4 HR Challenges in Driving Change

AGENDA

01   4 CHALLENGES

02   THE ISSUE OF RETENTION

03   LEVERAGING SKILLS DEVELOPMENT

04   CREATING A CULTURE OF LEARNING

05   MATCHING THE WORKFORCE TO TODAY'S NEEDS

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#1

Changing pipelines

Scarcity of candidates

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#2

Workplace Culture

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#3

"return to work"

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#4 Changing Processes

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WHERE DID ALL THE PEOPLE GO?

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THE ISSUE OF RETENTION

Keeping employees interested and engaged long enough to grow with one business is getting harder and harder.
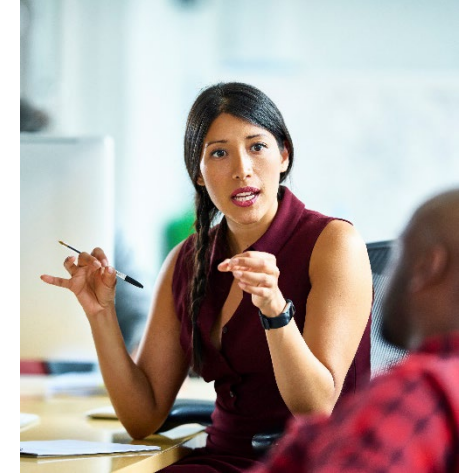
46% of HR leaders list retention as their greatest concern.

Officevibe

Turnover costs range from **16-213%** of an employee's annual salary.

PeopleKeep

Almost a **quarter of employees** leave their current role because of a lack of professional development.

Emplify

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LEVERAGING
SKILL DEVELOPMENT

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ON AVERAGE, HIGHER RETENTION RATES MAXIMIZE A COMPANY'S PROFITS UP TO FOUR TIMES.

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LEVERAGING SKILL DEVELOPMENT

Taking the initiative to close the skills gap through targeted professional development can make a noticeable difference.

74% of hiring managers agree there's a skills gap in today's market.

U.S. Chamber of Commerce

48% of hiring managers say candidates applying lack the skills they need to fill open jobs.

U.S Chamber of Commerce

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LEVERAGING SKILL DEVELOPMENT BY RESKILLING AND UPSKILLING CAN HAVE SIGNIFICANT IMPACT.

- Increasing retention rates.

- Providing a clear path for career growth.

- Creating a corporate culture that employees are looking for.

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WITHOUT THE RIGHT FOCUS AND SUPPORT, IT WON'T WORK.

- Look beyond the technical skills your employees need to succeed.

- Make soft skills – that benefit employees beyond their role – part of their development.

- Create a program employees want; one they can manage themselves.

- Drive engagement and motivate employees through active support from leadership.

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CREATING A CULTURE OF LEARNING

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THE WINDOW FOR RESKILLING/UPSKILLING HAS BECOME SHORTER. YOU MUST ENSURE THE SKILLS YOUR EMPLOYEES HAVE FIT WITH YOUR BUSINESS.

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CREATING A CULTURE OF LEARNING

1

Impact core business

If you want to achieve "X," then these are the skills your employees must have.

2

Quantify success

Identify ways to show how success improves when skill development happens.

3

Inventory skills

Create a central database of skills for HR, leadership, and L&D to use as a reference.

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MEET EMPLOYEE NEEDS HEAD-ON

- 50% of employees will need reskilling at some point in their career. *(World Economic Forum)*

- Dig into the soft skills many employees aren't learning elsewhere to fill the gap.

KEY SOFT SKILLS

TIME MANAGEMENT	**MOTIVATION**
COMMUNICATION	**PROBLEM SOLVING**
COLLABORATION/TEAMWORK	**FLEXIBILITY**
INITIATIVE	**CONFLICT RESOLUTION**

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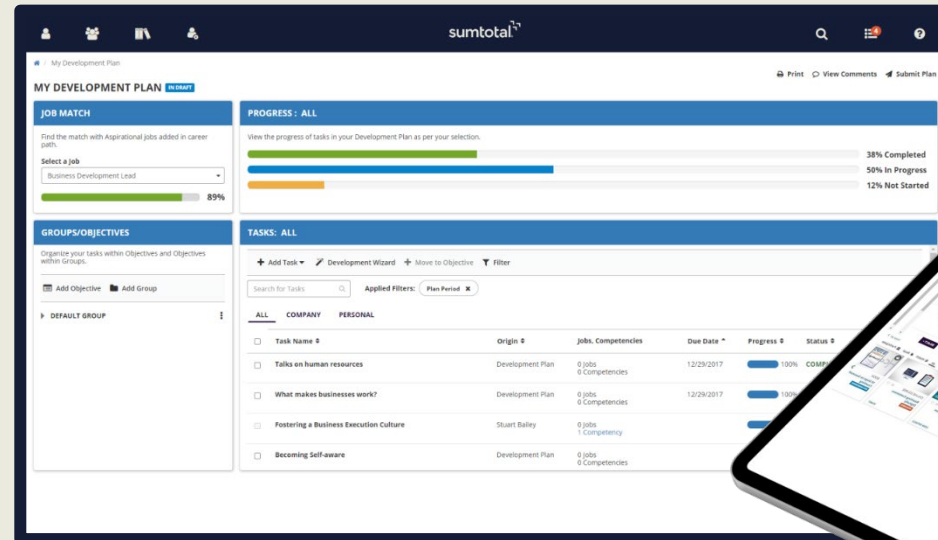Moving you forward.

