

# Building a Company for the Future

## 5 Strategic Levers for Success

# Today's Presenters



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Management



Full-service  
HR so you  
can focus  
on your  
business



# Agenda for Today

Lasting Trends

5 Strategic Focus Areas

Actionable Take Aways

Questions

# Poll Question #1



# Top trends



## Flexible Work Environment

80% of companies expect some of their workers will be remote<sup>1</sup>



## Humanization of the Workforce

2/3 of job seekers said that a diverse workforce is an important factor for evaluating offers<sup>2</sup>



## Employee Well-being

15% to 20% of total payroll in voluntary turnover cost is due to burnout<sup>3</sup>



## The Great Resignation

52% of workers plan to look for a new position in 2021<sup>6</sup>

# Key focus areas that drive business performance



## Vision & Strategy

Companies with capabilities-driven strategy are **3x** as likely to grow faster than their industry and **2.5x** as likely to be more profitable than the market.<sup>1</sup>



## Agile Leadership

The top quartile of leaders produce profit margins **30-50% higher** than industry averages<sup>2</sup>



## Talent Management

Companies that are best-in-class at talent management are **3X more profitable** than those that aren't.<sup>3</sup>



## Inclusion and Culture

Companies that create a winning culture are **3.7 times** more likely to be top performers.<sup>4</sup>

