

The Evolving Workplace

Attracting, Retaining,
& Leading Talent in a Changing
Landscape



Discussion Topics

- Developing a Future-Ready Workforce
- Leading Remote & Hybrid Teams
- Attracting & Retaining Top Talent



Developing a Future-Ready Workforce

“The most important thing is to have a growth mindset and be willing to learn and adapt.” Richard Susskind


- “The average employee will need to acquire new skills every 2-3 years to remain relevant” (Pearson)
- “60% of the jobs will require skills that are not yet common today” (World Economic Forum)
- “Only 12% of employees are proficient in the skills required for their current role” (Gartner)
- Skills that will be most valuable in the age of AI:
 - Complex Problem Solving
 - Emotional Intelligence
 - Critical Thinking
 - Creativity



What are you currently doing to develop a future-ready workforce?

Leading Remote & Hybrid Teams

Distributed teams are the new norm

- 68% believe on-site workers are higher performers
 - A recent study showed that fully remote workers were promoted 31% less frequently than those who work in the office (full-time or hybrid)
 - Only 25% of remote or hybrid employees feel connected to their company's culture
 - ...and 76% say that culture is important to be effective in their job (Gartner)
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- The top challenges of managing distributed teams
 - Communication (44%)
 - Trust (35%)
 - Collaboration (31%)
 - Performance management (28%)

How are you ensuring high productivity & performance across a distributed team?

Attracting & Retaining Top Talent

- Employer Branding
- Hiring Best Practices
- Comp & Benefits
- Internal Promotions
- Well-being (work/life)
- Development
- Employee Recognition
- Other Perks?



Internally promoted individuals are 47% less likely to quit voluntarily than their externally hired counterparts

What aspects are you leveraging to attract & retain top talent for your organization?

THANK YOU!