

Future of Work Trends

Reinvention

Redesign to stay relevant

Scarcity

Survive the Big Quit

Vitality

Beat burnout

Sustainability

Shape the smarter future

Individuality

Make business personal

Inclusivity

Unleash the power of all

Accountability

Stand by what you do



What makes a difference to employees?

There are no silver bullets to retention. The problem is multifaceted, and so are the solutions. Retention must be addressed as both a short-term and long-term proposition. Here are some places to focus:

- **Playing for a winner:** Employees need confidence that the organization is well led and headed in the right direction.
- **Somewhere to go if I stay:** Employees need to have a positive view of their opportunities to learn and grow with the organization
- **A fair exchange:** Employees need to know that they are valued as people and see a balance between rewards and contributions.
- **Control and influence:** Employees want autonomy, authority and meaningful work. Employees want an opportunity to shape how and where work is done.
- **Environment for success:** Employees want a positive and energizing work environment that is sustained by collaborative support from co-workers allowing them to perform at their best.

