

# A Morning of Disruption

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JobG8 Summit 2019  
LDN

# Hi!

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I ❤️ **HR Tech**

Advisor to HR Tech Startups, HR consultant, Venture Partner @ VC Fund (EU & SEA)

(working in HR in and around startups for 2 decades now)



**HR Tech is busy.**

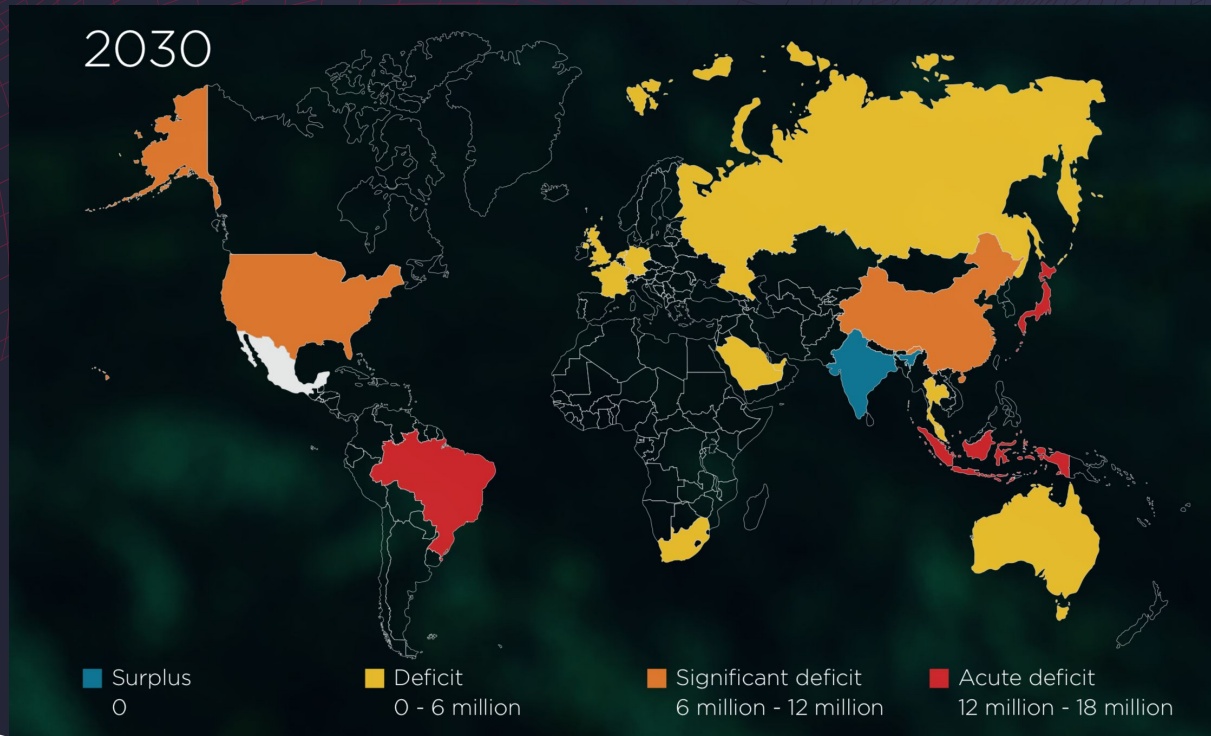


**85.2 m**

= Global talent shortage by 2030.  
= \$8.452 trillion unrealized annual revenue

(The Global Talent Crunch, Korn Ferry)

2030



**Wanna move?**



**€2,838,210,000**

= VC Funding into HR Tech Startups in Q1/Q2 2019

# 193% Growth YoY

€1,4bn (Q1/Q2 2018)

680% growth compared to Q1/Q2 2017

128

HR Tech startups have received funding officially in the first half of 2019.

