

The rise of the Relatable Organization



Reset for relevance

Build resilience by leading with values and an adaptive design



89% of employees expect their employer to pursue a sustainability agenda



91% of executives are prioritizing setting targets related to responsible work practices



Only 1 in 2 HR leaders has prioritized putting sustainability at the heart of the transformation agenda

Work in partnership

Create equitable, transparent and rewarding partnerships



56% of employees will only join a company if they can be remote/hybrid



73% of HR leaders are worried that remote working will deteriorate the culture



72% of executives are concerned about promotion prospects for remote workers

Deliver on total well-being

Nurture a healthy workforce with benefits that matter



37% of executives say their investment in health and well-being has delivered a measurable return



38% companies are introducing mental or emotional well-being strategies



57% of employees fear for their future financial wellness

Build for employability

Meet future work needs with a skills-based organization



76% of employees know what skills are needed for tomorrow



81% of companies are investing in AI-powered skills identification/valuation



1 in 5 employees is not convinced of the return for reskilling

Harness collective energy

Unlock potential with human-centered work environments



96% of organizations are planning enterprise-wide transformation in 2022



22% of employees say organizational complexity is a barrier to transformation



1 in 4 HR leaders say redesigning work to improve agility was a priority for 2021, but it was difficult to make progress



What are you doing to forge new ways of partnering that are increasingly relatable, sustainable and attuned to the ways people want to work?

Download the full Global Talent Trends Study at www.uk.mercer.com/global-talent-trends