

Future Landscape of Labor & Talent

Facilitated by
Melissa Furman, MS, DBA



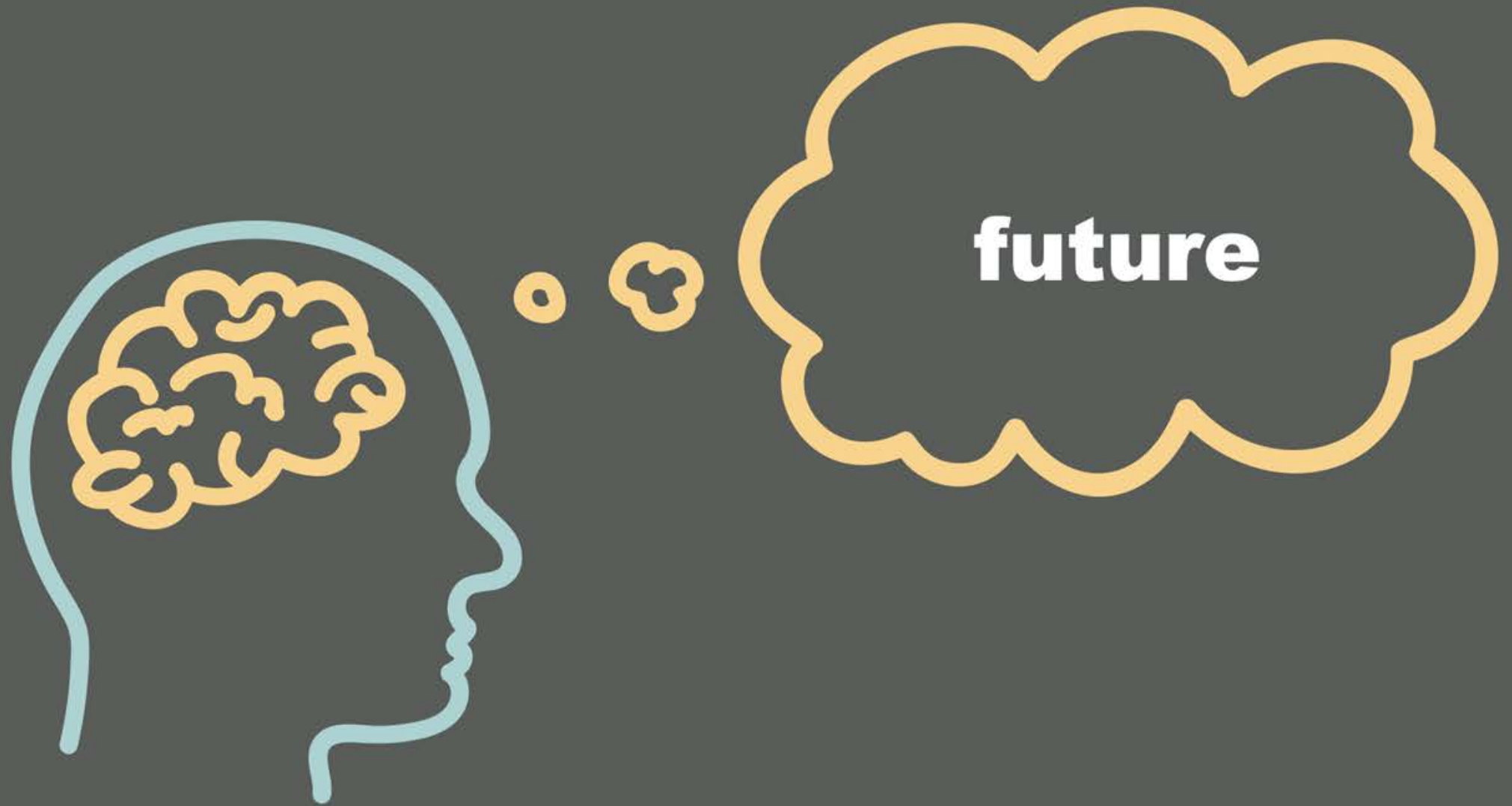














Work

Thinking about
the future

Thinking about the future



Work



Workforce

Thinking about the future



Work



Workforce



Workplace



Let's take a pulse...













**Tweaking an old
system based
on old rules
uniformity
bureaucracy,
and control
will no longer
be effective.**



















Are you relevant?

