AN AGILE ORGANIZATION IS ONE THAT LISTENS & LEARNS. DERIVING ACTIONABLE INSIGHTS FROM TALENT DATA IS A CORE ELEMENT OF THE EMPOWERMENT AGENDA.

PEOPLE EXPECT THEIR EMPLOYER TO "MAKE WORK WORK" FOR THEIR INDIVIDUAL CIRCUMSTANCES. IN RESPONSE, COMPANIES ARE TAKING A "WHOLE PERSON" APPROACH.

A WORKPLACE FOR ME

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C-SUITE EXECUTIVES GLOBALLY ARE DRIVING A BOLD CHANGE AGENDA IN A QUEST FOR INCREASED EFFICIENCY, AGILITY, AND CUSTOMER INTIMACY.

93% will make org design change in the next 2 years

But only 4% describe their organization as "change agile"

Employees are saying: "Simplify decision making" "Help me invest in myself" "Understand my unique skills & interests"

94% of employees want to be recognized & rewarded for a wider range of contributions

PERFORMANCE MANAGEMENT IS ONE WAY TO ENSURE TOP PERFORMERS ARE REWARDED FOR THEIR CONTRIBUTIONS

Made some change to PM approach in 2016

Eliminated performance ratings altogether

Stopped using ratings for base salary adjustments

Employees are saying: "Show me the money" "Understand my unique skills & interests"

THE QUEST FOR INSIGHT

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CULTIVATE A THRIVING WORKFORCE:

- Differentiate on a healthy workplace
- Address talent choke points
- Promote a contribution culture
- Create a sense of belonging

MAKE TOMORROW, TODAY

Mercer Global Talent Trends Study 2017

Australia Results