

Kincannon  Reed

Global Executive Search

We recruit leaders for organizations that feed the world and keep it healthy.

The nature of work



Do

The nature of work



Think

The nature of work



Sell

The nature of work



Lead

The new standard

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- Nurture a superior work ethic.

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- Develop a keen self-awareness and a 1:1 ego-to-capability ratio.
- Be a “strategic doer” and simultaneously lead others.

The global talent shortage

Factors driving talent shortages

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- Within that, the food chain has not attracted the talent we need for the future. We have lost a generation.
- Societal changes are affecting employers' options.

Societal changes – talent shortage

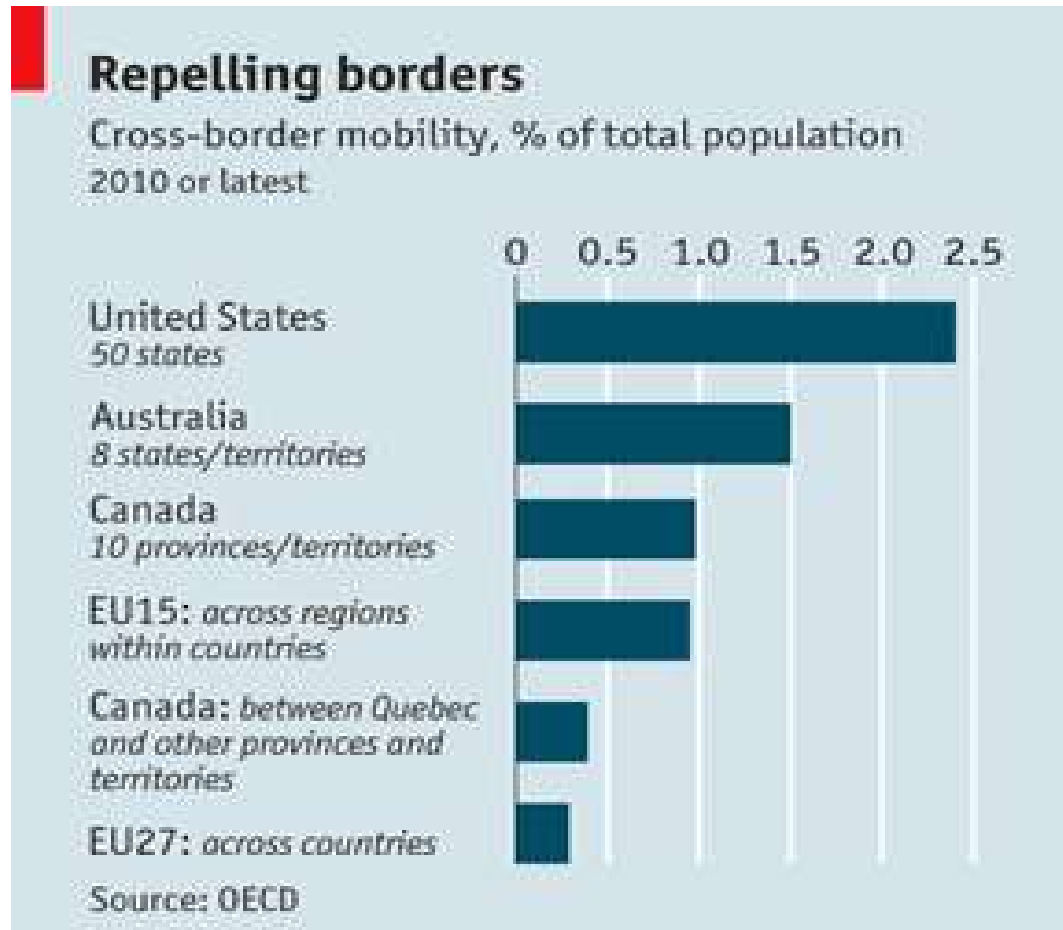
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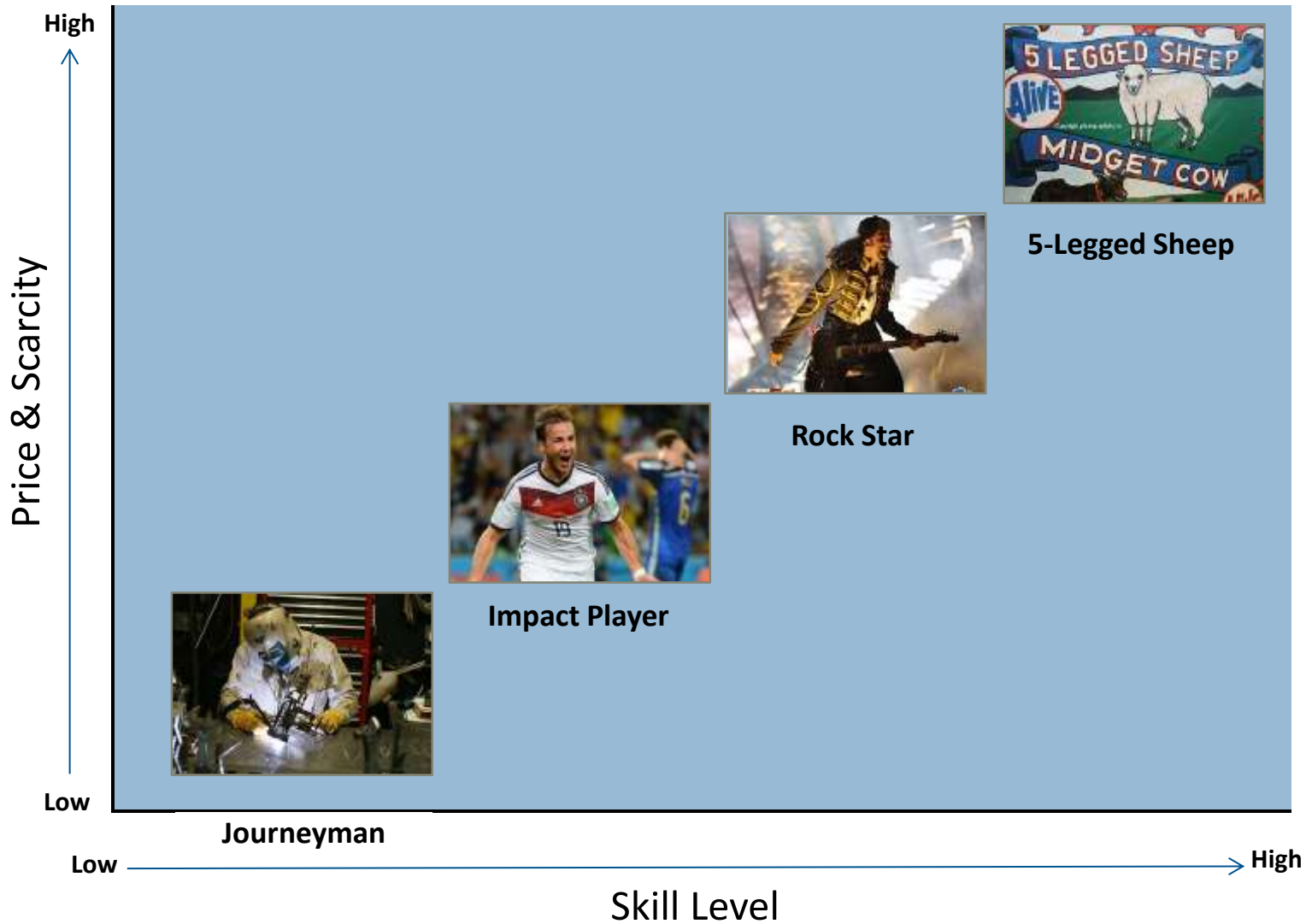
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- The developed world population is aging.

