

STELLAR SPARX.  
EMPOWER BUSINESSES. TRANSFORM LIVES

# STELLAR SPARX INTERNATIONAL

THE TALENT TIME BOMB  
The Countdown to Transforming  
your Talent Culture



# SKILL CRISIS: Soft Skill Shortages

**X4** more likely to have experienced an increase in their skills shortage than a decrease since pre-covid



facing skill  
shortages



facing hard  
skills shortage  
only



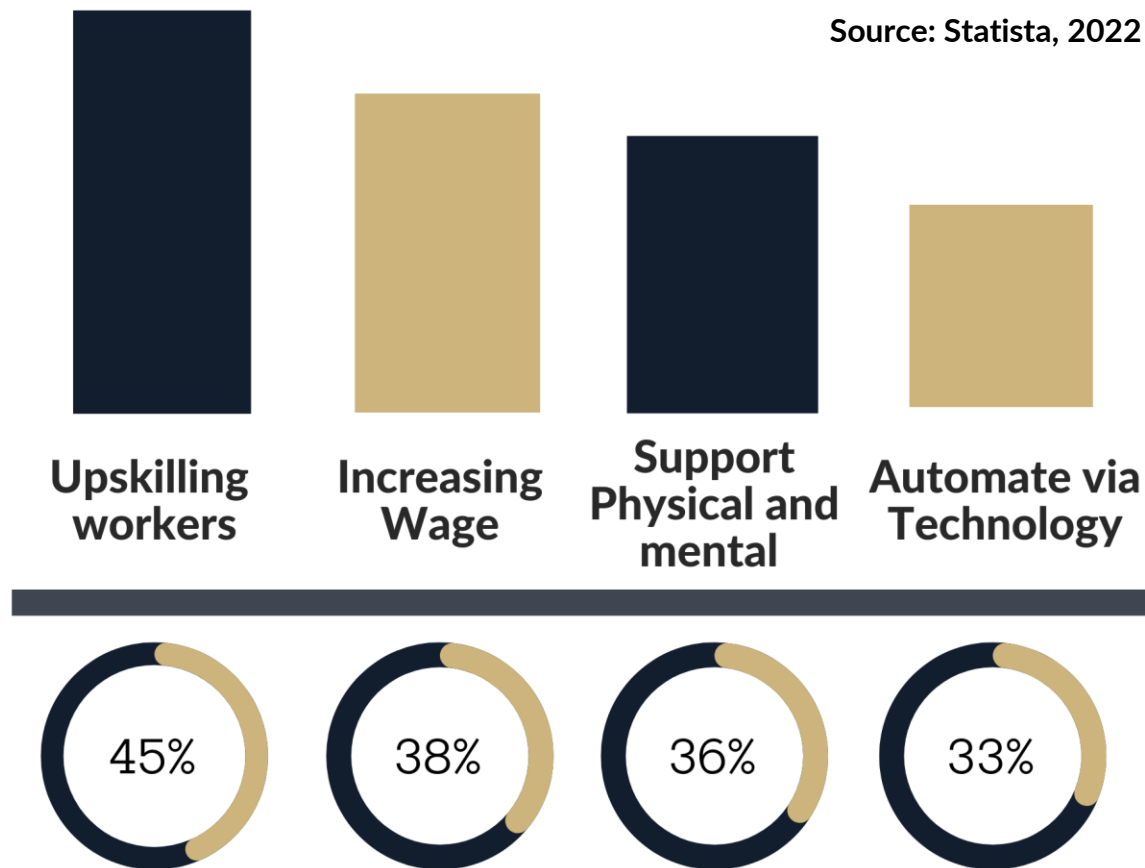
of businesses felling  
pressured to hire quick  
and optimize  
productivity fast

# SKILL OPPORTUNITY: Skill Shortages

## 45%

Research studies of Employees in APAC region, 45% of employers in the region counteracted skill and labour shortages by upskilling existing employees.

