



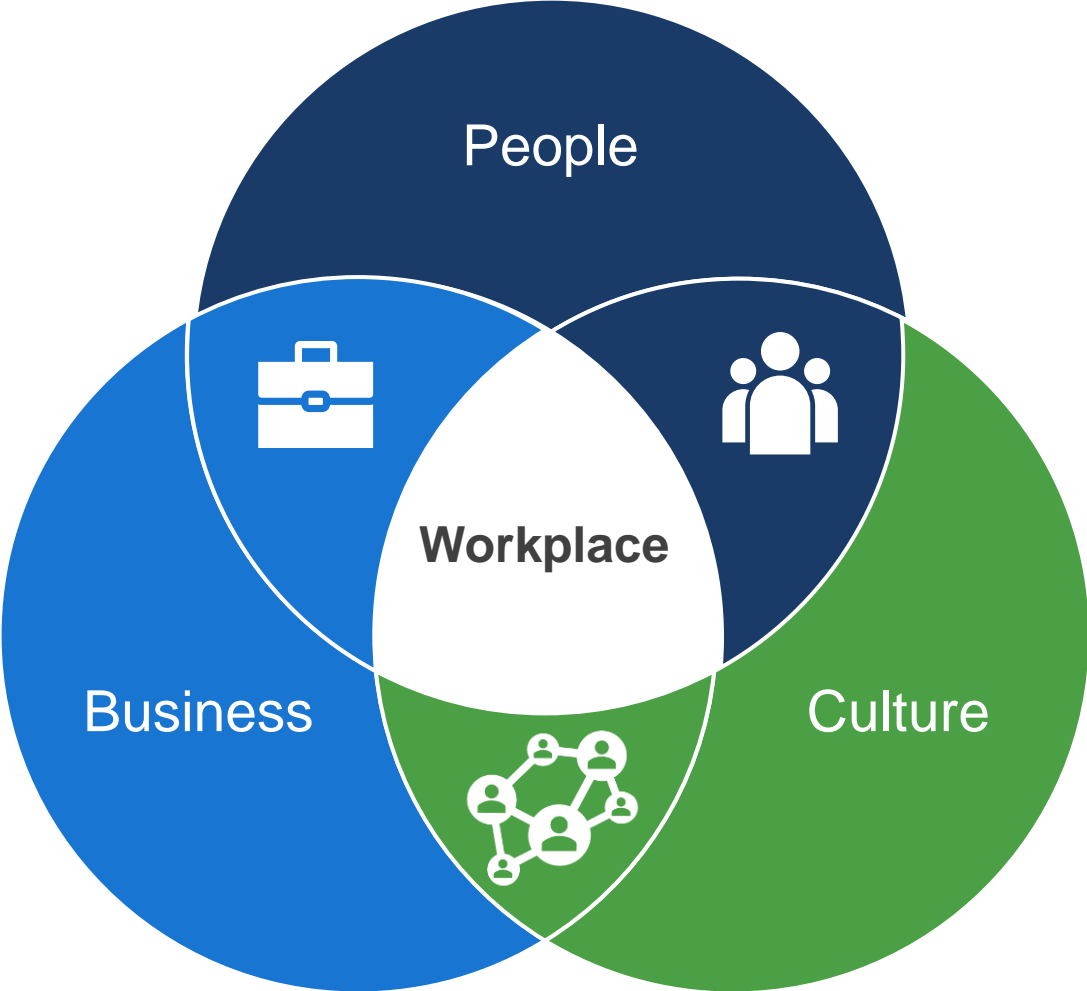
**BETTER WORKPLACES  
BETTER WORLD™**

## **Workforce Flexibility: Key Steps to Attracting and Retaining Top Talent**

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# The Workplace is Changing Everyday





## Session Goals





# The Challenges are Everywhere



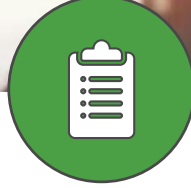
Talent  
Acquisition &  
Retention



Workplace  
Compensation  
& Equity



Workforce  
Safety and  
Health



Workplace  
Flexibility &  
Leave



## What are the most significant challenges?

Maintaining employee morale and engagement (73%)

