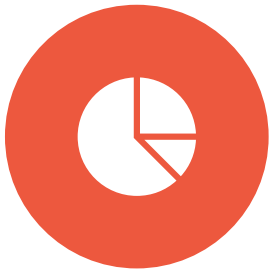




Talent & the Future of Work

LEADING WITH HAPPINESS &
HUMANITY

Learning Objectives



DEVELOP STRATEGIES FOR A
MULTI-GENERATIONAL AND
DIVERSE WORKFORCE



RESPOND TO UNDENIABLE
CHALLENGES IN ATTRACTING
AND RETAINING TALENT

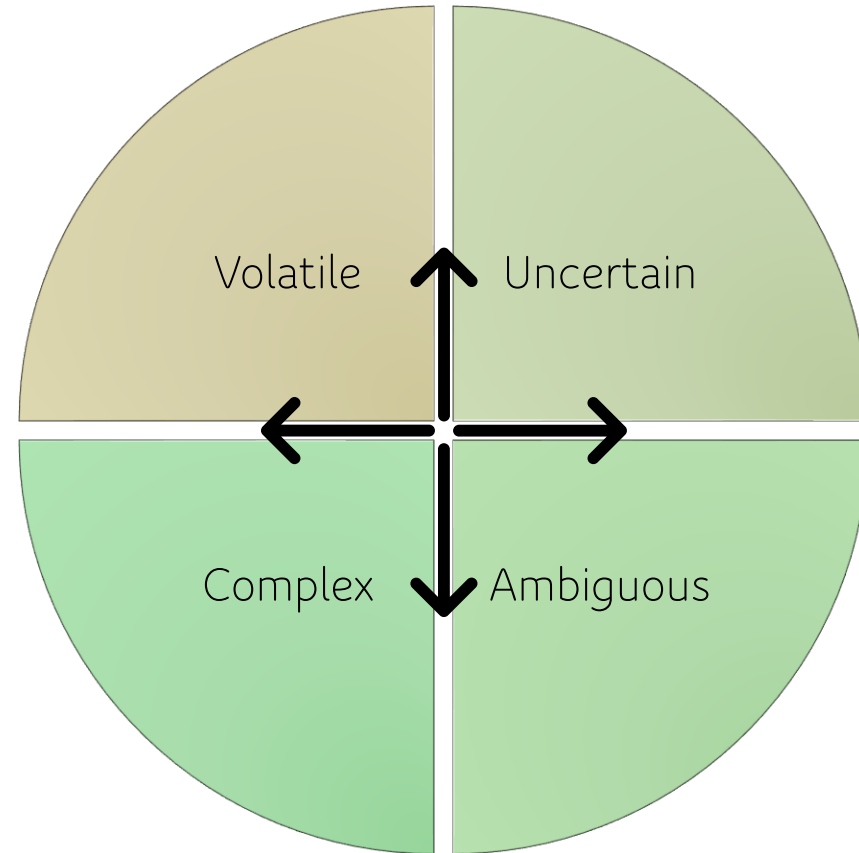


MEET THE NEEDS OF
EMPLOYERS SERVED BY YOUR
INSTITUTION



CREATE CULTURES THAT
FOSTER HAPPINESS AND
POSITIVE RETURNS

VUCA



Things we have not seen from the market before

- a significant talent shift (great resignation, reshuffling, attrition, whatever)
- 5 generations of workers together
- declining labor participation rates (esp for males)
- declining educational attainment rates (esp for males)
- demographic pressures
- The fundamental nature of work and the worker/employer relationship is changing
- The needs of the employers we serve and partner with are changing because the nature of work is evolving and adapting



Only 1 in 4 people feel the things in their life
are worthwhile

Only 30% are optimistic about the future

Around the world, 25% of employees feel lonely at work. Another 32% don't feel they belong. Loneliness epidemic is real.

42% don't find meaning in their work and
37% don't feel their work makes a
difference

Can we agree that our environment has changed significantly?

Top Employee Desires

Higher pay (Fair pay)

Schedule flexibility (Self control and accountability)

Better work-life balance

Alternate place of work options

Focus and support for/on personal and family responsibilities

Purpose and value (Alignment and commitment)

