



ManpowerGroup™

April 3, 2017

## **Borders Open or Closed, Governments Left or Right - How to Ensure the Best Talent Knows You Are Open for Business**

### **ManpowerGroup Solutions provides practical steps for companies to develop effective workforce plans in uncertain times**

MILWAUKEE, April 3, 2017 /PRNewswire/ -- Developing a workforce plan that accounts for change and unforeseen circumstances is key for companies to remain competitive in a slow-growth environment and times of uncertainty. This is according to new insights released today by ManpowerGroup Solutions, the world's largest RPO provider. *Planning for Uncertainty* provides practical and actionable steps for companies to develop a flexible yet robust strategy to future-proof their business.

**Click the link to download *Planning for Uncertainty*: [www.manpowergroupsolutions.com/planningforuncertainty](http://www.manpowergroupsolutions.com/planningforuncertainty)**

As technology continues to disrupt, the life cycle of skills is shorter than ever and change is happening at an unprecedented scale. Companies can ensure their people have the skills required for the future by creating a workforce plan to fast-track the upskilling and reskilling of existing employees. With an ever-evolving geopolitical climate - particularly with the upcoming elections in Europe - organizations cannot predict the outcome of politics and policies, but they can prepare their workforce strategy to adapt to whatever uncertainty lies ahead.

"While the economic outlook ahead may appear more positive, technological disruption continues and the geopolitical landscape is uncertain," said Victoria Bombas, RPO Solutions and Operations Director, ManpowerGroup Solutions. "While each geopolitical event - the UK Brexit vote, the U.S. election, even the uncertainty around the recent Dutch elections - is an exceptional circumstance, the challenges presented to employers are not unique. Workforce planning tends to focus on known, rather than unknown, circumstances. This may work well for a period of time, but if one variable changes, workforce plans can be fundamentally altered overnight. Uncertainty is here to stay; now is the time to develop a strategy that accounts for large-scale change and the impact of unexpected circumstances. This is the key to future-proofing business success and creating a resilient, agile and right-skilled workforce."

In the paper, ManpowerGroup Solutions offers practical steps to help organizations plan for an uncertain tomorrow, including:

- 1 **Prioritize skills and learnability as the new currency.** Now is the time to hire for and nurture learnability - the desire and ability to learn new skills to stay relevant and remain employable. By fast-tracking the upskilling and reskilling of existing employees, companies can ensure they have a workforce with the skills required for the future.
- 1 **Rethink the structure of work.** Leaders need to be clear which roles could be done where, by whom or by what. Company expectations will continue to shift to demand more data-based people decisions; the playbook is changing and basic concepts of scale, value and competition are being redefined.

To learn more, download *Planning for Uncertainty* [here](#).

### **About ManpowerGroup Solutions**

ManpowerGroup Solutions provides clients with outsourcing services related to human resources functions, primarily in the areas of large-scale recruiting and workforce-intensive initiatives that are outcome-based, thereby sharing in the risk and reward with our clients. Our solutions offerings include TAPFIN-Managed Service Provider, Strategic Workforce Consulting, Borderless Talent Solutions, Talent Based Outsourcing and Recruitment Process Outsourcing, where we are one of the largest providers of permanent and contingent recruitment in the world. ManpowerGroup Solutions is part of the ManpowerGroup family of companies, which also includes Manpower, Experis, and Right Management. More information at [www.manpowergroupsolutions.com](http://www.manpowergroupsolutions.com).

### **About ManpowerGroup**

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years.

We connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands - Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions - we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: [www.manpowergroup.com](http://www.manpowergroup.com).



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