SUPPORT EMPLOYEE NEEDS HEAD-ON

- Offer affirmation that the development of these skills leads to greater success for individuals and the whole company.

- Establish professional development as a priority within your business.

- Show you value learning.

- Assist employees in understanding the growth potential of developing skills.

- Encourage employees to self-lead to maximize engagement.

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SET A CAREER PATH THAT'S EASY TO FOLLOW
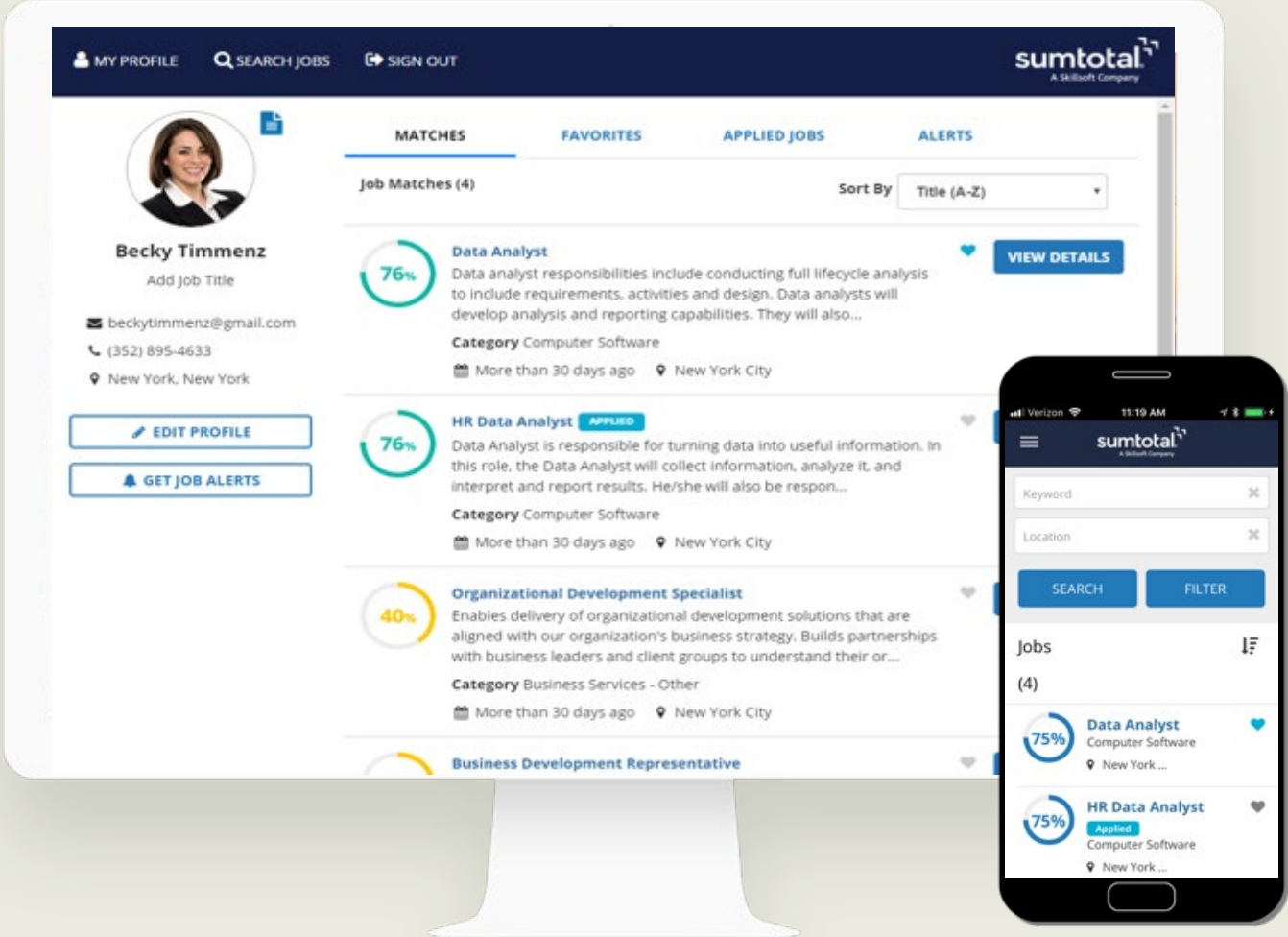
TRACK RESULTS AND SHOW IMPACT

- Pick metrics that align with business priorities.