Navigating COVID-19's continued impact on their workforce and safety practices (58%)

Finding and recruiting talent with the skills they need (55%)

Retaining top talent (42%)

Managing a partially or fully remote workforce (39%)



# What's Driving the Evolution of Workplace Flexibility?



**Change**



**Technology**

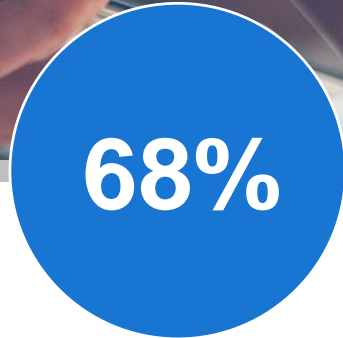


**Demographics**





# What Does Teleworking Look Like Post-Pandemic?



**of organizations report they probably or definitely will adopt broader or more flexible work from home policies for all workers.**



**of American job seekers cite remote work as a desirable factor**



# New World of Work Considerations

## *New Realities*

Hybrid or shorten work weeks

Volatility of our environments

Social Impact on the workplace

Financial Incentives

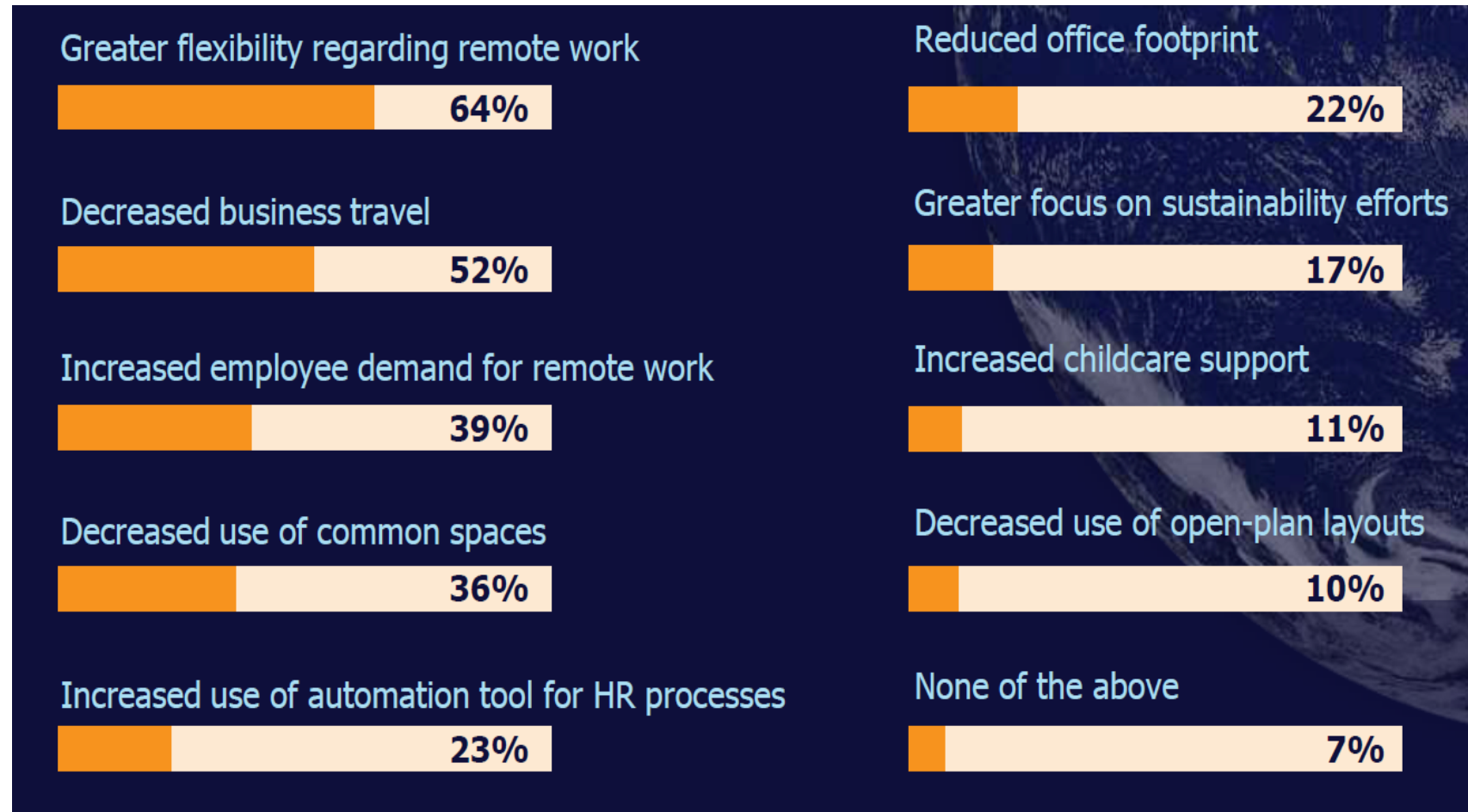
Geographic Considerations





