

Overcoming the digitalisation talent challenge

By The Manufacturer
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As business needs evolve on the route to digitalisation, how can leaders identify and secure the right talent, and will their choices be right for the full journey? Claire Lauder and Francesca d’Arcangeli – leadership recruitment experts in manufacturing – explain their approach.

Claire, you recently joined Boyden’s Industrial Practice with a focus on interim management solutions – what attracted you to Boyden?

For clients grappling with change, unpredictable costs and the need to attract different skillsets, a broader talent approach is crucial. Boyden’s specialist areas – retained search, interim management and leadership consulting – are closely integrated.

It was important to me to be able to speak with my clients about their broader talent challenges, both in the UK and worldwide.

Boyden has a strong track record assisting industrial businesses globally. I felt joining an international team would allow me to be a more valuable strategic talent partner to my clients. Interim management is great to have in the toolkit, but it is a small part of the broader talent challenges businesses are facing.

You will see from the Boyden website that their research into global business trends – such as [The Digital-Savvy C-Suite and Boardroom](#) and how the [Internet of Things brings software talent to industrial companies](#) – demonstrates that Boyden understands the people challenges presented by 4IR.

We take the time to get to know our clients and present the best solution for them, whether that be the development of the existing team, providing interim managers for defined projects or helping them attract permanent talent to help them reach their longer-term strategic goals.

Francesca, how is Boyden different and how do you work with clients?

Our approach is very much to work in partnership with our clients, to understand where they are trying to get to and how they plan to do that. This will tell us what skillsets they need today and how those skillsets need to evolve over time. We can provide or jointly develop a talent roadmap that may lead to assessment, development plans, or interim/executive search.

Boyden’s Partners have a wealth of business experience as well as being advisors, and are known to challenge and ask many questions. We pride ourselves on our matrix approach, with industry experts and functional teams collaborating to provide the best possible talent solution.

In an age of disruption, we attract talent from sectors further along the fast-evolving digital journey into companies much further behind. We do this internationally, with a focus on the right talent for each particular client and for that business need.

These change drivers act to jump start culture and skillsets and push through step-evolution that would not be possible from within the same industry.

With the business destination and objectives ever evolving, so will talent needs – this requires a dynamic HR function at the heart of business decision making, and this in itself is a key to leadership in industrial transformation.

Boyden brings this experience to industrial clients to enable a successful journey.

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