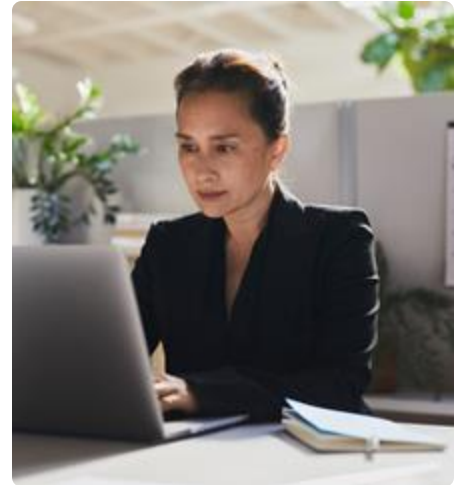


The Grand Redesign

The world is profoundly changing.

How you approached your talent strategy pre pandemic may no longer be effective.

Organizations have a once-in-a-generational opportunity to redesign the key components of roles to create capacity, and more effectively accomplish growth, digital transformation, and competitive goals.



How companies are redesigning their workplace, workforce, and workflow

Seeing the workplace as a tool

Remote work isn't going away. To retain and access top talent, the workplace is no longer required. It's an optional tool that workers use to facilitate their success. Just as they would choose when to use tech tools like email and video conferencing, they choose when to use the office.

Creating a variable cost structure for talent

Companies can't hire fast enough. They're getting skills on time by maintaining a small core team who focus on work that only they can do, and bringing in independent talent to handle the rest. Talent goes from a fixed to variable cost, which increases capabilities and agility.

Becoming adept at skill sourcing

Work is increasingly complex. Companies are engaging independent specialists as resources who enable employees to scale and do their jobs better.

“We can quickly augment skills as opposed to quickly augmenting staff.”

— Adam Hawes, Microsoft.

Now is the ideal time to redesign work

If you wait until things are calmer, your changes will be seen as a disruption.

If you take action now, your changes will be seen as a solution for adapting to the business challenges happening today.

Now is the time to redesign work to honor the demands of your workforce and safeguard your organization for the future.