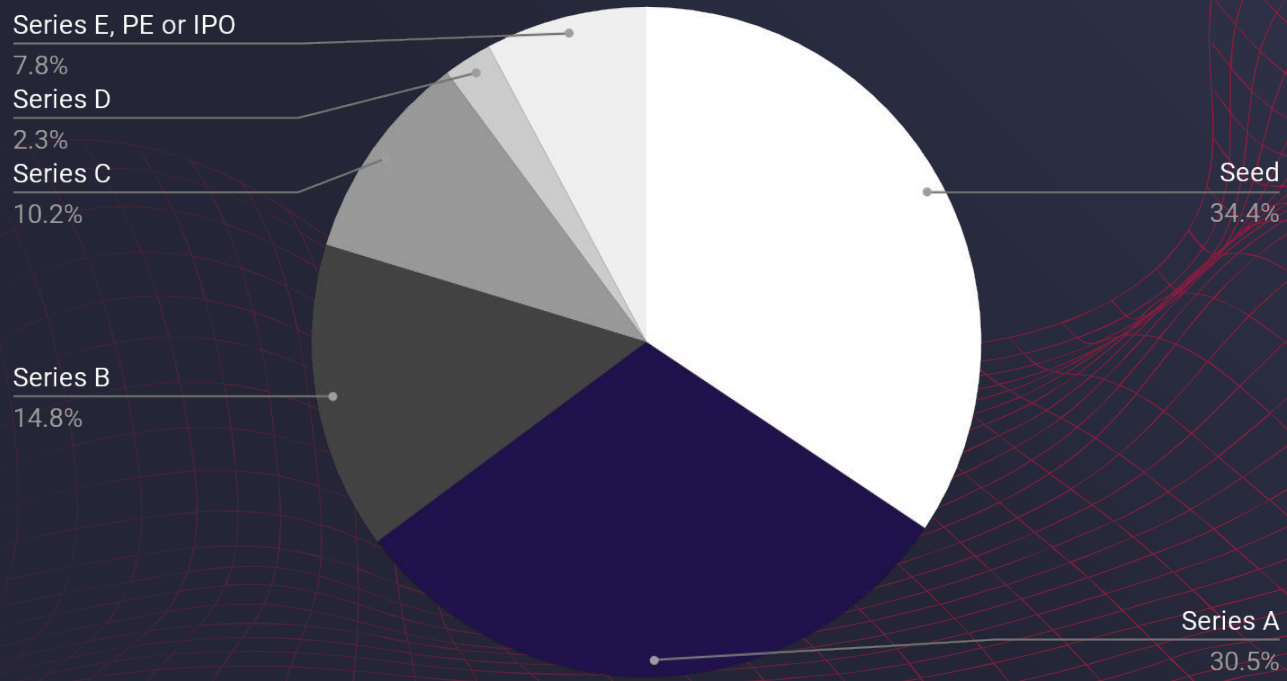
19 Mio €

Average deal size has risen from 9 M€ in the previous year.

The background features a dark blue gradient. A thin, white, wavy line curves across the upper half of the image. A red grid pattern, resembling a wireframe or topographic map, is overlaid on the background, with the grid lines curving and distorting to follow the shape of the white line.

