

# **RECRUITING TALENT ACQUISITION RETENTION**

## **Current Trends and Challenges**

**Lucie Melicharová**  
**learn2grow**  
**Prague, Czech Republic**  
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# Lucie Melicharová

Passionate about learning and people development



Founder and Managing Director



ConocoPhillips HR Manager, CEE



Squire Sanders Marketing & Recruiting Manager



<https://www.linkedin.com/in/lucie-melicharova-0267aa3/>

# 4

- #1 Labor Market
- #2 The Work Itself
- #3 How We Work
- #4 Employer Branding

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## Areas of Change

In Recruiting, Talent  
Acquisition and Retention



# **#1 Disrupted World Brings Structural Changes to the Labor Market**



**Fight – Strive – Thrive**

**Lockdown – international workplace impaired, diversity impaired**

**Structural Changes influencing the labor market (some businesses close to bankruptcy, some heated up)**



**#2**

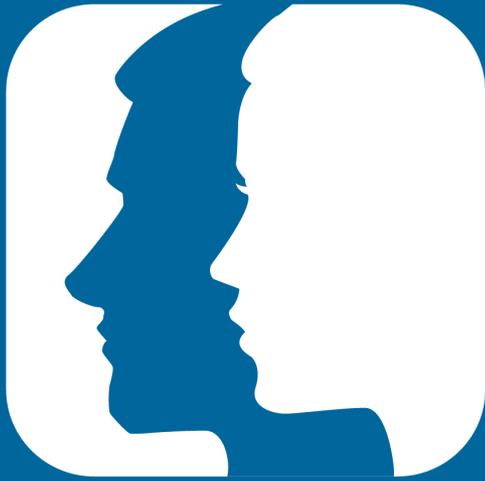
**The character of  
work is changing**



**Digital in all shapes**

**Automation / Robotisation / VR**

**Predictive Analytics / Artificial  
Intelligence**



**#3**

**Changes in the  
way we work**



# Recognizing the Challenges

## **Hybrid workplace**

**(... and the legal environment is slowly catching up)**

## **Decentralization**

## **Remote work builds .... remoteness**

**(watch out for biases)**

**More difficult to innovate without random encounters**



**#4**  
**Employee**  
**Well-Being still**  
**matters**



# New way of caring for employees

**Employer Branding is no more about cool offices, ping-pong tables and on-site chefs**

**Burnout prevention**

**New benefits on the rise**



**What new skills are  
*you* working on?**



**Have *your* priorities  
changed?**



**What opportunities  
do *you* see?**