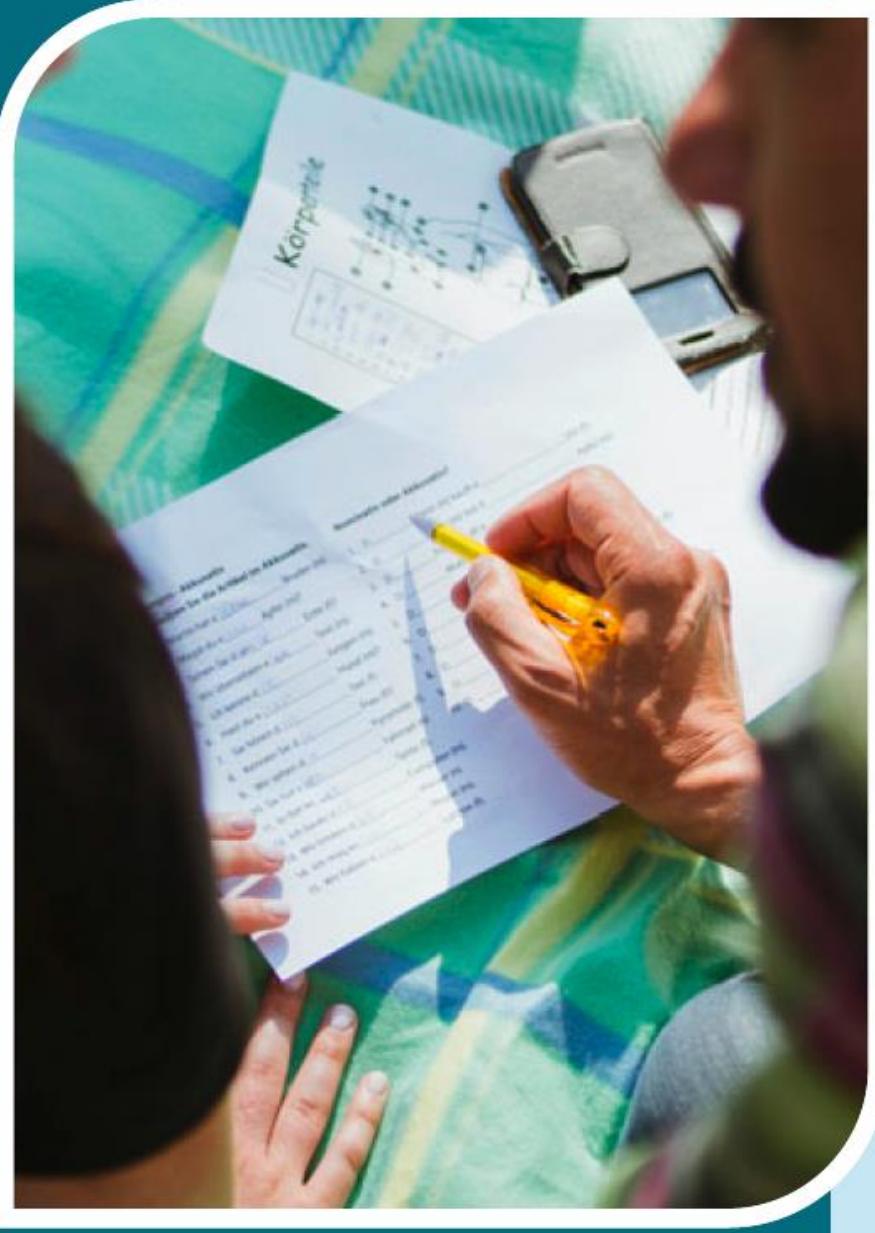
What **talent management challenge** is top of mind for you? *(hiring, skills shortage, hybrid work, retention, development, people management, competitive pay)*



