

future leaders

adapting business for millennials

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future leaders

lifecycle stages across the workforce

“The workforce is undergoing a seismic change as 3.6 million **baby boomers** are set to retire, a quarter of **millennial workers** will take on management roles and **generation Z** (those born between 1994 and 2010) has started to enter the workforce”.

- Gen Z and Millennials Collide at Work, a study by Randstad

listening to millennial interests

businesses are adjusting the way things get done



stability



flexibility & balance



increased loyalty

stronger emphasis on **business responsibility**



**Improves business
performance**

**Engagement
in work with
purpose**



**Improves opinion on
general business
behavior and social
situation**

the **next generation** at work

the new way of looking at how we do business



Millennials have grown up as **digital natives**



Rapid **technology advancements have changed** the world of work for everyone



Leveraging new technology is critical for businesses to stay productive and relevant



Digital skills are **transforming into leadership skills** - reskilling of the workforce has become a top priority

understanding talent trends

results from the **Talent Trends Quarterly** research from Randstad Sourceright



53% of human capital leaders are **increasing investments in HR digital specialists** as a way to keep up with the rapidly changing digital landscape



one-third say failure to sufficiently invest in talent innovation **could put their companies at risk of not reaching millennials and digital natives**



A majority of respondents feel migration to a “digital HR model” is **unfolding too quickly**

technology

workforce automation

"Automation is rapidly becoming a feature of working environments. For some, it encourages creative thinking and provides opportunities to develop new skills. For others, automation poses a threat to jobs."

- The 2017 Deloitte Millennial Survey

technology

how are businesses using new tech?



borderless working

virtual teams

online training

