

## TALENT MOBILITY

- "Quiet hiring" is driven by HR Leaders to acquire new skills and capabilities, without adding extra headcount by:
  - A **focus on internal talent mobility** to ensure employees address the priorities that matter most without changes in headcount
  - Stretch and **upskilling opportunities** for existing employees
  - Alternate approaches, such as **leveraging alumni networks and gig workers, to flexibly bring in talent** only as needed
- Gartner: 9 Future of Work Trends for 2023