

# The Future of Work is Here

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## 98%

OF EXECUTIVES PLAN TO REDESIGN THEIR ORGANIZATIONS TO MAKE THEM FIT FOR TOMORROW

SOURCE: Mercer, Global Talent Trends 2020

The future of work is here – and with it comes new responsibilities, challenges, and opportunities. Leaders must redesign their organizations to meet new constraints and demands amidst a rapidly changing business landscape. What sets the leaders apart from the followers?

**Speed in advancing new ideas and swiftness in their implementation.**

Here are the key factors you need to know about **now** so you can **LEAD** in the **future**.

## DIGITAL ACCELERATION



**Supporting and managing digitization efforts to influence transformation**

- **Capabilities Advancement** | Make strategic and operational investments in emerging digital capabilities and solutions to enable enterprise-wide focus on redesigning core business processes
- **Technology Implications** | Invest and adopt in a digitally-advanced operating environment in order to remain competitive and attract / retain high-end talent

## TALENT 2021 & BEYOND



**Advancing the talent development lifecycle to support innovation**

- **Generational Considerations** | Millennials and Generation Z are entering the workforce fast – address their motivations and uniqueness to compete for their talent, and prepare for the changing workforce composition
- **Recruiting and Talent Acquisition** | The talent race is changing drastically – business priorities, work-life balance, unemployment rates, and travel and safety concerns should steer fresh approaches to talent strategies
- **Skills vs. Competencies** | Hire for competencies and prioritize soft skills to foster a workforce that is equipped for change, and then focus internally on reskilling / upskilling talent as needed
- **Talent as a Service (TaaS)** | Instead of traditional hiring models, opt to hire workers as needs arise – flexibility to select the most appropriate talent for the role, initiative, or project lessens skills gaps and skill lags
- **Invest in Talent** | Human capital investments are more important than ever – refocus investments across four major areas: developing, engaging, recruiting, and retaining talent

## WORKFORCE DYNAMICS



**Revitalizing the workforce to modernize and accelerate business**

- **Diversity, Equality, Equity, and Inclusion** | Many organizations are turning their attention to Diversity & Inclusion programs with renewed focus, but few recognize the breadth of the work ahead – engage the experts
- **Employee Value Proposition** | Employees are now demanding more control over the skills, capabilities, experience, and performance levels they deem prudent to offer to organizations – be ready to listen and respond
- **Environmental, Social, Governance** | Review company operations with the lens of new ESG standards that are expected by the growing population of socially conscious individuals in the workforce and customers in the market
- **Global Perspective** | The first step for organizations to navigate broad global concerns (health, financial, employment, and more) is to lean into local preferences and bolster community support for both neighbors and customers
- **Remote Working** | A long-term virtual workforce will present unique opportunities and challenges – investment and commitment to the right culture will determine the success of a remote posture and make-or-break high performance