



DO YOU HAVE AN AGILE TEAM YOU CAN RELY ON?

see how you measure up with global talent leaders

Just like in the world of F1 racing, winning in the world of talent can only be achieved with a coordinated, holistic team effort. With input from nearly 400 HR, talent and business leaders in more than 60 countries, we captured the outlook of your peers, enabling you to benchmark how your strategies and execution stack up against fellow talent leaders.

What trends will impact the future of work in the next 5 to 10 years?

85%

To attract increasingly mobile talent, organizations will need to create greater flexible working options, such as variable work hours, job sharing or working from home

78%

The ability to analyze internal and external employee data (talent analytics) will play a critical role in sourcing and retaining talent

74%

Keeping pace with rapidly evolving technology to enhance workforce productivity and performance will be a challenge

61%

Increasing automation will impact workforce planning and shift the talent needed in my organization to highly skilled roles

56%

More women in leadership roles will be a critical success factor for organizations

56%

Managing a multi-generational workforce is one of the biggest challenges we face

52%

To maintain a competitive workforce of the future, the percentage mix of contingent workers will be higher than today

26%

Talent scarcity will increase the need to completely outsource talent sourcing and attraction

*Respondents who agree and strongly agree.

During workforce planning, which of the following employee populations do you consider when reviewing your talent acquisition strategy?

48%

The total workforce of permanent employees, contractors, temporary staff and statement of work (SOW) consultants

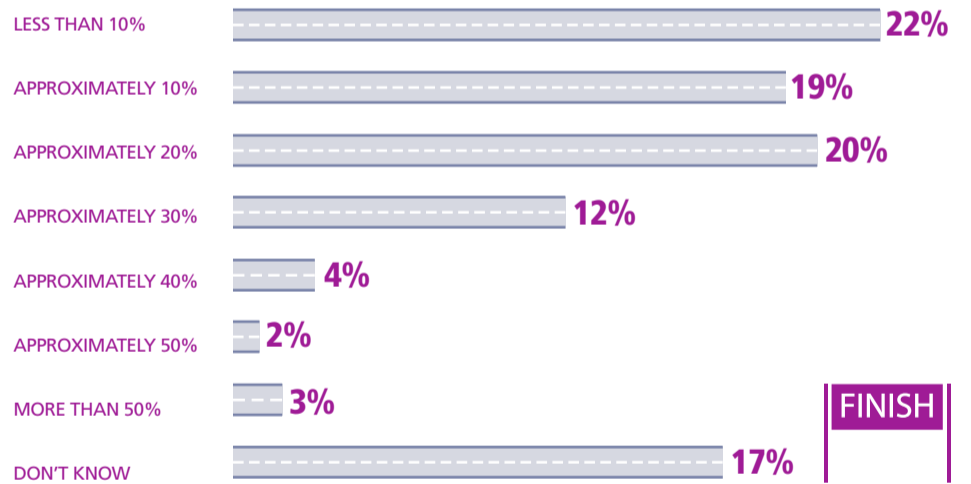
29%

Permanent employees only

23%

Permanent employees, contractors and temporary staff

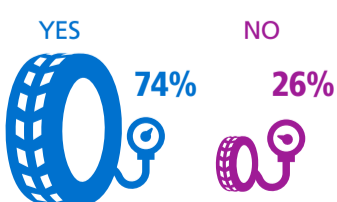
What proportion of total strategic planning time does your organization's leadership team devote to workforce planning?



What percentage of your workforce is currently contingent (i.e., nonpermanent employees)?



To ensure you are future-proofing your talent in line with business plans, is reskilling current employees a priority in your workforce planning strategy as compared to only hiring new talent?



If yes, how are you helping to reskill workers?

