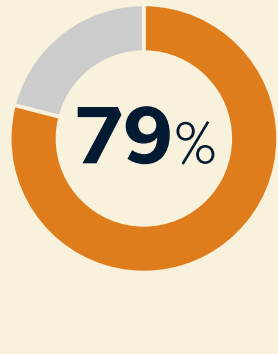


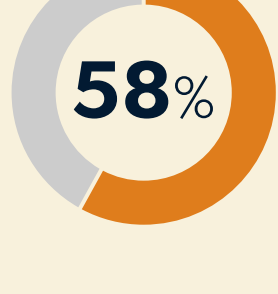


For Talent and Business Success: Question the Nature of the Work Being Done

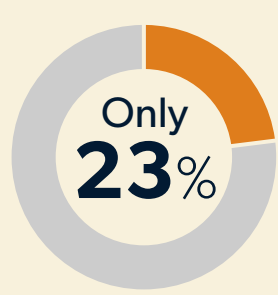
Despite of pace of innovation and changing ways of doing work, many employers have not developed a vision to keep up.



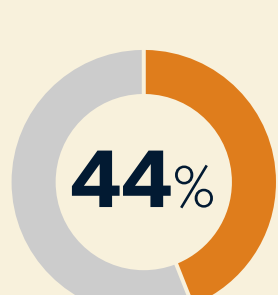
79% of HR decision-makers still execute talent strategies in silos where HR stakeholders manage employees, and Procurement manages contingent, contractor, and freelance workers.



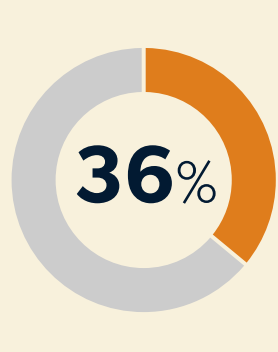
58% have not begun executing strategies for automating processes.



Only **23%** are effective at predicting what new skills will be needed, attracting candidates who have them, developing new skills internally, and retaining employees who have them.



44% are frustrated that their leadership is not allowing competitive compensation for high-demand skills.



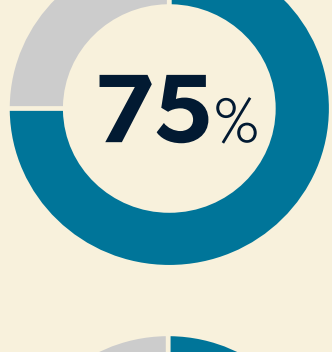
36% believe their companies do not recognize the importance of attracting and retaining new and emerging skills.

Is there a better way? You bet!

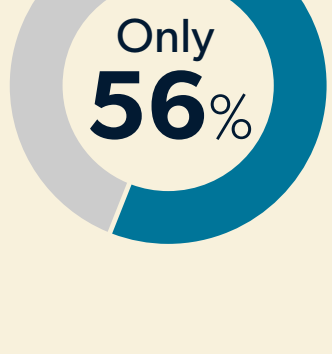
Embrace Multiple Work Models



Question which type of worker should do the job.



75% of HR leaders say their organizations recognize the importance of strategically evaluating how work gets done, whether through permanent employees, contractors, statement of work, or outsourcing.



Only **56%** of organizations use different engagement models to their full potential.

Consider the Options

Employee, contractor, contingent worker, freelancer, or outsourced services – what is the best option to get the job done? Assess the right model for filling a need by considering four factors:



The strategic importance of the role



Length of need



Ability to manage or guide the talent



Availability of talent with needed skills



Align Talent for Automation

HR decision-makers predict artificial intelligence (AI) will automate significant portions of major job categories 10 years from now.

Predicted Levels of Automation



IT **35%**



Operations **30%**



Finance **32%**



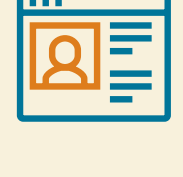
Sales **27%**



HR **31%**



Research and development **25%**



Marketing **30%**

To Move Forward

Build an automation strategy that accounts for technology's impact on the people it touches.



Learn More

New demands on workers and a need for new skills will reshape how a company secures talent. Read our white paper for strategies to help you build a workforce that will thrive.



Download our free report at AllegisGroup.com/WhatsTalent