# Reframing the Work Dynamic

*Which of the following long-term changes do you expect the global pandemic to have on the workplace?*





# The Post-Pandemic Talent Crisis

- Identify transferable skills
- Upskill/Reskill
- Source in-house talent
- Build a pipeline for the future



# Talent Acquisition & Management has *Evolved*





# Your Talent Pool



The Career Changers

The Underemployed

The Overqualified

The Displaced

The New Graduates

*The Untapped Talent Groups*





# What is Unconscious Bias?

**Unconscious biases** are learned stereotypes that are automatic, unintentional, deeply ingrained, universal, and able to influence behavior.





# A More Empathetic Workplace

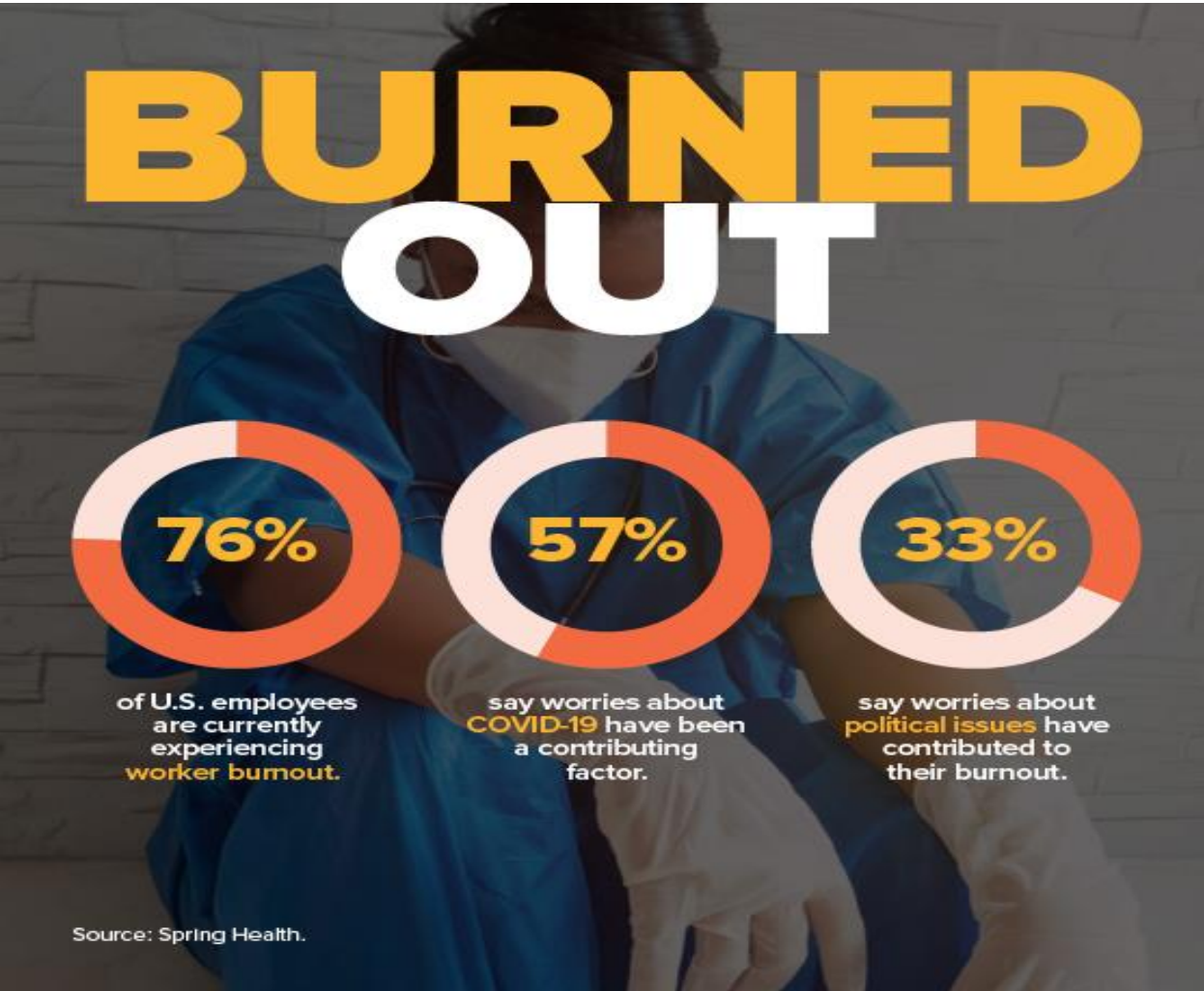
Employees with flexible work options result in more productive, healthier employees who are more engaged and less likely to leave.







