

## News release

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*Deloitte Belgium highlights Belgian excerpts from the Deloitte 2015 Human Capital Trends report.*

### **Nearly three-quarters of Belgian leaders dissatisfied with HR programmes**

*A new study shows that 73% of Belgian leaders are not satisfied with the capabilities of their organisation's HR and talent programmes.*

**Diegem, 19 March 2015 – Deloitte Belgium announces the publication of the Deloitte 2015 “Human Capital Trends” report. In addition to identifying the top ten trends shaping the new world of work, the report reveals that a survey of corporate leaders across Belgium shows the surprising finding that almost three-quarters believe their HR solutions are barely adequate or falling behind.**

#### **Extensive global talent study**

What are the major trends and challenges driving human capital decisions in 2015? Answers can be found in Deloitte's 2015 “Human Capital Trends” report. It is one of the largest-ever longitudinal global talent studies, with replies from more than 3,300 business and HR leaders in over 106 countries. The survey asked business and HR executives to assess the importance of specific talent challenges facing their organisations and to judge how prepared they were to meet them.

The study spotlights ten key trends that are shaping the new world of work. These reflect four major themes for the year: leading, engaging, reinventing, and reimagining. Included in the global report is data from approximately 100 respondents in Belgium.

#### **Mind the gap**

The survey reveals that **culture and engagement** is the new and most urgent priority that companies around the world are facing. It highlights the need to understand an organisation's culture and to improve employee engagement. Two other top issues on the minds of CEOs and CHROs are **building leadership** and the need to transform **learning & development**.

The **capability gap** measures the difference between an issue's importance and an organisation's readiness to address it. Compared to last year this gap has increased for many of the trends. “It might be a clear indication that an accelerating economy and the shifting business and talent markets have created an even more urgent need to reinvent our human capital management,” observed Yves Van Durme, Deloitte Belgium Human Capital Leader.

The study shows that **73% of Belgian leaders are not satisfied with the capabilities of their current organisation's HR and talent programmes**. This is consistent with a worldwide finding: globally, 64%



of respondents believe their HR solutions are barely adequate or falling behind.

### **A critical year**

“We believe that 2015 is a critical year for corporate and HR leaders,” Yves Van Durme added. “Given the constantly evolving and competitive business environment, companies can’t be left behind and need to embrace new approaches. The trends revealed in this report can serve as a guide for the new thinking and actions required to meet the new challenges.”

The full Human Capital Trends 2015 report is available on the Human Capital Trends 2015 Interactive Dashboard. The trends can also be explored by geography, industry, and company size: <http://www2.deloitte.com/be/hctrends2015>.

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