

THE WORKFORCE IS CHANGING. ARE YOU?

LEADERSHIP
HIERARCHY
WAR FOR
TALENT
COMMUNICATION

LIFE-LONG
LEARNING

79% OF EXITING
EMPLOYEES CITE
UNDERAPPECIATION

VALUE-DRIVEN
SOLUTIONS
BENCHMARKING

TRAINING
BENEFITS SKILLS GAP
CAREER LATTICES
10,000
BABY
BOOMERS
RETIRING
DAILY
WORKPLACE
CULTURE DISRUPTION
INTEGRATIONS
GIG ECONOMY
PROCESS MAPPING

CORE COMPETENCY
SUCCESSION
PLANNING

HIERARCHY
DIFFERENCES
UPSKILLING

GENERATIONAL DIFFERENCES

IMPACT
ARTIFICIAL
INTELLIGENCE
KNOWLEDGE

LOSS

EMPLOYEE ENGAGEMENT
FOURTH INDUSTRIAL
REVOLUTION
51%
PEOPLE OF
DISTRUST
MANAGEMENT
2.4 MILLION UNFILLED JOBS
FORECASTING

WARREN AVERETT WORKFORCE DEVELOPMENT CAN HELP YOUR WORKFORCE THRIVE.

Employers and industry leaders are facing challenges from every direction. Organizations are scrambling to fill open positions, and the talent shortage deepens as the economy flourishes and baby boomers retire in greater numbers. The rise of automation and artificial intelligence is transforming the workplace and the nature of work itself. Meeting the demands of a multi-generational and diverse workforce with disparate expectations and work styles feels like an impossible task. We can help.

At Warren Averett, we look for the opportunity in adversity. Our Workforce Development division can guide you through the process of leveraging the new workforce reality to achieve your organizational goals. We'll help you imagine, build, develop and sustain a workforce capable of carrying your organization into the future on your terms.

OUR PROCESS

1. PLAN

Map out organizational goals and determine strengths and weaknesses of current workforce

2. GATHER DATA

Delve into the structures, processes and culture shaping your organization

3. EVALUATE

Assess existing approach in light of best practices and expert workforce insight

4. DEVELOP

Create a strategic plan for transforming your workforce

5. IMPLEMENT

Strategically execute initiatives prioritized to maximize impact while limiting effect on operations

6. MEASURE

Determine effect of changes and adapt as necessary



CASE STUDY

A public sector client was unable to conduct critical business functions due to extreme talent shortages. Warren Averett performed an analysis of organizational practices, compensation structures, company culture and employer brand, identifying strategic changes necessary to transform this organization into a place where people *want* to work.

To maximize employee efficiency and align skilled employees with critical tasks, Warren Averett worked with the client to implement an automated applicant-tracking system and to create a new para-professional position. To improve recruiting outcomes, Warren Averett implemented a grassroots recruiting initiative and partnered with a renowned marketing agency to create a data-driven digital marketing and branding campaign.

Our client experienced a **250%** increase in the number of applicants within six months.

CONTACT US

If you are facing workforce challenges, contact our Workforce Development leader:
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