

Steve Cadigan Biography

Short Version

Steve Cadigan has been at the forefront of global talent strategy and company culture for the past 30 years. Most famous for scaling LinkedIn from 400 to 4000 in 3.5 years, Steve also led the development of LI's legendary company culture and was at the helm of the Talent function for its period of highest growth and through their IPO.

Today, Steve helps companies reframe what they offer to employees and helps employees take ownership of uncertain careers and futures. He offers strategy and insight on talent in times of disruption through keynotes, seminars, and workshops.

Long Version

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Having worked in 5 different industries and 3 different countries while also leading dozens of acquisition integrations all over the world, Steve has built an unparalleled expertise for the Talent arena. He has been recognized by both the Wall Street Journal and by Fortune magazine for building world-class teams.

In 2013, Steve formed his own firm taking the lessons learned during his corporate experiences and offering them to leaders and organizations around the world. Steve's focus today is to help leaders and organizations build winning talent solutions to compete in an increasingly complex digital economy.

Winning the Battle for Talent

Steve knows how to compete for talent and win against sexier brands and talent competitors with bigger budgets and higher salaries.

During his tenure at LinkedIn, Steve drove the team that successfully hired world class talent in the shadows of Google, Facebook, Apple and Twitter, who were all seen as much sexier and all offered more money and "cooler" benefits.

When Steve joined LinkedIn in 2009, they had no talent brand and were seen as a relatively "boring" professional network. Steve catalyzed the executive team and the entire company to

join him in building what even today is considered one of the most dynamic and most sought-after organizations in the world.

The Secret? Culture

In an era where digital transformation is the 'new normal', the temptation is to lean on technology to solve organizational challenges. However, what Steve can prove to you is that being human and having an amazing culture is the greatest possible competitive advantage.

The number one driver of value creation today is talent. The companies that recognize this and elevate their talent agenda to the top of their priorities list will find that they can leverage culture in compelling ways and turn their company around.

Digital disruption requires a new strategy for building great teams.

The workforce today is going through a dramatic transformation. According to Gallup we have the most actively disengaged workforce in history. The Bureau of Labor Statistics in the U.S. indicates we have a workforce that is leaving their companies faster than ever before. On top of this, the documented cases of stress and depression in the workplace across the world are higher than they have ever been, and it feels like a very gloomy picture.

Is the Digital Economy and the media forecasts of Robots, AI and Technology eliminating our jobs contributing to these trends?

Do we have anything to look forward to when it comes to the Future of Work?

As a thirty-year Talent leader, Steve Cadigan has dedicated his life to understanding the future of work and its implications for professionals and organizations. He has concluded that the future of work is decidedly exciting, but it will require a significant reframe of the employer-employee relationship, and an entirely new understanding of what a "career" means and looks like.

Today, no company can promise long-term employment as the future is just too unpredictable. What employers can promise is growth and development, and this is the focus of Steve's work – helping companies reframe what they offer to employees, and help employees take ownership of uncertain careers and futures.