

# Rethink, Redefine and Reinvent Talent

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**FOURTH**



# Industry level trends

Rank	Rising industries (2014-2016)
1	Internet
2	Venture Capital And Private Equity
3	Computer And Network Security
4	E-Learning
5	Commercial Real Estate
6	Health, Wellness And Fitness
7	Investment Management
8	Individual And Family Services
9	Sporting Goods
10	Professional Training and Coaching

Rank	Declining industries (2014-2016)
1	Outsourcing/Offshoring
2	Restaurants
3	Computer Hardware
4	Oil & Energy
5	Retail
6	Telecommunications
7	Motion Pictures and Film
8	Newspapers
9	Airlines / aviation
10	Mining & metals

\*Based on the change in number of members in the industry from 2014-2016

# Most in-demand jobs in 2017

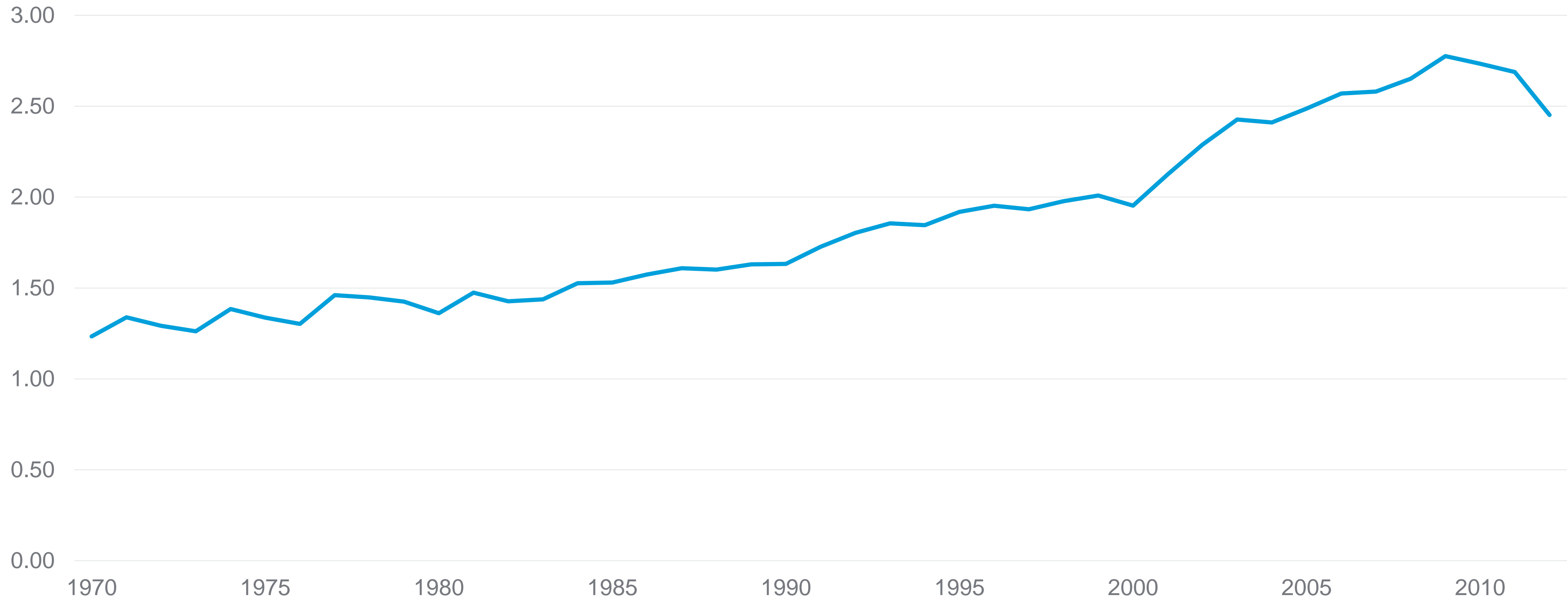


## #1 User Experience Designer

Rank	Occupation
1	User Experience Designer
2	Regulatory Specialist
3	Information Security Specialist
4	Compliance Specialist
5	Software Developer
6	Corporate Merger Specialist
7	Business Intelligence Consultant
8	Advertising Specialist
9	Physical Therapist
10	Corporate Tax Specialist

\*Based on an demand index calculated using the number of InMails received by these members from Aug 2016 – Jan 2017

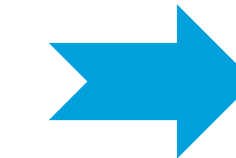
# Average number of jobs within 5 years of graduation



