

# MERCER TALENT TRENDS STUDY

## 2018 FINDINGS: USA



### 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 **3x more likely** to work for a company with a strong sense of purpose



### PERMANENT FLEXIBILITY

**79%** of executives say flexible working is core to their EVP, but **41%** of employees are concerned that flex impacts promotion opportunities, and only **10%** of HR leaders say that flex is visibly present in their organization



### PLATFORM FOR TALENT

Only a fifth of HR leaders provide analytics on the effectiveness of buy, build, borrow strategies



### DIGITAL FROM THE INSIDE OUT

Digital or Mostly Digital Organizations are **twice as likely** to have high scores on change agility