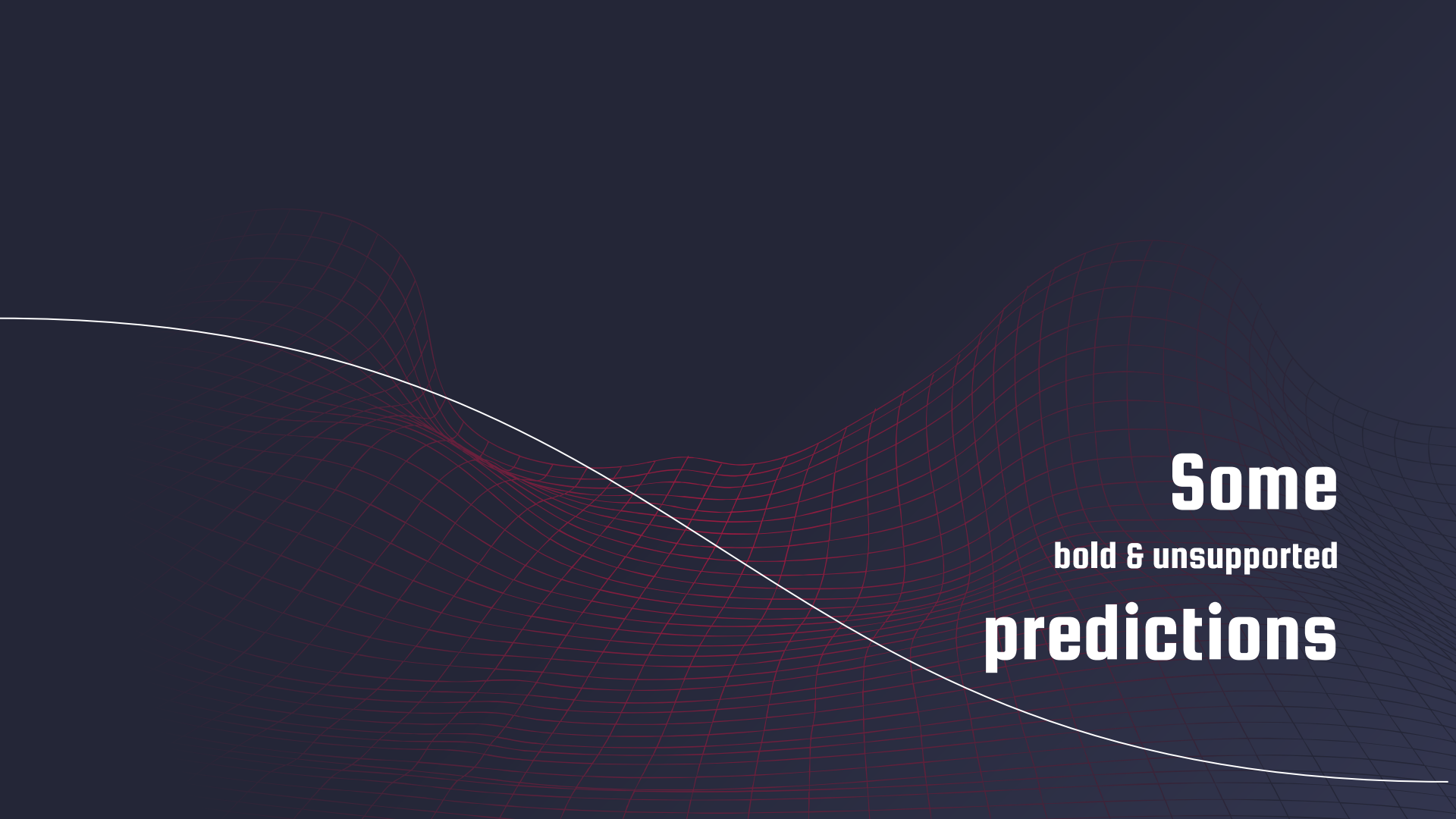
**And there will be more.**





The background features a dark blue gradient with a white curved line that starts from the bottom left and arcs towards the top right. A red wireframe grid is overlaid on the background, creating a 3D effect of a curved surface.

**What will we see next?**

The background is a dark blue gradient. A white curved line starts from the left edge and curves downwards towards the bottom right. A red wireframe grid is overlaid on the background, following the curve of the white line. The grid consists of thin red lines forming a mesh that distorts as it follows the curve.

**Some**  
**bold & unsupported**  
**predictions**

# Skill Detection

Real time.

Subtract irrelevant, vett existing and foresee new ones.

For candidates & employees.

Redefine what we consider a skill.

# Internal Mobility

Adopt best practices from Recruitment.

Overcome cultural hurdles by flipping “Push & Pull”.

On demand workforce.



# Silver Medalists

Rejection will become an artform.  
We will build better Talent Pools.  
The recruiter FOMO will kick in.  
Talent Communities over Talent Pools.



# Hiring Clubs

“Hunting Packs”.

Jobs get more complex & fuzzy.

Recruiter know less.

We might source in bunches.



# Candidate Experience

Getting the journey right.  
Benchmarking it.  
Learning more from E-Commerce.



# Gen Z will arrive.

= one-third of the world's population.

More students, less workers.

Attracting them will be key.



**THANKS.**

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