



Liquid workforce: 100 Day Plan

The emergence of the liquid workforce is already underway, and the time to initiate a new workforce strategy is now.

1. Perform a skills gap analysis. Have your HR organization review open roles in your company and determine high priority roles that are remaining unfilled due to difficulty finding appropriate talent.

3. Create a new engagement strategy keeping in mind what Millennials demand from their employers. Develop a plan that will allow workers to contribute to projects they are passionate about, move freely through the organization, and find work that best suits native skills with digital technology.

5. Pilot a new liquid project. Assign a "stretch" project to one of your groups and grant them the autonomy and dedicated resources that allow them to accomplish their goal. Use this pilot as a foundation for developing a formal liquid project strategy.

2. Build a strategy for expanding your organization's training capabilities. Determine what investments in facilities, technology, or people will need to be made to deliver training consistently and effectively across your workforce.

4. Formalize your organization's approach toward engaging with freelancers and contractors. Create a clear distribution of work between long and short-term employees that plays to the strengths of each and communicate this framework with employees.