Are your leadership approaches
and organizational systems,
protocols, and infrastructures
built upon old rules?

Younger
generations
want to
know
“Why?”



Leaders must
build their
organizations
around five
principles



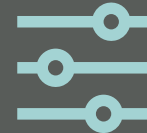
Connection



Automation



Lower Transaction Costs



Adaptability



Demographic Shifts



The Generations



Veterans
Ages 80+

Baby Boomers
Ages 61-79

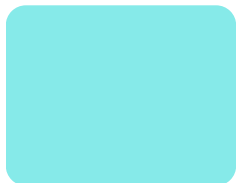
Generation X
Ages 45-60

Generation Y
Ages 28-44



Generation Z
Ages 14-28

The Generations



Veterans

Ages 80+

Aspiration
Home
Ownership

Communication
Face-to-Face;
Hierarchy &
Authority

Decision Making
Face-to-Face;
Hierarchy &
Authority

Baby Boomers

Ages 61-79

Aspiration
Job Security

Communication
Face-to-Face;
Phone, Email

Decision Making
Meetings;
Hierarchy &
Authority

Generation X

Ages 45-60

Aspiration
Career
Success

Communication
Anything
Efficient

Decision Making
Independent

Generation Y

Ages 29-44

Aspiration
Freedom &
Flexibility

Communication
Text, Social
Media

Decision Making
Strong Input



Generation Z

Ages 14-28

Aspiration
Security;
Stability; Equity

Communication
Virtual; Face-
to-Face

Decision Making
???

The Generations



Veterans
Ages 80+



Generation Z
Ages 14-28

**Knowledge
Gap**

Baby Boomers
Ages 61-79

Aspiration
Job Security

Communication
Face-to-Face;
Phone, Email

Decision Making
Meetings; Consensus;
Hierarchy/Authority

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Career Success

Communication
Anything Efficient

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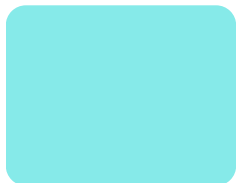
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Virtual; Face-to-Face

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**Greying
Tsunami**

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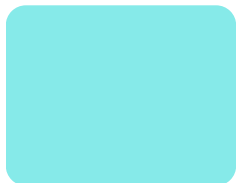
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‘Disrupters’



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**‘Peace
Out’**



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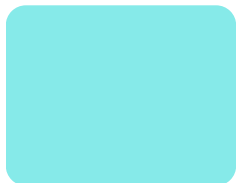
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Employer of Choice

And/Or



Expand Applicant Pool






Culture

Gender

Socioeconomic

**One size
does not
fit all**

A hand holding a pair of black binoculars, emerging from a torn yellow background. The hand is positioned on the left side of the frame, with the binoculars held horizontally. The background is a solid yellow color with a jagged, torn edge where the hand and binoculars appear to be coming through.

**What are
people seeking
in an employer?**

A hand emerges from a jagged, torn hole in a bright yellow background, holding a pair of black binoculars. The hand is positioned on the left side of the frame, with the thumb and index finger gripping the left eyepiece. The binoculars are held horizontally, pointing towards the right. The background is a solid, vibrant yellow.

Ask, don't assume.

Employees stay **When they are**



1. PAID WELL



2. MENTORED



3. CHALLENGED



4. PROMOTED



5. INVOLVED



6. APPRECIATED



7. TRUSTED



8. EMPOWERED



9. VALUED

**NOT ONE TIME DID WE
MENTION PIZZA.**

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Shift Mindset

Policies

Recruiting/Hiring Practices

Staffing

Qualifications

Hours

Services

Technology



Are you relevant?

Present a business case



Think “Outside the Box”



Think “Outside the Box”

Mid-Stage
Career
Changers

Early
Retirement
&
Post Retirement





Shift
Mindset



Invest in
Managers

“Employees don’t leave
bad companies, they
leave bad managers.”

-Marcus Buckingham



Shift
Mindset



Invest in
Managers



Engage
Younger
Employees/
Constituents



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Mindset



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Engage
Younger
Employees/
Constituents



Recharge
Employees



Shift
Mindset



Invest in
Managers



Engage
Younger
Employees/
Constituents



Recharge
Employees



Build
Your
Brand



Build
Your
Brand

Partner



Schools

Colleges/Universities

Professional Associations--
NASPO, PMI, Legal
Groups



Build
Your
Brand

Social Media





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