# 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



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

New Reality

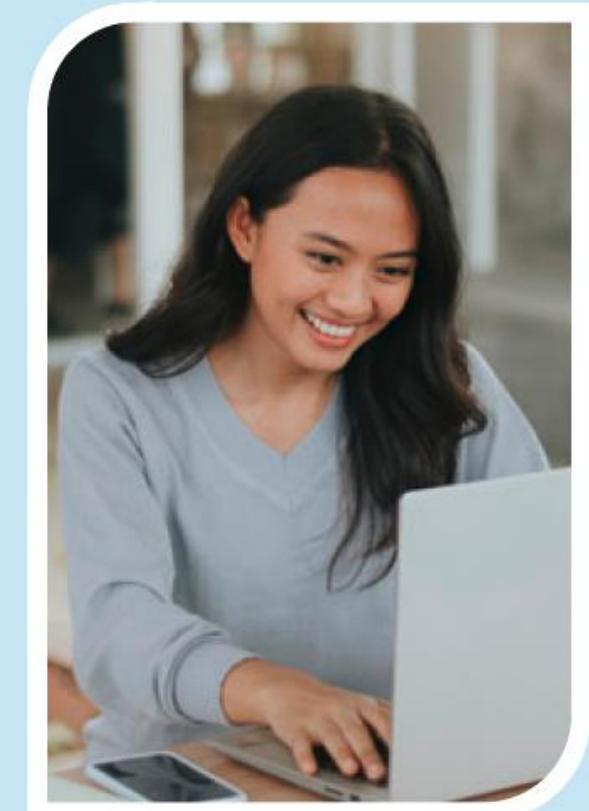
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Forming, Reforming



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.

**Data** → **Insights** → **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?

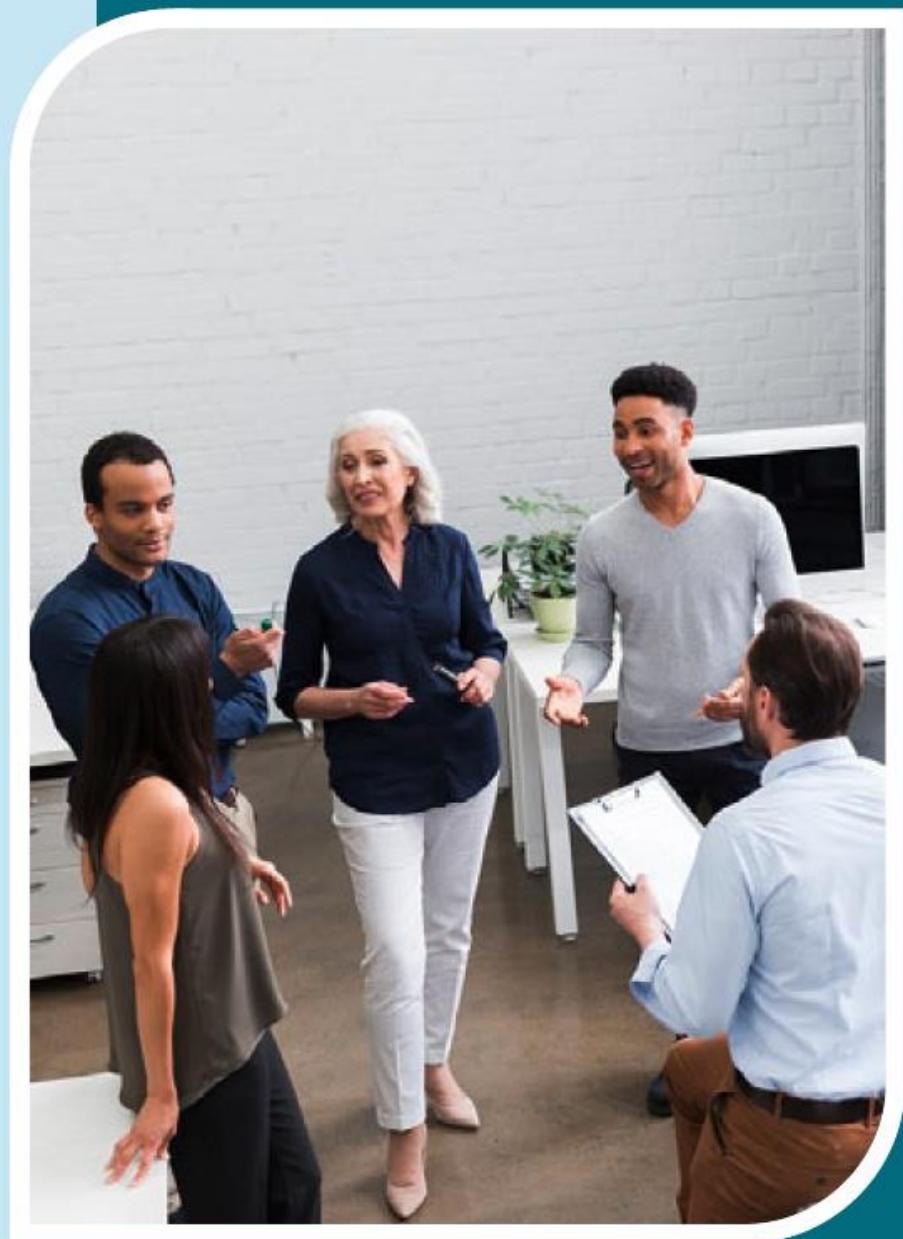
## **Grow** defined:

