

SUMMARY

Nestlé: Upskilling and Innovating through the Talent Marketplace

THE CHALLENGE

With more than 15,000 employees, finding and keeping the right employees is an on-going challenge for Nestlé USA. Over the last few years, the company has embarked on various initiatives aimed at improving the employee experience and thus its ability to attract and retain talent all the while accelerating its bottom-line growth through innovation.

THE SOLUTION

At the heart of empowering its employees, Nestlé has embraced the view that innovation can come from anywhere. Nestlé created a platform to unleash the collective intelligence and creativity of all its employees and bring new ideas to bear faster. The Talent Marketplace is a virtual hub where any team can post projects and opportunities. These opportunities are open to any employee, regardless of position and tenure. The Talent Marketplace, then, uses artificial intelligence to match employees' skillsets and interests with projects that need help. In this way, it also provides opportunities for employees to develop their skills, gain experiences, and lend fresh perspectives to projects, opening new pathways for employee growth.

THE RESULTS

- Achieved \$345,000 in savings from just one project
- Helped transform the culture to embrace innovation and an entrepreneurial mindset
- Provides internal networking opportunities to support employee growth and connections to the company and between departments

CASE STUDY SOURCE

[fastcompany.com](https://www.fastcompany.com)

ADDITIONAL INFORMATION

Nestle.com