

# MERCER TALENT TRENDS STUDY 2018 FINDINGS: MEXICO



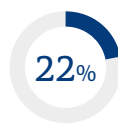
## CHANGE@SPEED



Companies planning an organization redesign in the next two years



HR who are confident in reskilling current employees for new roles



Executives who consider their organization “change agile”



## WORKING WITH PURPOSE

Thriving employees are **2x more likely** to work for a company with a strong sense of purpose



## PERMANENT FLEXIBILITY

**88%** of executives say flexible working is core to their EVP, but

**42%** of employees are concerned that flex impacts promotion opportunities, and only

**9%** of HR leaders say that flex is visibly present in their organization



## PLATFORM FOR TALENT

Only one-third of HR leaders provide analytics on the effectiveness of buy, build, borrow strategies



## DIGITAL FROM THE INSIDE OUT

**58%** of Digital or Mostly Digital Organizations also have high scores on change agility

