

LHH

Fit for Future Workforce



renew
SKILLS



A perfect storm has dramatically changed the world of work



Why is it difficult to be “Fit for Future” at the era of digital transformation?

Only **20%** of employees **have the skills needed** for both their current role and their future career.¹



The average shelf life of skills is less than 5 years

87% of executives say their organizations **are already experiencing skill gaps** or expect to face them within a few years.²



Success in the digital age requires a culture shift to continuous learning & mobility

50% of L&D professionals believe their organizations **have "best in class" leadership.**³



There is opportunity to use the existing workforce as a talent acquisition source



The necessary leadership capability profile has dramatically shifted in 2021

LinkedIn® Workplace Learning Report

Organizations are seeing **shifts** in the skills they need...

...and must continuously **evolve** their talent's capabilities



[Gartner Research, 2018](#)¹

[McKinsey Survey, 2020](#)²

[Training Magazine 2019](#)³

It's time for a **new strategy** to future fit workforce

LHH

Shifting the talent strategy approach:

from a replaceable to a **renewable workforce**

► **From replaceable**

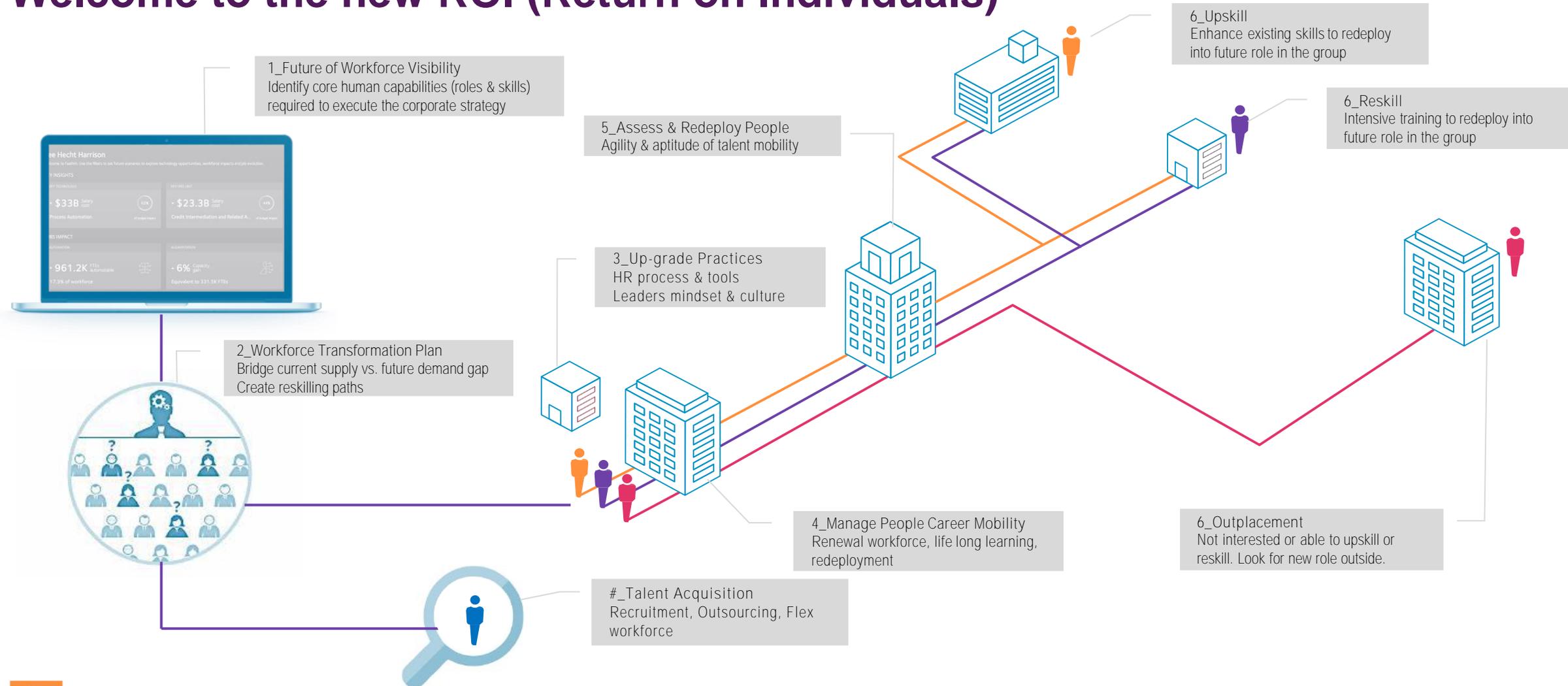
- Simultaneous firing & hiring
- Spending high severance & recruiting costs
- Lack of insight into the skills, behaviors and personality of the workforce
- Loss of potential leaders who know your business
- Mitigating corporate social responsibility

► **To renewable**

- Redeploying talent
- Investing in upskilling & reskilling current workforce
- Dynamic and actionable insights into the skills and potential of the workforce
- Transition out only those who are not fit for future
- Positively impacting corporate image & employer brand



Our overall approach to **build future workforce** **Welcome to the new ROI (Return on Individuals)**



Who is LHH today?



► Mission

Building better careers, better leaders and better businesses.

► Our values

Passion • Team Spirit • Entrepreneurship • Customer Focus • Responsibility

	Global	EMEA
Candidates supported per year 	450,000+	150,000+
Clients 	12,000+	4,800+
Career Coaches 	2,200+	1,000+
LHH Offices 	400	220+



We help companies see the possibilities in their people

We make a difference to everyone we work with, and we do it on a global scale. We have the local expertise, global infrastructure, and industry-leading technology to manage the complexity of critical workforce initiatives and the challenges of transformation.

Shifting from replaceable to renewable means seeing the potential in every individual and delivering opportunity at every key career moment.