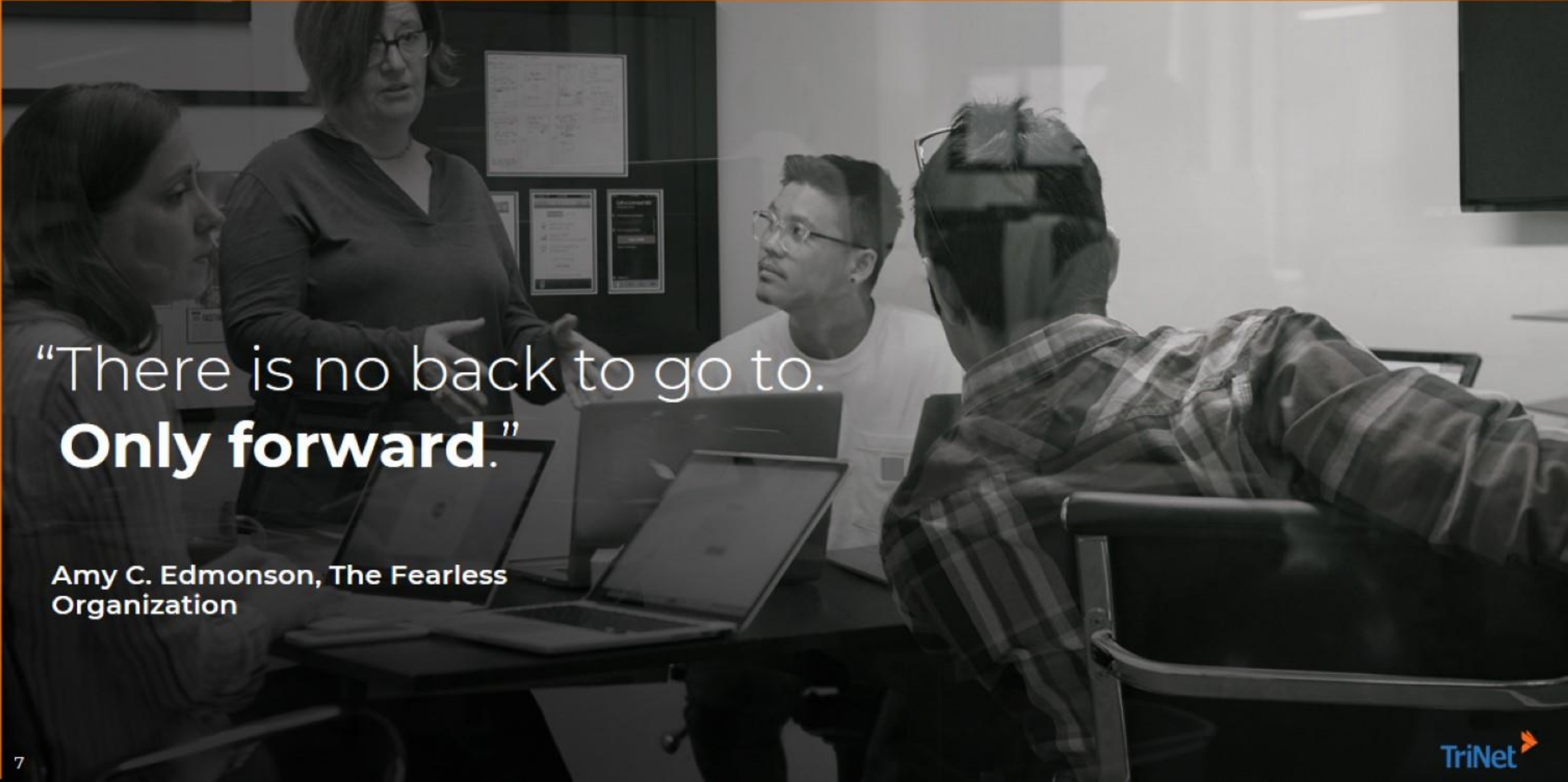


## People Analytics

Companies that use advanced people analytics see a **25%** rise in business productivity<sup>5</sup>

# Vision and Strategy





“There is no back to go to.  
**Only forward.**”

Amy C. Edmonson, The Fearless  
Organization



# Principles of vision and strategy

**Vision**

**Mission**

**Strategy**

Together, mission and vision guide strategy development, help communicate the organization's purpose to stakeholders, and inform the goals and objectives set to determine whether the strategy is on track.

# Tips and tactics for creating your company's strategy


- Clarify your strengths and competitive advantages.
- Harness the voice of the frontline.
- Ensure that your current projects and initiatives are positioning you for the future.
- Say “no” to distractions. Set a clear direction and stay in your lane.
