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South Africa Human Capital Trends 2014

Engaging the 21st century workforce



The Top Five Trends for South Africa

Ranked in order of the importance and urgency as rated by South African participants

Trend 1

Leadership



Trend 2

Retention and Engagement



Trend 3

Diversity and Inclusion



Trend 4

Workforce Capability



Trend 5

Talent Acquisition and access



Number 1 Trend for South Africa Leadership

89% of South Africa business and HR leaders believe leadership development is their most important challenge over the next 12-18 months

and **34%** think they are not ready for it.

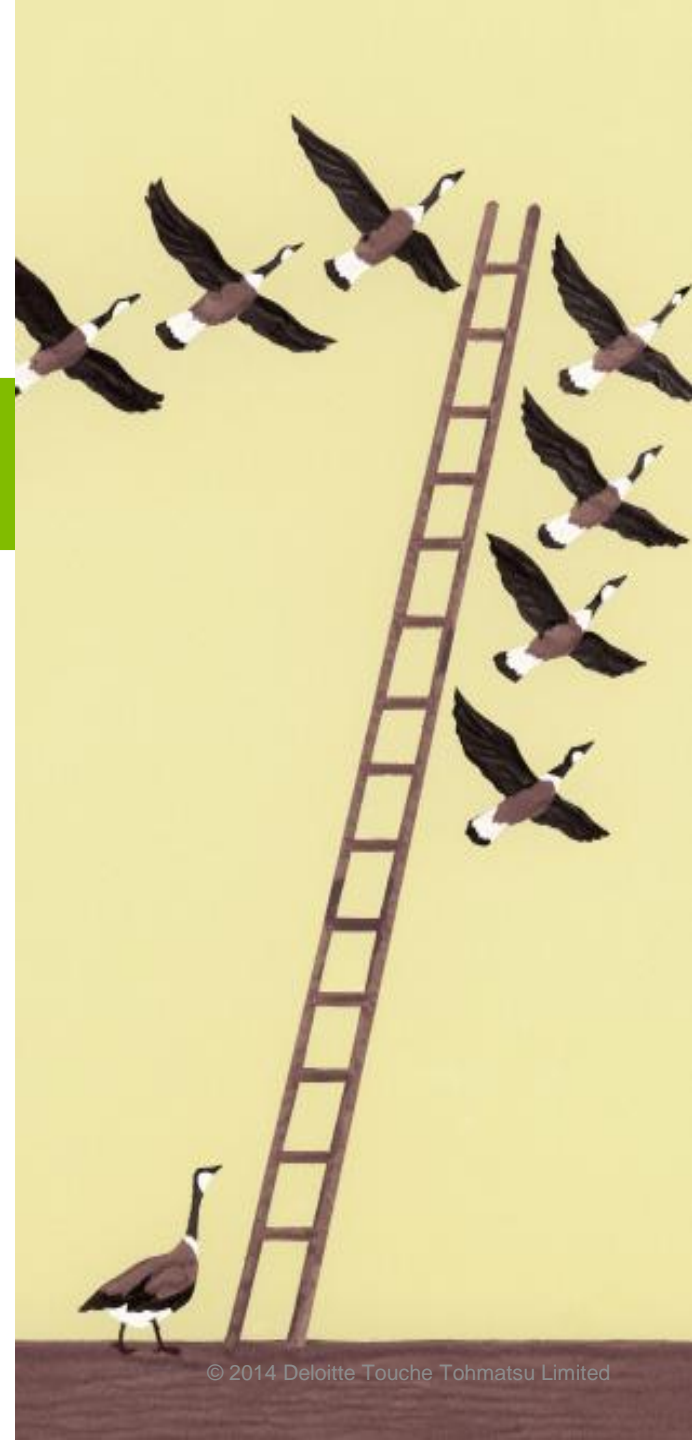


Number 1 Trend for South Africa Leadership

The challenge

Growing leaders at all levels

Failure to develop leaders is one of the biggest threats to global business growth **21st-century leadership is different** and involves new challenges, including multiple generations, globalisation, need for innovation, and rapidly changing technologies and disciplines

