

BITS & PIECES

April 2018

on LEADERSHIP



LEADING IN THE FUTURE

By Bruce Tulgan

The question leaders and managers should be asking is this: "What kind of workplace do we need to create to bring out the very best work in the very best people on a consistent and sustainable basis?"

Here's the answer: The successful organization of the near future will have one or more core groups of critical talent, but it will also rely on a fluid, flexible talent pool. The organization of the near future will have a wide repertoire of ways to employ people and leverage talent—full-time, part-time, flex-time, on-site, off-site, telecommuting; as consultants, temps, partners, vendors, franchisors, franchisees; upside down and inside out.

Successful organizations will be able to get people on board and up to speed and into meaningful roles very quickly, not to mention ongoing training and development to stay one step ahead of the constantly changing needs for new skills and knowledge. Successful organizations will continue to cut waste, improve efficiency, implement new technologies in order to

streamline operations and eliminate labor, drive employee productivity, and try to get more and more work out of fewer and fewer people.

Meanwhile, they will be required to pay high-premiums with lush benefits and lavish

The successful organization will have as many different career paths as they have people.

work-conditions for in-demand talent—whatever the length of their tenure. Organizations must at least provide some of these "dream job factors" for any employee they want to retain for any significant period of time. The successful organization will have as many different career paths as they have people.

These changes are going to affect everyone in the workforce: employers, employees, leaders, and managers. What is your organization doing to prepare for this epic turning point in the workplace?

Bruce Tulgan is a keynote speaker, management trainer, and an expert on the millennial workforce. To learn more visit <http://rainmaker-thinking.com/>.