- Consider linear, incremental improvements vs. “all in” investments in innovation.
- Divest businesses (and outdated practices and attitudes) that don't fit your vision of the future.
- Establish strategic priorities to execute.



# Poll Question #2



# Agile Leadership

A woman with long, wavy hair is sitting in a room filled with stacks of folded fabric or clothing. She is wearing a light-colored, textured sweater and has her hand resting on her chin, looking directly at the camera with a thoughtful expression. The background shows more stacks of fabric and a wooden chair.

“What leaders say and do makes up to a 70% difference as to whether an individual report feels included or not.”

**Harvard Business Review**

**<https://hbr.org/2020/03/the-key-to-inclusive-leadership>**

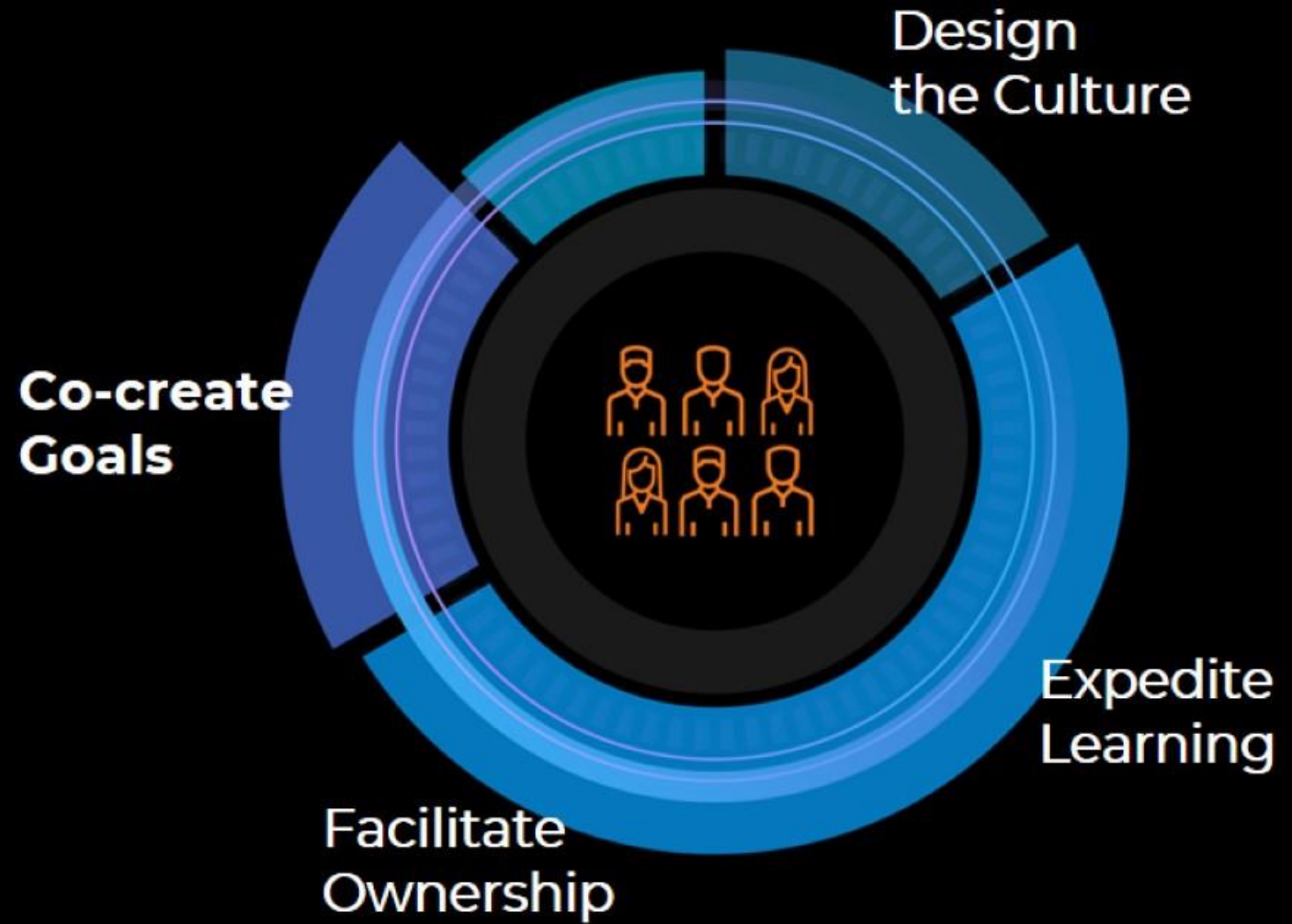
# Attributes associated with agile leadership