Note the things you can control instead of lament those you cannot

EXPERIENCE OF THE AVERAGE US WORKER

37%

Managers
avoid
favoritism

43%

Avoid politicking
& backstabbing to
get things done

46%

Emotionally
healthy
workplace

48%

Managers
express interest
in employees as
people

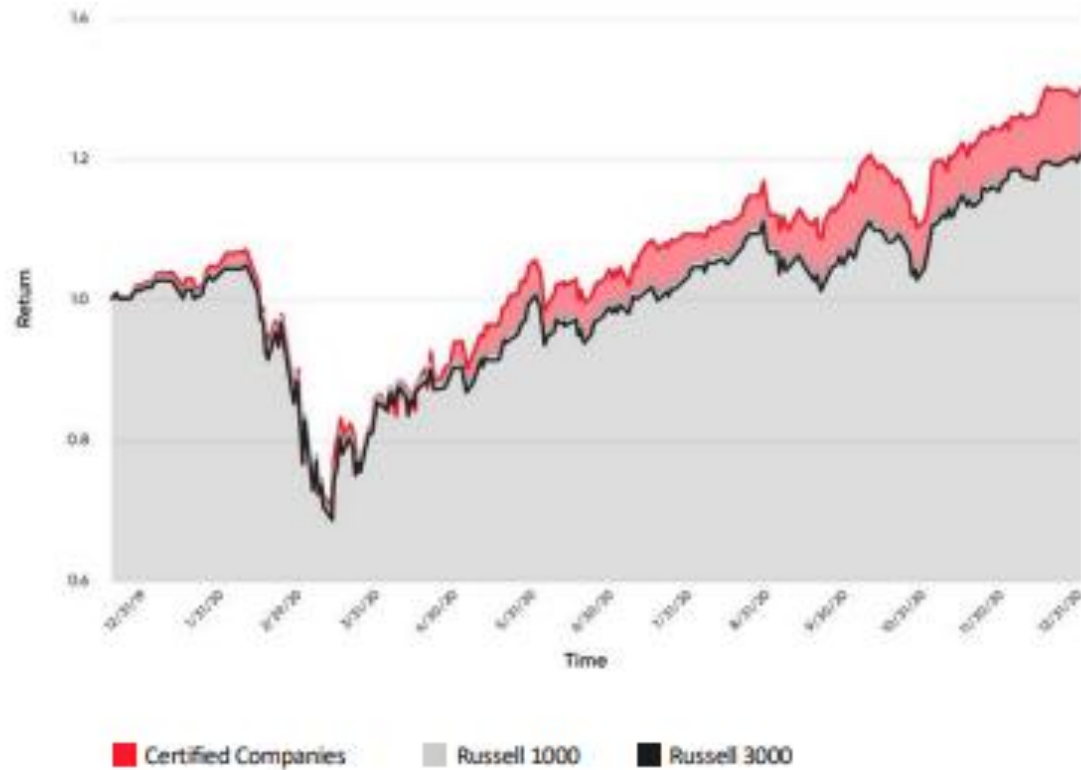
45%

Celebrate people
who try new and
better ways of
doing things

50%

Get straight
answers to their
questions from
managers

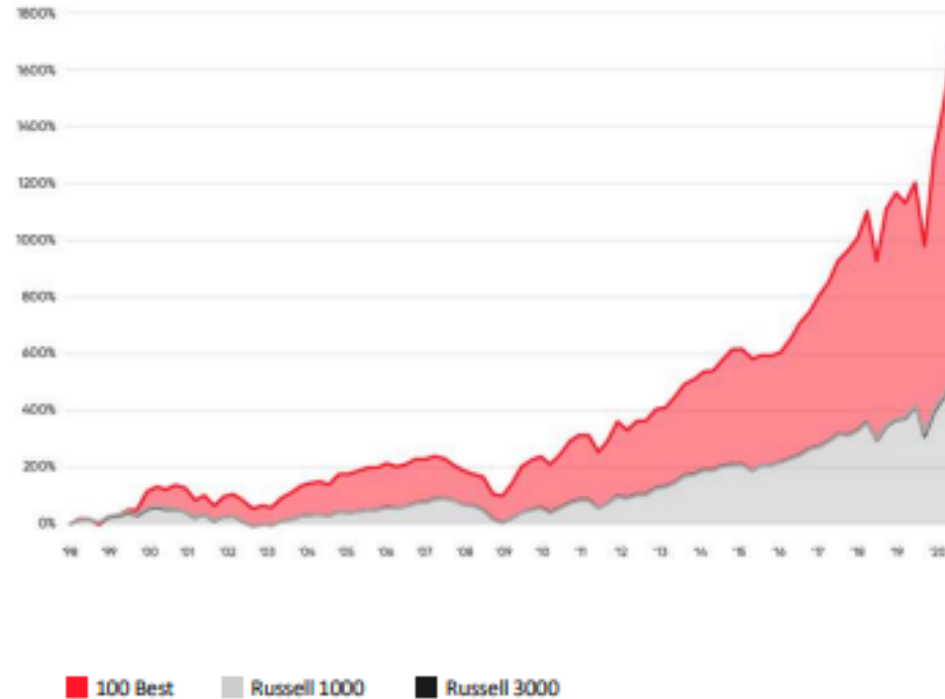
So why care about any of
this?



Harvard Business School (HBS) researchers found that companies whose employees experienced purpose at work and believed their leaders set clear direction and expectations, outperformed the stock market by 6.9%.