- Align metrics to employee performance to track improvement.

- Look at how adaptability changes with new skills.
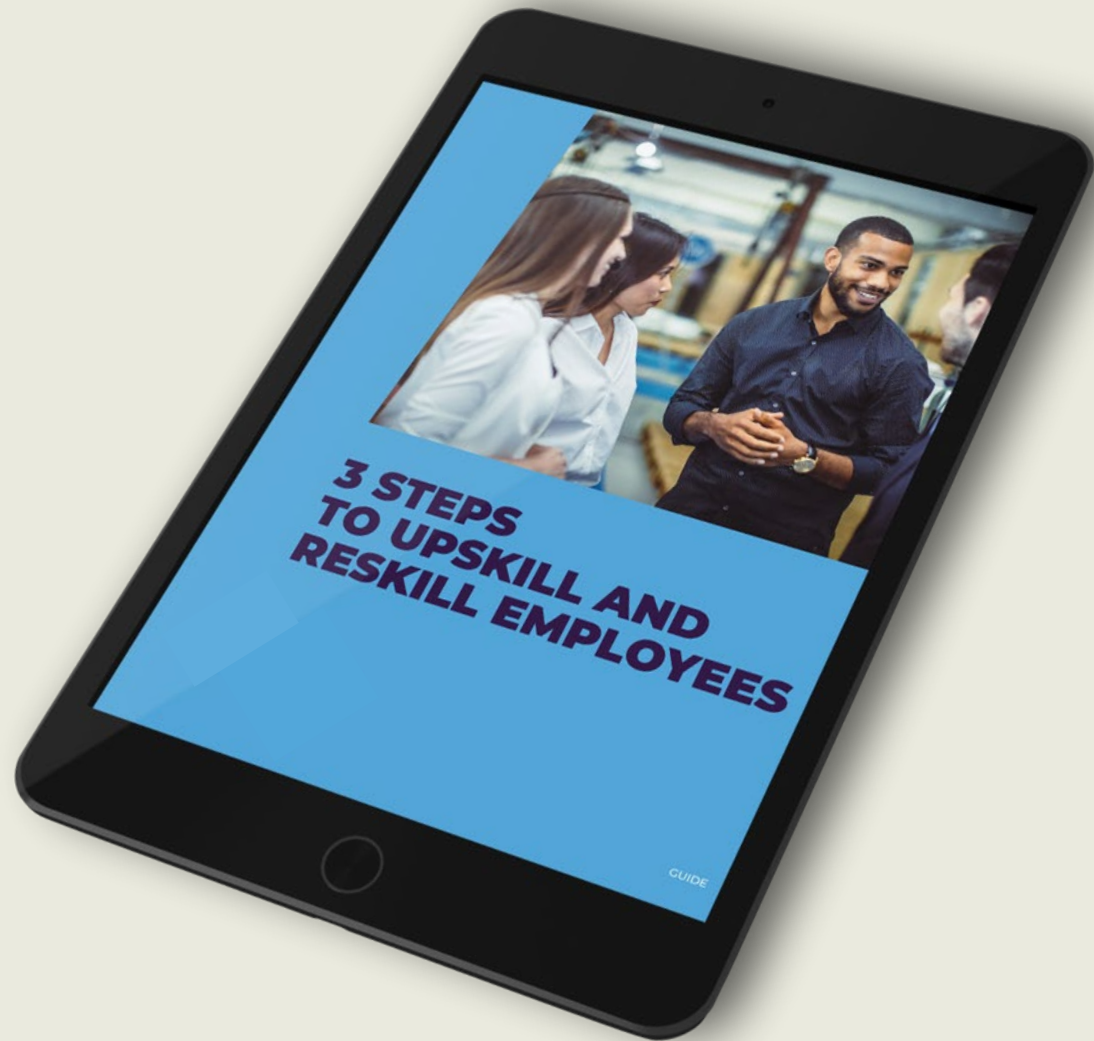
- Link performance to participation.

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MATCHING THE WORKFORCE TO TODAY'S NEEDS

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CREATE A WORKFORCE THAT ADAPTS TO TODAY'S EVER-CHANGING BUSINESS ENVIRONMENT QUICKLY AND EFFECTIVELY.

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3 STEPS TO UPSKILL AND RESKILL EMPLOYEES

An informative and easy-to-follow guide to help you see the positive results that are possible when you empower professional development.

Q&A

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