



Human Capital

# Workforce Development

## Preparing Your People for the Future Now

70%

of multinational companies are moving towards a model that emphasizes frequent performance conversations <sup>1</sup>

66%

of companies have no formal succession plan in place <sup>2</sup>

40%

of the workforce will be either contract, freelance, or gig employment in 2020 <sup>3</sup>



# If You Answer "Yes" to Any of These Questions:

Q: Are your talent needs changing?

Q: Are you struggling to determine the right mix of FTE and contingent workers?

Q: Do you foresee your employees lacking the necessary training and skills to tackle the challenges that will arise in the future?

Q: Do younger workers lack the historical knowledge and experience to step into new roles?

Q: Are your managers and supervisors struggling to coach millennial workers?

Q: Is your talent acquisition strategy insufficient for impending retirements?

Q: Do you need a plan for your people in the event of an unexpected crisis?

**Then our expertise is what you need. Together, we'll reach a better best.**

As organizations navigate the "new normal" environment, automation increases, and companies turn to contingent workers, the need for a comprehensive workforce development strategy focused on the growth of your people has never been more critical. In order to sustain long-term growth and competitiveness, the workforce must be able to adapt quickly to the market.

Our Workforce Development solutions use a "People First" approach and offer a holistic approach to right sizing and right skilling a workforce. We build the right strategies and deploy the right tools and techniques that enable your employees to do work that delivers the most value.

Collective Insights helps our clients prepare for the evolving workforce by:



Creating a comprehensive workforce strategy



Designing and supporting talent acquisition processes and strategies



Analyzing the workforce to determine the right number and type of workers required



Developing managers and supervisors to provide useful feedback

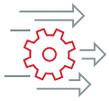


Supporting or redesigning the performance management process



Developing or revising succession management plans

# Our Services. Your Success.



## Business Transformation

- Strategic Planning
- Target Operating Model Architecture
- Strategic Finance
- Supply Chain Transformation
- Process Optimization
- Enterprise Performance Management



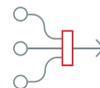
## Technology, Information & Security

- Technology Strategy & Architecture
- Cloud & Edge Computing Enablement
- Technology Modernization
- Intelligent Information & Analytics
- Integrated Automation
- Next-Generation Cyber Security



## Human Capital

- Organizational Change Management
- Strategic Communication
- Instructional Design & Development
- Workforce Development
- Organizational Design
- Culture Transformation



## Operations & Management

- Program & Project Management
- Business Continuity
- Strategic Selection
- Vendor Management
- Mergers & Acquisitions Integration Management
- Portfolio & Demand Management

### References

- 1 <https://hbr.org/2016/10/the-performance-management-revolution>
- 2 <https://www.forbes.com/sites/johnwelsheurope/2019/01/14/7-steps-to-successful-succession-planning/#27e32c9345fb>
3. Deloitte Insights, 2019 Deloitte Global Human Capital Trends, Leading the social enterprise: Reinvent with a human focus

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