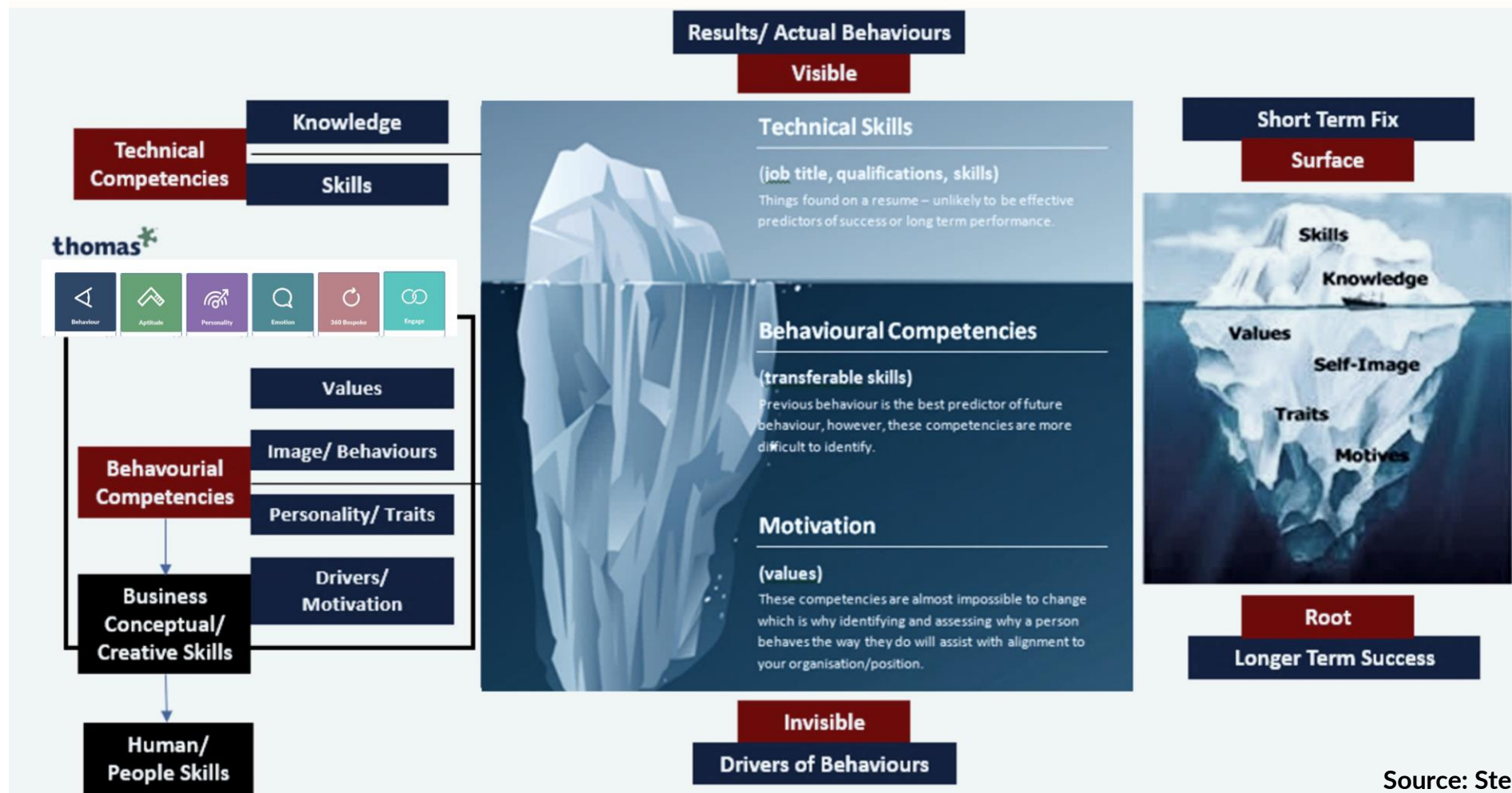
Source: Statista, 2022





# HR COMPETENCIES: ICEBERG

Hard skills are easier to 'measure', but few businesses have mechanisms in place to quantify soft skills



# THE PRODUCTIVITY POWER OF SOFT SKILLS

## What is soft skills?



**Soft Skill intensive occupation to  
account for 2/3 of all jobs by 2030**

(Deloitte, 2017)

## Intrapersonal Soft Skills



### **Ability to manage oneself**

e.g. Self Awareness, Motivation, Independence etc...