Agile leadership is the craft of **creating the right environment for agile teams to thrive**. Therefore, the leader has to create an inspiring environment where teams take ownership of their work and learn fast from customers.

- Tolerance for ambiguity
- Curiosity
- Creativity
- Courage
- Conviction
- Emotional resilience
- Critical thinking
- Vision
- Flexibility



# Creating self managed teams



# Inclusive culture

# Effective culture improves business outcomes

It provides consistency and direction



It guides decisions and actions



It fuels your workforce



It contributes to driving engagement



It helps a company reach its potential



# Top 3 priorities for inclusive cultures

## Authenticity



Comfortable being themselves and expressing unique talents

## Flexibility



Choosing where and when work gets done

## Purpose



Making a difference and understanding how work fits into the big picture

**80%** of respondents indicated inclusion is important when choosing an employer

<https://www2.deloitte.com/us/en/pages/about-deloitte/articles/building-an-inclusive-culture-at-work.html>

# Culture checklist

“Only **15%** of organizations succeed in transforming their cultures.”  
Institute for Corporate Productivity (i4cp)



# Poll Question #3



# Talent Strategy

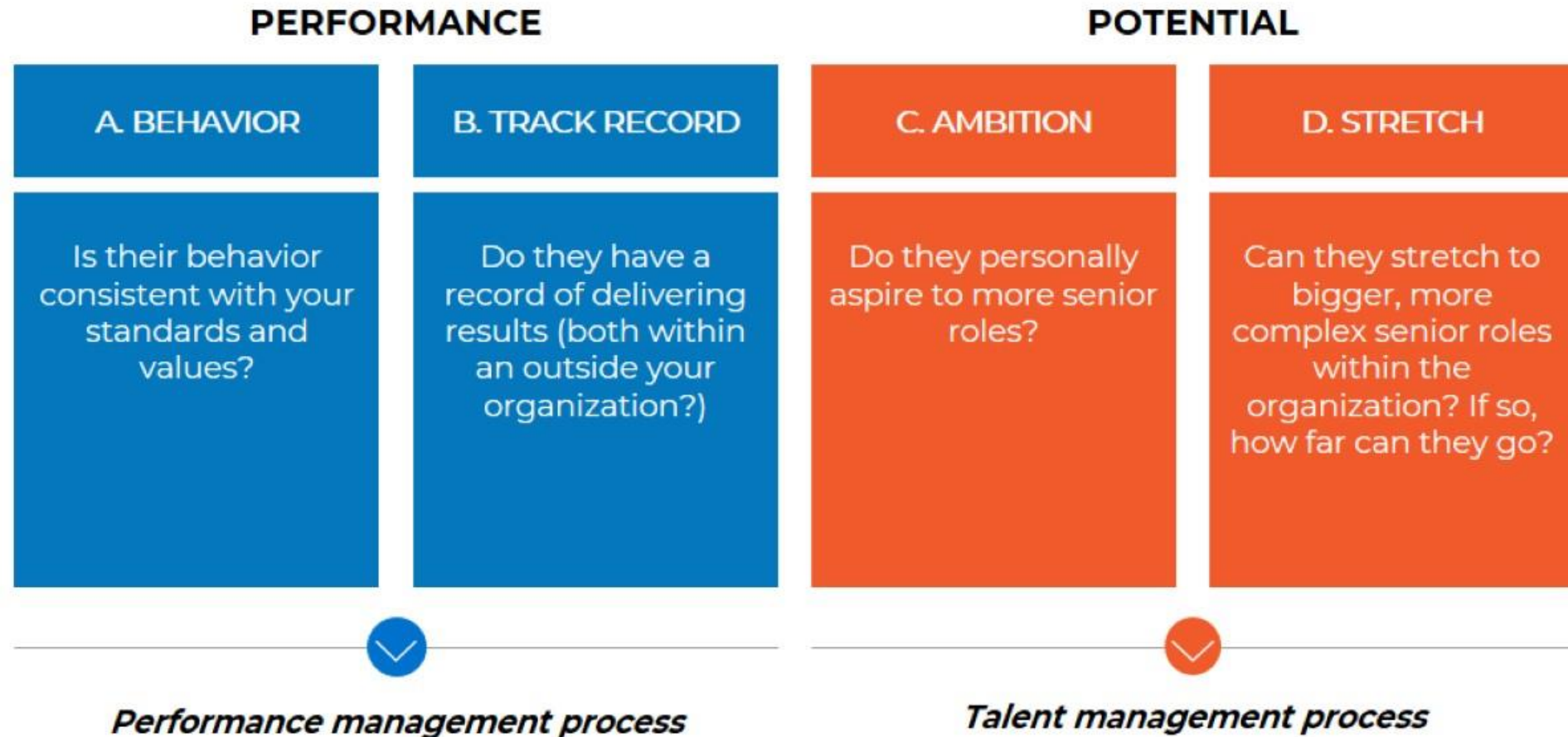
# Components of a Talent Strategy

A talent strategy is the catalyst that helps an organization create unique competitive advantage by outlining how the HR function and the services it offers will create business value and address the company's most pressing strategic challenges.



