

# PREPARING LEADERS FOR THE WORKFORCE OF THE FUTURE

## *Best Practices*

### **Longevity:**

- Start an intergenerational mentoring program. Match a Baby Boomer employee to a Millennial employee and set aside time for the pair to take turns teaching each other new skills.
- To bridge the knowledge gap, institute flexible work options for Baby Boomers making it possible for them to continue to work part time on their own schedule.
- Invest in education and training programs for younger employees. These training programs can be initiated for certain demographics that aren't yet employees, in order to prepare them with the skills they need when they enter the workforce, potentially at your organization.

### **Women In Business:**

- Review and prepare to update parental leave, flex work, and gender discrimination policies.
- Stay up to date on EEOC regulations.
- Start a formal mentoring program. People tend to network with and develop mentorships with people of their own gender. If men have better opportunity for leadership roles and they only mentor or network with other men, men will continue to dominate leadership roles. Women, who are mentored and sponsored significantly less than men, have access to mentors of both genders in a good program.
- Institute flexible work arrangements that don't have barriers. Fear of negative career consequences, manager skepticism, excessive workload, and a "face time" culture are among the barriers that prevent employees from adopting flexible work arrangements. Create set standards and give

- managers the training they need to be comfortable managing flextime workers.
- Function as a results-only work environment and create formal compensation policies with clear criteria.

## **Diversity In The Workplace:**

- Invest in a predictive analytics program to collect detailed data about whether discrimination plays a role in your daily workplace interactions, job placement, rate of pay, bonus structures, or advancement. Use these metrics as a baseline to track the results of your diversity efforts.
- Start a paid internship education program for high school students from ethnically diverse areas. Spike their interest in your organization early and expose them to the skills they will need to acquire as they navigate higher education.
- Focus on retaining your current minority employees and developing them into your leaders of the future. This will create an inclusive culture, allowing for a seamless transition to a significantly more diverse workforce.

## **Freelancing:**

- Take time to onboard and integrate freelance employees into your organization.
- Prepare for new tax regulations.
- Be aware of misclassification and make others aware to avoid legal action.
- Organizational culture starts with you. When interacting with freelancers, you must model your desired culture in your actions, behavior and communication style.
- Keep organizational vision and values in mind during the hiring process, no matter how short-term the project may be.
- Make sure your freelance employee feels part of your team. This will increase performance.