# A More Empathetic Workplace



- COVID-19 fatigue is a crucial problem for organizations with front-line workers
- Employees want more assistance
- More younger workers report the impact of COVID-19



## Workplace Flexibility Can . . .



**Reduce  
Productivity  
Losses**

**Aid in  
Business  
Continuity**

**Make  
High-Skilled  
Labor More  
Affordable**

**Provide  
Access to  
More Diverse  
Groups  
of Workers**



**The way we work has changed.**

**Our employees are changing.**

**Now is the time to build better businesses and a better world.**

**How can flexibility and agility  
make your business work better  
in the future?**





# Where will you invest to attract and retain top talent?

Be Clear

Assess the Culture

Practice Empathy and Flexibility

Tap Untapped Talent

Invest in Safety

Promote your Brand

Solicit Feedback and Evaluate





# Align Workplace Flexibility with Current Initiatives



Strategy



Diversity



Wellness



Service



Continuity



Talent



Culture



Engagement



Preparedness



Retention



Inclusion



Recruitment





# Research: Flexible Work Strategies During Pandemic



**What Flexibility is and is not**

**Reactions  
& Future Changes**





# The most important step to attract and retain Communication!



Social  
Connections



Use the  
Technology



Wellness Checks



# Onboard, Engage & Retain





# Select Workplace Flexibility Options



**Time  
and Place**



**Flex  
Careers**



**Reduced Time**



**Time  
Off**



**Choices in  
Managing Time**



# Draft a Policy



Use samples



Seek input



Get legal  
review & approval  
before finalizing





## Test Drive Your Plan First



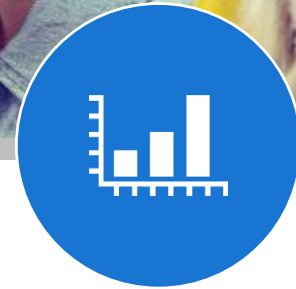
### Start with a Pilot

Pilot programs uncover best practices and facilitate smoother change management





# How to Successfully Implement Workflex



**Develop Clear Guidelines**

**Train Everyone**

**Track Metrics**

**Communicate**



# Solicit Feedback and Evaluate







# A More Empathetic Workplace

American workplaces  
are  
more diverse than  
ever before



# Wrap Up and Q&A

- What are your key takeaways?
- What will you do differently based on what you have learned today?



# Thank you!



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