

MERCER TALENT TRENDS STUDY 2018 GLOBAL FINDINGS



CHANGE@SPEED



Companies planning an organization redesign in the next two years



HR who are confident in reskilling current employees for new roles



Executives who consider their organization “change agile”



WORKING WITH PURPOSE

Thriving employees are

3x more likely

to work for a company with a strong sense of purpose



PERMANENT FLEXIBILITY

80% of executives say flexible working is core to their EVP, but

41% of employees are concerned that flex impacts promotion opportunities, and only

9% of HR leaders say that flex is visibly present in their organization



PLATFORM FOR TALENT

Only one-third of HR leaders provide analytics on the effectiveness of buy, build, borrow strategies



DIGITAL FROM THE INSIDE OUT

Those who consider themselves a Digital Organization are

twice as likely

to report high scores on change agility

