



# The Talent Mobility Gap

## Enterprise vs SME



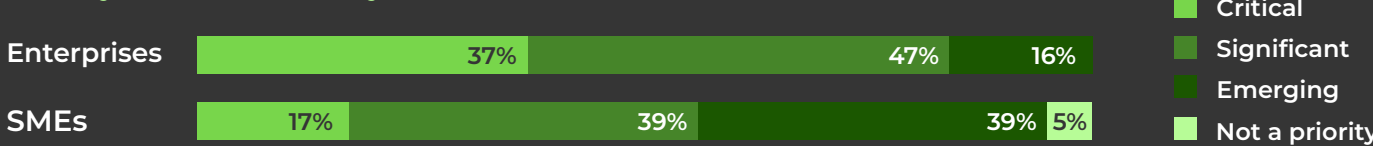
When it comes to mobilizing talent, enterprise organizations and SMEs face different realities, mindsets, and obstacles. Based on survey results from over 700 HR leaders across the U.S. and Europe, this snapshot reveals where each group stands, and what it really takes to unlock potential from within.

### Enterprises are Leading, SMEs are Evolving

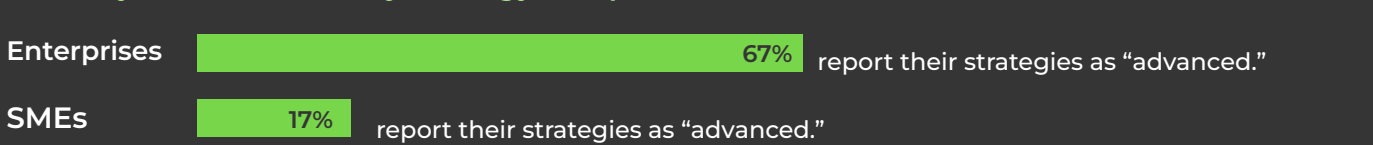
#### Talent mobility is a priority and momentum is building

Larger organizations have well-established talent mobility strategies, with more than 2 in 3 saying their approach is “advanced.” SMEs are still in the early stages of developing their practices.

#### Priority of talent mobility



#### Maturity of talent mobility strategy and practices



Over 1 in 4 SMEs don't have a structured mobility strategy established, even though they recognize its importance.

### Mobility Disconnect

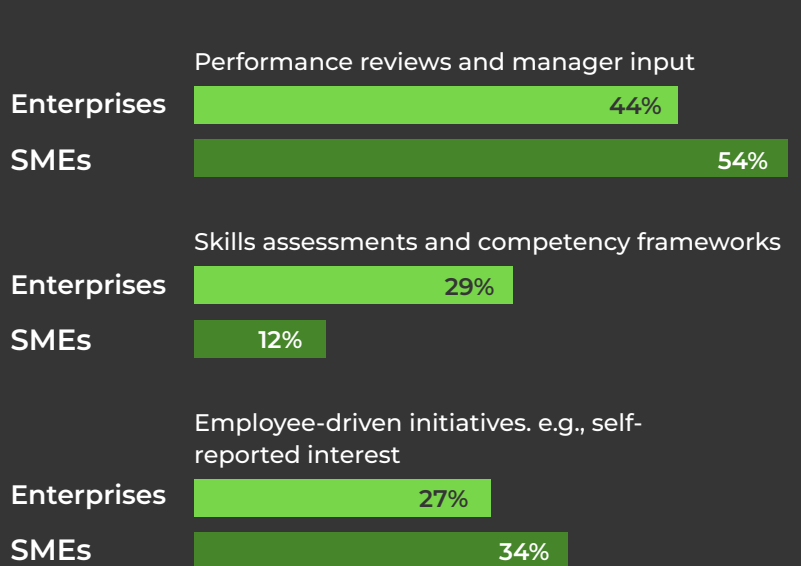
#### Mindsets and measurement matter most

Enterprises struggle with shifting managerial mindsets to prioritize internal development and mobility over new hires. SMEs lack visibility into employee skills, making role matching difficult. When it comes to evaluating employee potential, SMEs lean on gut feel, whereas enterprises mix data and manager input—but assessment usage is growing for both.

#### What's blocking effective talent mobility?



#### How firms judge an employee's potential for internal mobility



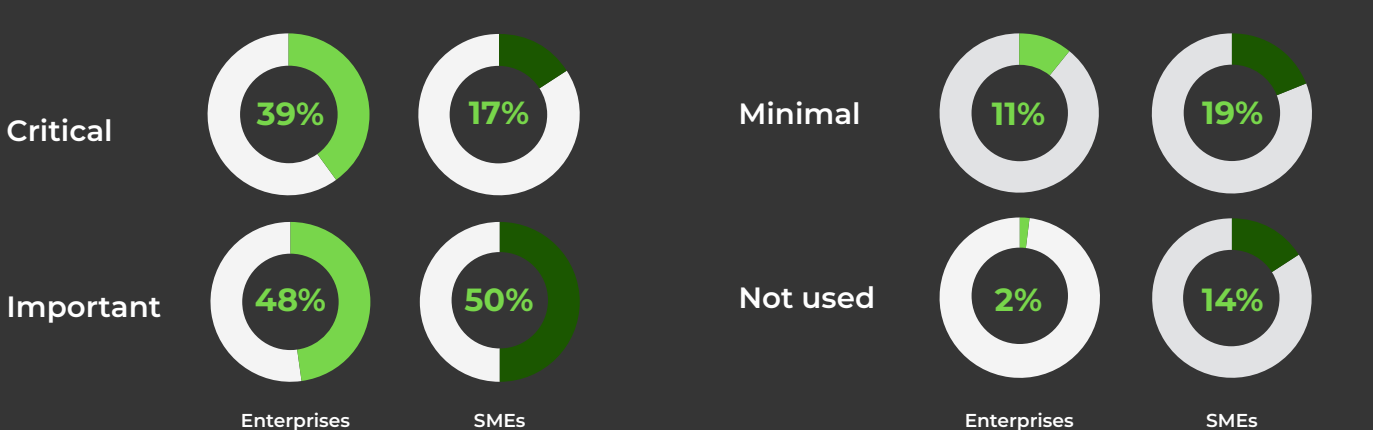
More than half of enterprises report that talent mobility has significantly boosted both organizational performance and employee retention. In contrast, 40% of SMEs aren't yet tracking its impact, so they can't improve it.

### Talent Data: The Cornerstone or the Missing Piece?

#### Data powers mobility—but only if you trust it

For enterprises, reliable talent data powers internal mobility and drives precise decisions, with over 2 in 3 leaders stating high confidence in its accuracy. Only 1 in 5 SMEs feel the same, resulting in cautious moves and missed employee growth opportunities.

#### How important is talent data for guiding mobility decisions?



### Ready to Close the Talent Mobility Gap?

Take the Workforce Skills Maturity Calculator to see how well your skills strategy drives internal mobility and discover what to do next.

Launch calculator >>>

\*Enterprise organizations are classified as those with greater than 5,000 employees, SMEs are organizations with fewer than 5,000 employees.