**1**

## Interpersonal Soft Skills

**2**

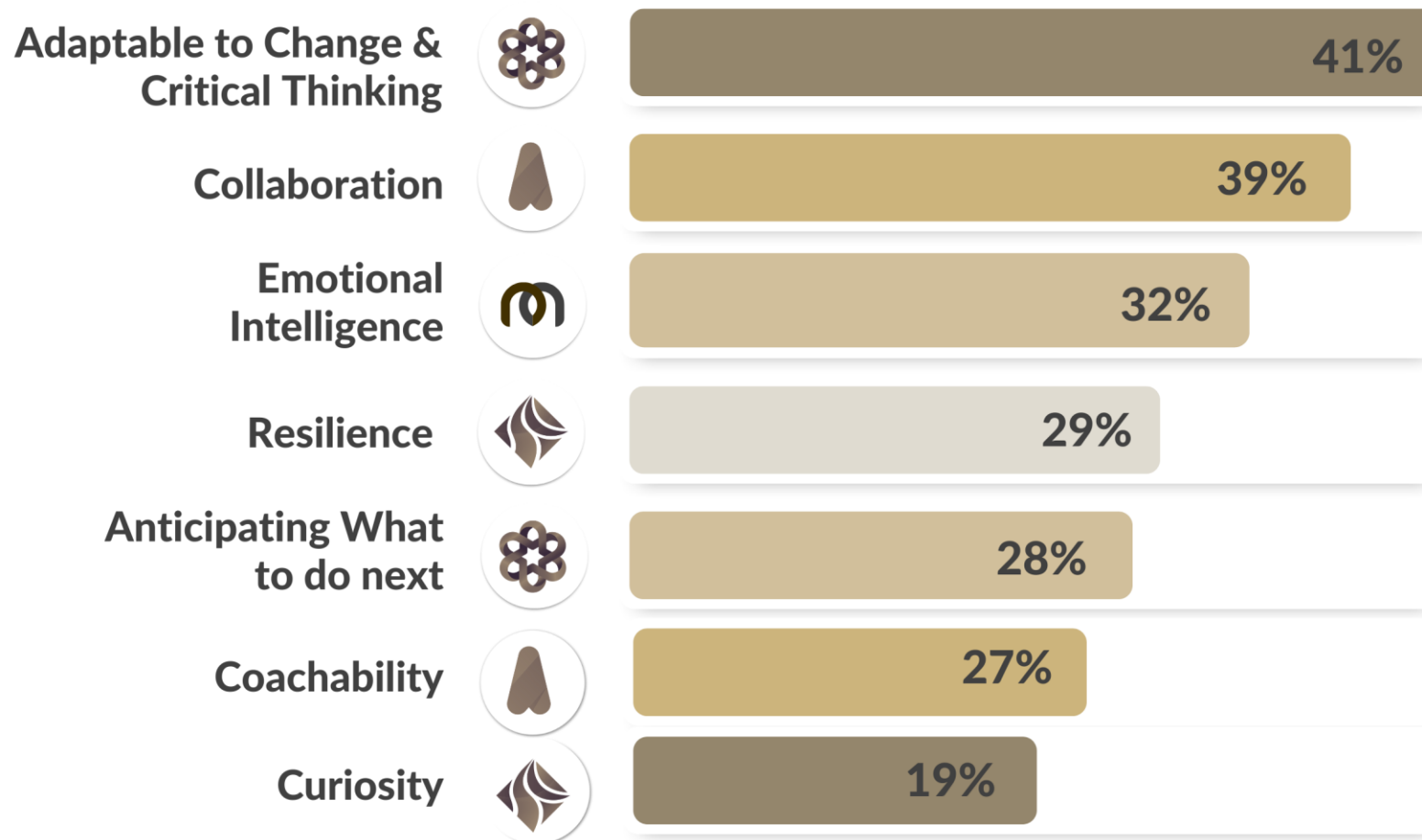
### **Ability to manage relations with others**

