**MERCER TALENT TRENDS STUDY**
**2018 FINDINGS: UNITED KINGDOM**

**CHANGE@SPEED**
- Companies planning an organization redesign in the next two years: 92%
- HR who are confident in reskilling current employees for new roles: 57%
- Executives who consider their organization “change agile”: 21%

**WORKING WITH PURPOSE**
- Thriving employees are 4x more likely to work for a company with a strong sense of purpose.

**PERMANENT FLEXIBILITY**
- 77% of executives say flexible working is core to their EVP, but...
- 42% of employees are concerned that flex impacts promotion opportunities, and only...
- 13% 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: 32%.

**DIGITAL FROM THE INSIDE OUT**
- Digital or Mostly Digital Organizations are twice as likely to have high scores on change agility.

**MAKE TOMORROW, TODAY**