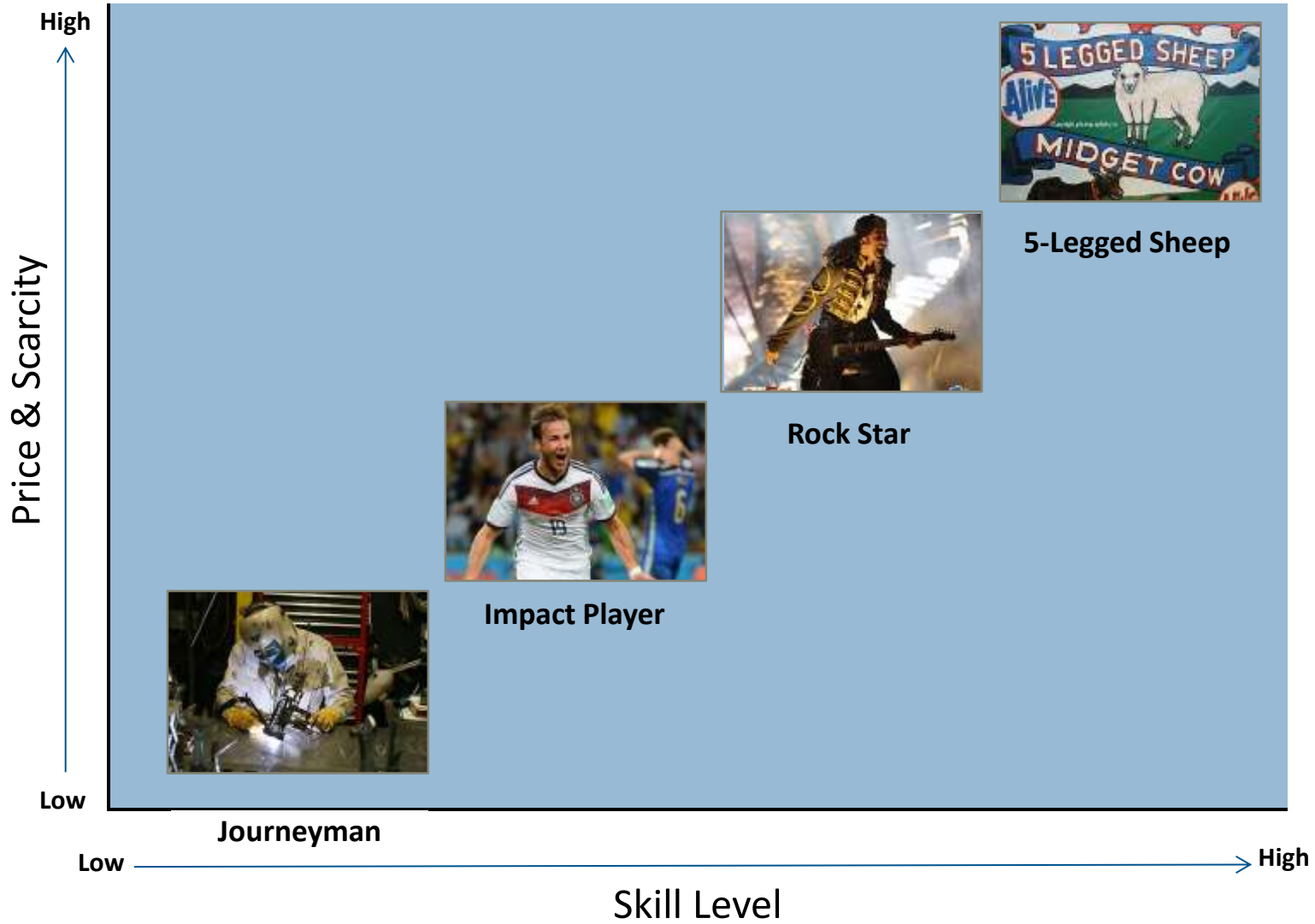
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- Labor force mobility dropping in every region of the world.
- The best and brightest can find employment anywhere in the world.
- The developed world population is aging.
- Many educational systems are not keeping up.