# Developing a strong talent pool

## TALENT SELECTION MODEL

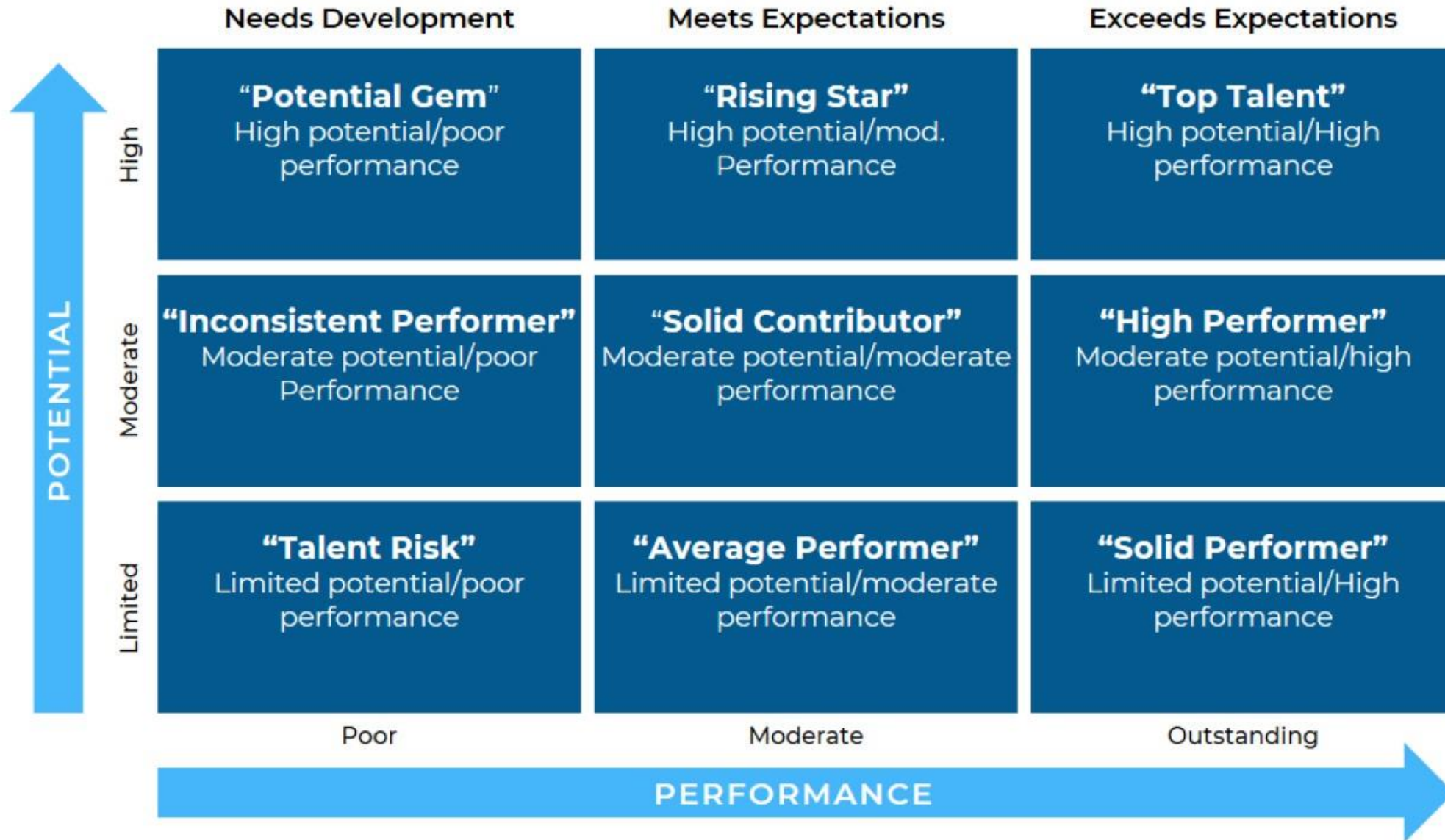


*Performance management process*

*Talent management process*



# 9 Box Grid





94% of employees  
say they would stay  
longer at a  
company that  
invested in their  
development.

**LinkedIn, Feb 2019**



# Growth and development can happen from anywhere

- AI/simulations
- Stretch assignments
- One-on-one or group coaching
- Job shadowing
- Mentoring programs
- Forums and peer groups
- Social platforms
- On-demand resources
- Networking groups

*Tailor development interventions to the specific needs of individuals.*



# People Metrics

# Which HR metrics do you track?

Cost per hire	% internal vs. external hires	Average time to hire	Time to productivity	% of voluntary terminations
% of non-voluntary terminations	% employee attrition risk	Average employee tenure	% workforce at/above/below performance standards	Employee satisfaction index
	Diversity metrics	# promotions	Training and development expense per employee/per year	

**The goal is to have a handful of metrics you measure that drive value.**

# Call to action



# Key focus areas that drive business performance



## Vision & Strategy

Recalibrate your strategy to get as far ahead of the growth curve as possible



## Agile Leadership

Adapt an agile mindset that inspires action, collaboration and ownership



## Talent Management

Get clear on the talent practices that will bring out the best in your people



## Inclusion and Culture

Elevate your culture to inspire greater meaning, purpose and belonging



## People Analytics

Measure what matters, starting with the few critical metrics that will drive value

# Poll Question #4

# TriNet Resources Available

**TALENT AND ORGANIZATIONAL CONSULTING**

## Navigating Unprecedented Change and Complexity

The disruptive forces changing the working world, are pushing businesses to re-imagine strategies, lead distributed workforces, create cultures of inclusion and more. While they may have the ability to adapt, they often lack the specialized expertise to help manage today's complex organizational needs.

**Flexible Work Environment**  
80% of companies expect some of their workers will be remote\*

**Humanization of the Workforce**  
2/3s of job seekers said that a diverse workforce is an important factor for evaluating offers†

**Employee Wellbeing Takes Center Stage**  
55%-60% of voluntary turnover costs are due to burnout‡

**The Great Resignation**  
52% of workers plan to look for a new position in 2021§

**Aligning leadership, people and culture is more important than ever**


TriNet's Talent and Organizational Consulting offering is designed to help SMBs navigate the complexities of a changing workforce.

How our consultants can help:

- Align your leadership team around the right strategic priorities
- Develop purpose and values that activate your mission
- Design a talent strategy that unlocks the potential of your people

**"TriNet's consulting team provided valuable insight into where we were off the mark."**

— New York-based Nonprofit  
191 employees

**TriNet**   
Accelerate your team.

\*TriNet SMB Survey 2021  
†Glassdoor Why Should Companies Prioritize Diversity? Glassdoor Asks Leaders at Pinterest, IBM and GitHub  
‡SHRM Global: Help employees improve well-being and performance  
§SHRM: How to Ride the Great Resignation Wave

Organizational  
Assessment

DEI  
Assessment

Training Programs

Consulting  
Support

For more information, please submit a request in the **Q/A box** on your screen



# Thank you!

