

In a New World of Talent Flex Your Strategy to Address Who Does the Work

Harness the Potential of the
Multigenerational Workforce

The Challenge

A majority (**53%**) of 1,000 HR decision-makers say managing a multigenerational workforce is a top talent management trend that challenges them.

Reasons why include:



Differing communication styles: **38%**



Preference for differing management styles: **28%**



Managing expectations with in-office, 9-to-5 work against flexible scheduling or remote work: **36%**



Expectations for speedy promotions: **26%**



Balancing openness to new ideas with the need to maintain the status quo: **35%**



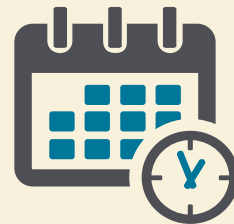
Negative generational stereotypes: **19%**



Company culture clashes: **18%**

The Solution

3 fundamentals can help employers attract and retain workers across the four generations:



Make flexibility at work a priority.



Empower employees to own their career progression.



Apply technology to embrace every employee experience.

Be Open to Engaging Workers Outside Your Industry

The Challenge

Many fields have skills that apply across industries, but an excess of job requirements can be a barrier to acquiring talent from outside an employer's particular sector.

63%

of employers surveyed say recruiters and hiring managers include too many must-have requirements in their job descriptions.

The Solution

Clarify the goals of the job and then determine the top skills needed to achieve those outcomes.

Enable employees to take on new roles within the organization so they can grow their skills and apply them across different functions.



Find out how successful employers balance today's workforce trends to attract and retain workers across all generations.

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