e.g. Communication, Conflict Resolution etc...



# TOP 3 INTERPERSONAL SKILLS

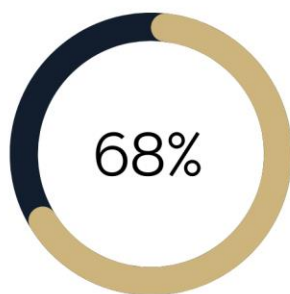
## organisation needs over next 12 months



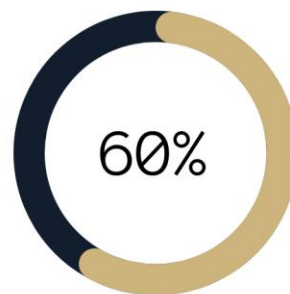
Source: Thomas International, 2022

# PROGRESSIVE TALENT CULTURE

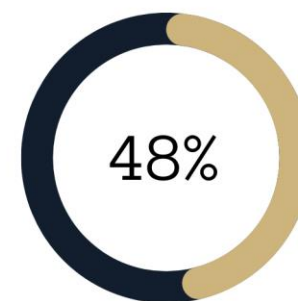
The dangers of not evolving your talent culture [Malaysia]



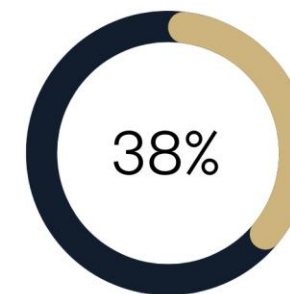
Losing high potential candidates



Wasting Money and Resources;  
Lack of Innovation & Irrelevancy as employer



Employee Disengagement & high turnovers



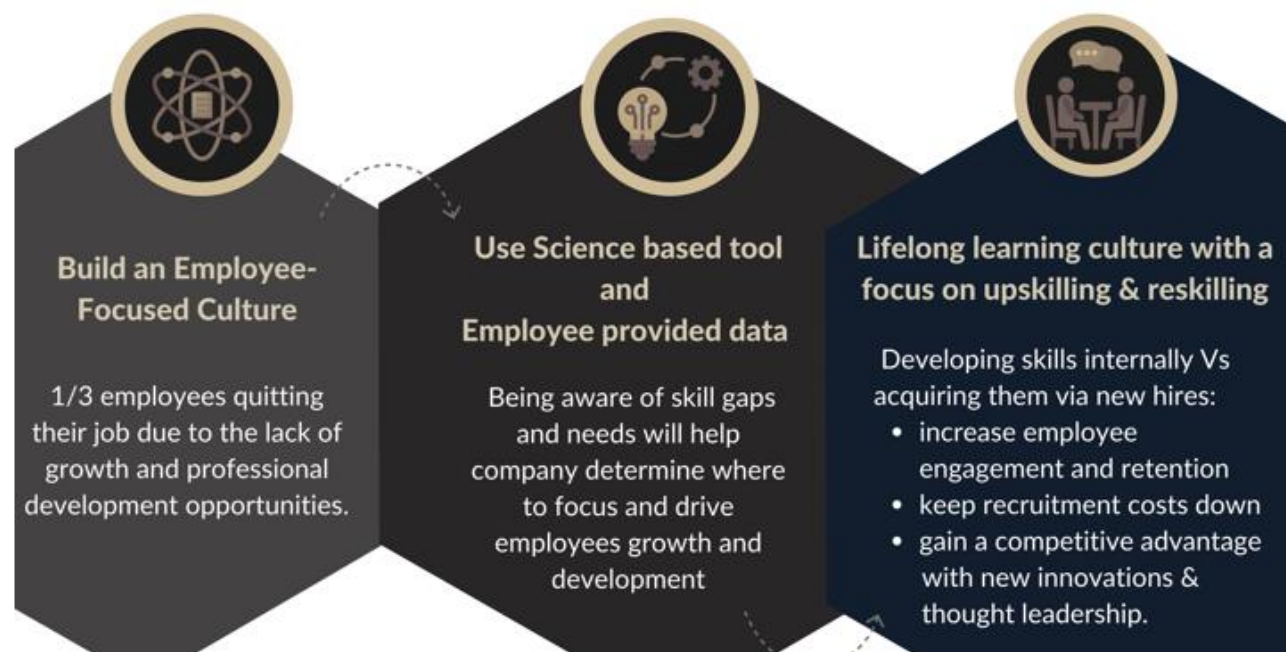
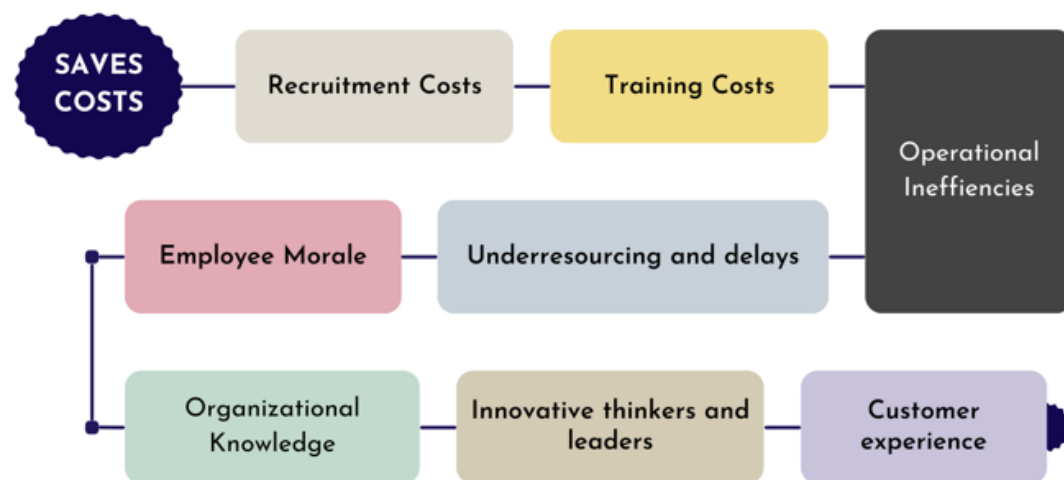
Deepening the skills shortage challenge

How soon organization has to evolve to not suffer competitively and financially?

**96%** say organizations will only have an average of **1-2 years**, with a maximum of 3 years to work on it.



# SKILL CRISIS TO SKILL OPPORTUNITY: Employee Retention



## PROGRESSIVE TALENT CULTURE

**1.5 -  
2.0 x**

**EMPLOYEE RETENTION** optimizes productivity. Gallup estimates that the cost of replacing an employee is 1.5 to 2x times the employee's annual salary.



# KEY TAKEAWAYS

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**Time is ticking.** We only have an average 1-2 years to develop a progressive talent culture

**A Science-based approach with data analytics** can provide insights into where the skill gaps and needs for growth and development. A tool for progress monitoring



**Develop Soft Skills** with a measurement plan that supports time to productivity overcomes skill shortages and improves employee retention



# PROGRESSIVE TALENT SOLUTIONS



**Science-Based  
Approach/  
Measurements**



**Progressive Talent  
Culture & Innovative  
Strategies**



**Soft Skills &  
Leadership  
Development**



**THANK YOU**