

WORKFORCE OF THE FUTURE — STRATEGIES FOR TALENT MANAGEMENT



Massey Henry Talent Newsletter | April 2023

The COVID-19 pandemic significantly accelerated technology adoption and affected broader macro forces in society, economy, and culture. This rapid shift had a profound impact on the global workforce, leading to a collective reassessment of many employees' core values. For boards, executives, and employees alike, proactively adapting to the workforce of the future is no longer an option—it is a necessity.

How can organizations prepare and adapt?



Embrace Optionality

Embracing optionality means developing talent management approaches that enable the organization to pivot based on a well-designed set of core principles and valid data.



Workforce & Talent Management Analysis

Managing workforce and talent management issues must begin with a fulsome consideration of the following: employee demographics; skill gaps; core value propositions; technology; operating models; and talent management. Partaking in an honest self-assessment provides the opportunity to demonstrate the organization's ongoing commitment to talent management — now and for the future.



Developing a Strategy

Organizations will need to develop a multi-pronged strategy, including emphasizing internal skill development and identifying quality hires with skills that are aligned with future workforce requirements. Companies must fully embrace and adapt to the reality of a shifting work environment, beginning with its leaders.

FROM OUR NETWORK



*In leading HR, legal, and corporate strategy within the financial services sector, and working closely with Michael Henry on key executive recruitments, I have found that **an honest reflection on workforce and talent management issues is critical to success**. Whether examining key skill gaps or evaluating value propositions for retention and recruitment, a candid assessment of an organization's stage of development is imperative when addressing workforce challenges — now and in the future.*



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