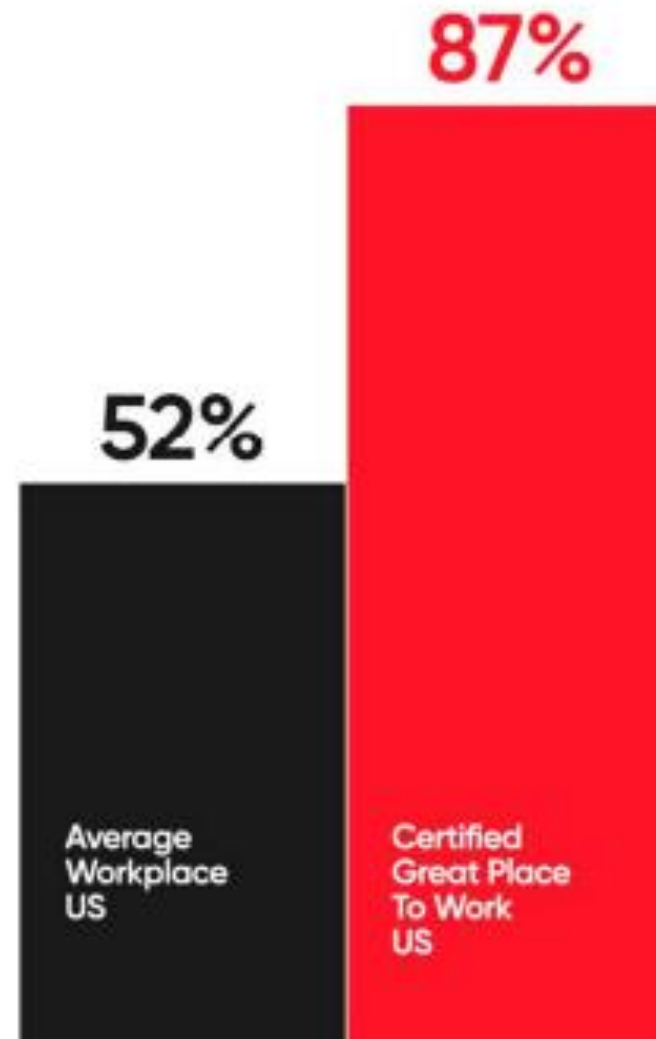
The 100 Best Companies to Work For provide a **3.23x** greater return.

Cumulative Return 1998-2020



Commitment

I want to work here
for a long time.



Source: Great Place To Work 2021 Global Employee Engagement Benchmark Study

Approximately 50% of employees say they would leave their current employer to accept a position in another organization paying less money with a better culture



Interdependence



It's not what
you are selling,
it's what they
are buying

HERE YOU ARE. Another day at the office. Time to go home. Remember how proud you were when you landed that great job at that famous agency. And now? Well, your work's o.k., your colleagues are pretty nice and the office parties get pleasantly out of hands at times. Of course you're keeping your eyes open (for job opportunities and to see if that tram is coming already). You're still very ambitious. You want something else. You're looking for new energy, in yourself and in an agency. That's great, especially if you're an Account Manager with FMCG-experience, a strategist or a DTP-artist. Because that's what we're looking for. So get your Blackberry or iPhone and mail us at werken@eurorscg.nl to make an appointment. Don't wait any longer! You might miss the tram.



marriottcareers Warm, out-going, authentic, passionate and inspiring? Raise your hand if that's you. #EDITIONHotels is hiring associates with all the above, plus imagine that backdrop as your office view. #ToTheJourney

hoteliersrock I wanted to be a chef. I have an experience of 7 years in hotel industry but not in production.

andrewwilliamsphoto 🤖

gabriel2018uk Looks so beautifull

gabriel2018uk Can I raise 2 hands ? 😊



303 likes

JULY 30, 2017

Add a comment...



“A FIN AL AVVV
WON MOH BEFAW
AH GO OME.”

IF YOU'RE AN EXPERIENCED BARTENDER
AND YOU CAN DECIPHER THIS BABBLE,
WE'D LIKE TO HEAR FROM YOU.

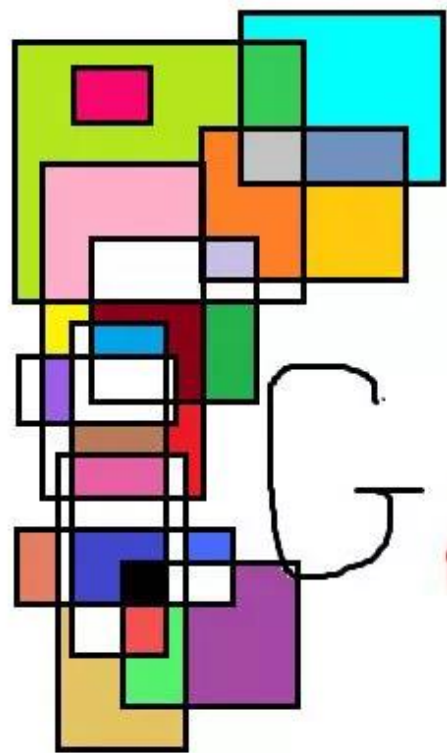
Walk-in interviews from Monday 20th to Wednesday 22nd April
from 2pm till 5pm at Dallas Restaurant & Bar, 31 Boat Quay,
Singapore. Singaporean and PR only. Applicants may also apply
via email at admin@dallas.sg or call 6532 2131.

(Those lacking a great sense of humour need not apply).

www.dallas.sg



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Interdependence



Therefore consider...

“What got you here may not get you there...wherever there turns out to be.”

- TIM NELSON