

YOUR 2024 **WORKFORCE STRATEGY** ACTION PLAN

01

INFLATION

Help mitigate rising costs by understanding the risk profile of the debtor books and the cash profile of your business, managing the profitability of your business by ruthlessly prioritising where to spend the money, and implementing a pricing dynamics strategy. Carefully manage your property strategy alongside your workforce strategy – consider the impact of hybrid and working from home when you're thinking of opening new office spaces.

02

LEGISLATION

As technology continues to move at a rapid pace, you need to make sure you keep up with changes in legislation. Invest in technology and external resourcing, such as a Vendor Management System or Recruitment Processing Outsourcing provider to help you manage your cross-border workforce, so you can connect with the right talent, at the right time, while staying fully compliant.

03

CLIMATE CHANGE

Make sustainability an integral part of your business communications strategy by linking it to your product or service offering, and involve your people to ensure it becomes authentically embedded in your workforce culture.

04

ARTIFICIAL INTELLIGENCE (AI)

When it comes to implementing AI in your business you need to figure out how you can use it to augment what you're currently doing and make your processes more efficient. Take time to understand what your business goals are and then set up your data correctly, because data integrity is a critical part of the process. You can then identify the core skills you need and train for those to enable your organisation to move at pace.

05

A DIGITAL-FIRST EMPLOYEE EXPERIENCE

Consider how you can protect the intellectual property of work produced by contingent labour and carefully plan your approach to overseas workers to mitigate the risk of corporate and employment taxes becoming due. In terms of workforce strategy, set core collaboration hours, prioritise tasks that require collective problem-solving and consider allowing employees to design their working week around times that work best for their 'work-life fit'.

YOUR 2024 **WORKFORCE STRATEGY** ACTION PLAN ...CONTINUED

06

SUSTAINABLE WORKPLACES

With an increasing number of employees believing their employers should take sustainability issues into account, it is important to make sure you understand what sustainability means for your organisation as you shape your workforce strategy. Make sure you have a dedicated sustainability specialist to provide a sense of direction, so employees feel there's an individual they can go to with questions and suggestions.

07

A RETURN TO THE OFFICE?

With hybrid working here to stay, when shaping your workforce strategy you need to explore initiatives that ensure 'return to office' remains a conversation, rather than a point of conflict with workers. Create meaningful reasons for coming into the office – 'walk and talks', wellbeing, educational and networking events, as well as training sessions and social activities.

08

DIVERSITY, EQUITY & INCLUSION (DE&I)

Strengthen your approach to DE&I in your workforce strategy by capturing your diversity data to get a clear picture of your demographics, and collect qualitative information from your workforce on inclusion and belonging at work. Employees are looking for authenticity from leaders in this area, so ensure you continue to educate your workforce about DE&I with consistent, repetitive messaging at every touchpoint.

09

TRAINING & DEVELOPMENT

To ensure the workforce of tomorrow is prepared for evolving roles, first you need to understand what skills you'll need to realise your organisation's vision, then analyse the skills and capabilities of your workforce rather than using traditional analysis based on job titles.

10

START WORKING ON TOMORROW, TODAY

With industry-leading expertise in workforce transformation, Enterprise Solutions at Hays is committed to partnering with you to shape a workforce strategy that will see you thrive in this changing cultural and economic environment. Get in touch to start planning your workforce strategy for 2024 and beyond, today.