# Today's Talent

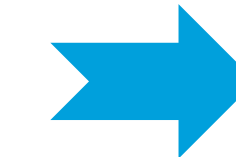


**Quiet Worker**



**Proactive Creator**

**Avoids Boss**



**Engages Boss**

**Values Stability**



**Values Progression**

**Fixed Mindset**

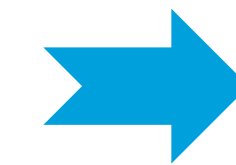


**Growth Mindset**

# Organizational Environment

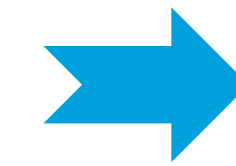


**Hierarchical**



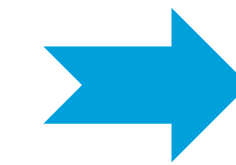
**Collaborative**

**Fixed Seating**



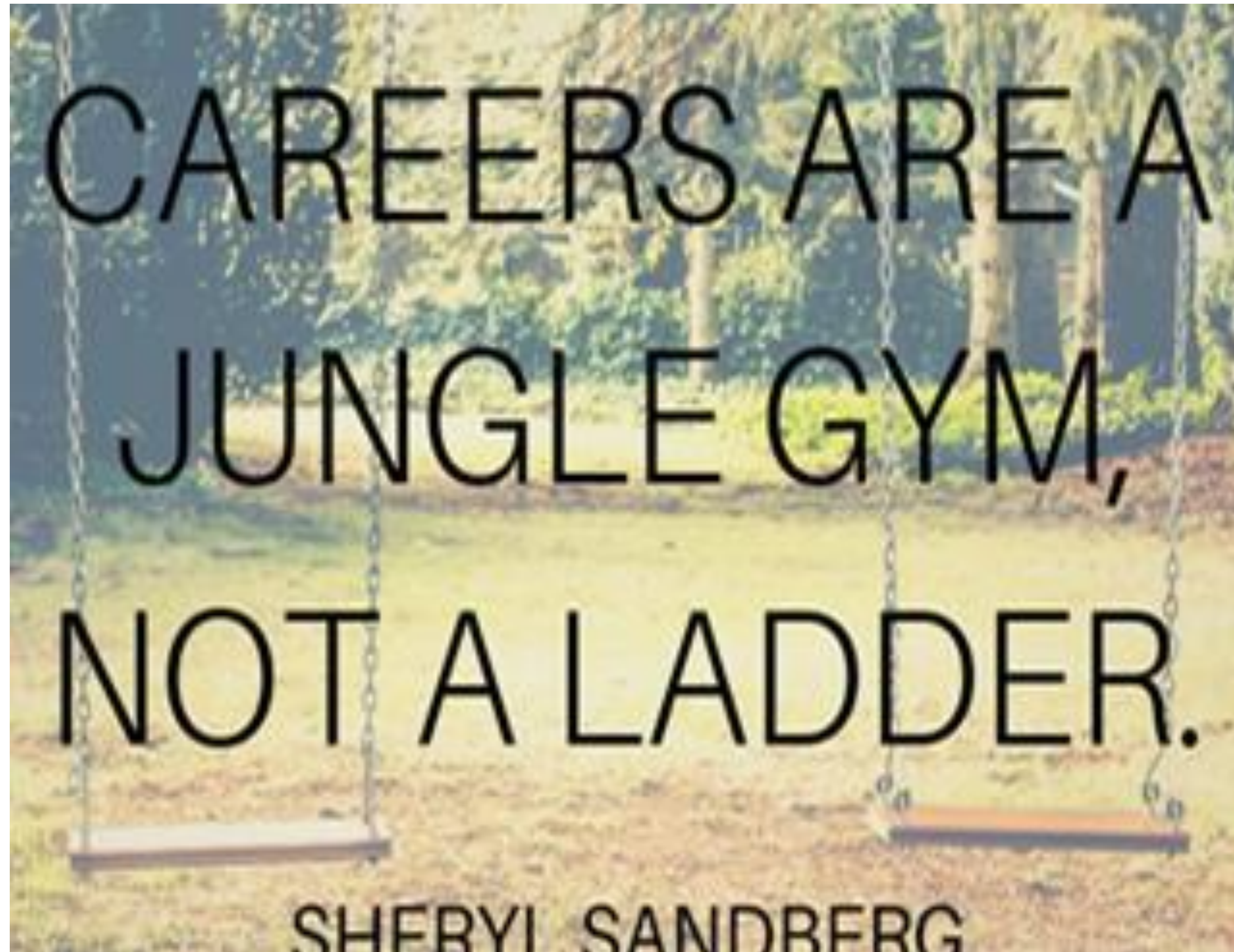
**Co-working Space**

**Command & Control**



**Sense and Respond**

# Talent Development



**Learning Culture**

**Reverse Mentorship**

**Tours of Duty**