- 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)?



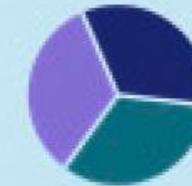
# What does Prosper mean?

## Prosper defined:

Maximizing employee experience through culture + practices that sustain growth.



**Re-recruit**



**Total Rewards**





## Re-Recruit: Sustaining Engagement

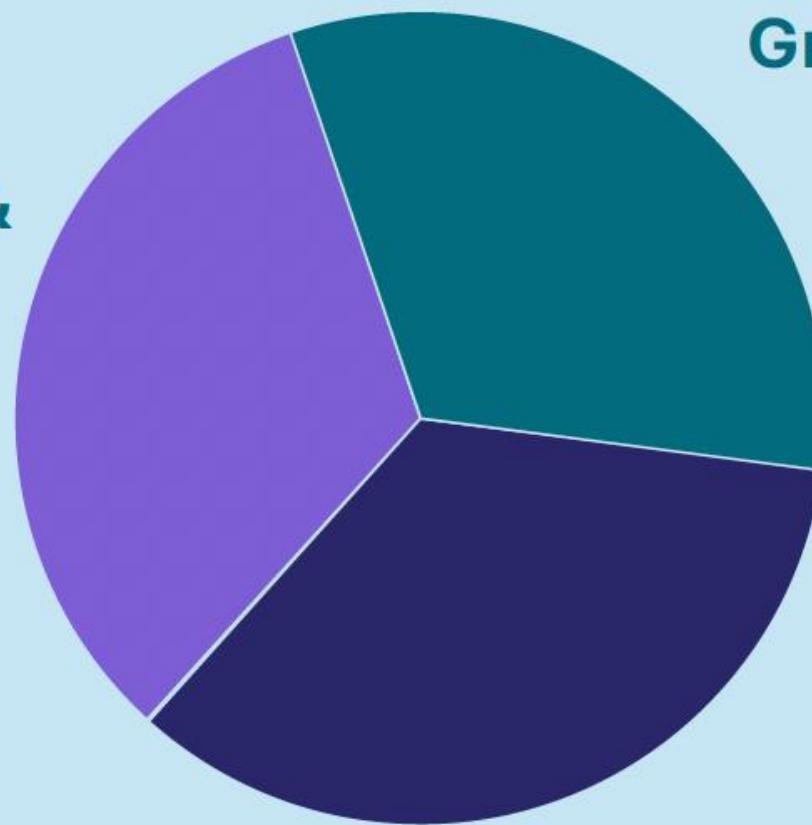
- Renew connection to mission & values
- Equip people with tools & flexibility
- Energize through recognition & growth

*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 [centrepointlearning.ca](http://centrepointlearning.ca) or  
scan the QR code to learn more.