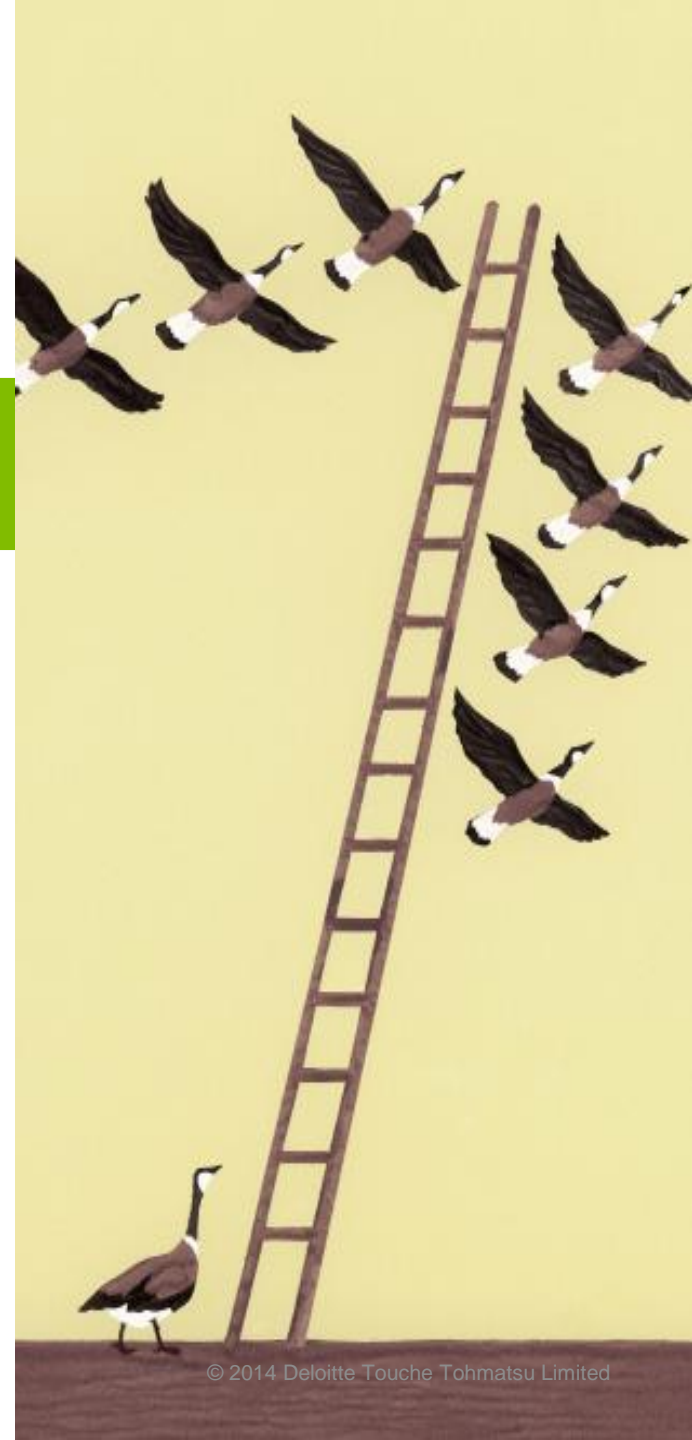


Number 1 Trend for South Africa Leadership

Where companies can start

Develop and nurture a leadership culture unique to your company and connected to your customer brand

- Ask your HR organisation to build programs and tools to enable leadership development at all levels of your business
- Engage top executives now to take accountability for the development of your leaders for tomorrow
- Build a strong bench of leaders where your strategy matters
- Align leadership strategies and programmes to business goals, refreshing as the business evolves



How to access the report

We've developed a set of tools to enable you to have conversations within your organisation and your leaders

The full global report is available at the following links



PDF

Read the report and share it within your organisation
www.deloitte.com/hctrends2014



Download the global app

Deloitte's 2014 Global Human Capital Trends—is now available in the iTunes App Store. **Download your free app** today to navigate through the survey report findings and metrics from all your mobile devices.



South African Full Report

The South African full report will be available on the Deloitte website in June



Twitter

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For more information or to participate in the 2015 survey please send us an e-mail
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