The changing definition of talent – 5-Legged Sheep







Unicorn

Shortage versus price

Takeaways

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- Decide what level of talent you really need for the job.
- If I need a '5-Legged Sheep' what will it take to get and keep it?

Location as a knockout factor

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- Similar patterns across all parts of the workforce.
 - All education levels
 - All marital statuses
 - Both single- and multiple-earner households

- Plummeting cost, rising availability and requirement of travel + communications options = more flexibility demanded and granted.

- Globalization + greater labor market homogenization = less need to move to get a great job.

- Rising preference for larger metro areas.
 - No need to move to find work
 - More options for all aspects of daily life

Location as a knockout factor

- Lower marriage rate.
- Child custody restrictions.
- Dual-career households.
- Children granted career veto rights
- Real or perceived loss of home value.
- Risk aversion post-2008 crash.
- More robust safety nets in advanced economies.

Source: University of Pennsylvania/Federal Reserve Bank of Minneapolis, 2013 Labor Force Mobility Study.

Solutions

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- Be flexible and think for the long term.
 - Consider first-tier cities for your headquarters or key technical offices
 - Embrace virtual and remote offices if possible
 - Recognize that work week location and weekend location do not have to be the same place.
 - Consider extreme commuting

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- Think more openly about the experience base to bring to a role. Smart leaders with the right attitudes will learn an industry more quickly than you think.

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- War for talent has become fiercer and more competitive.
- Location has become a more important issue for qualified talent and it will get worse.
- There is a marked difference between good and great talent. More of you are needing great talent for more of your positions. The competition is very stiff.

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