

Is HR Ready to Manage a Blended Workforce for Strategic Advantage?



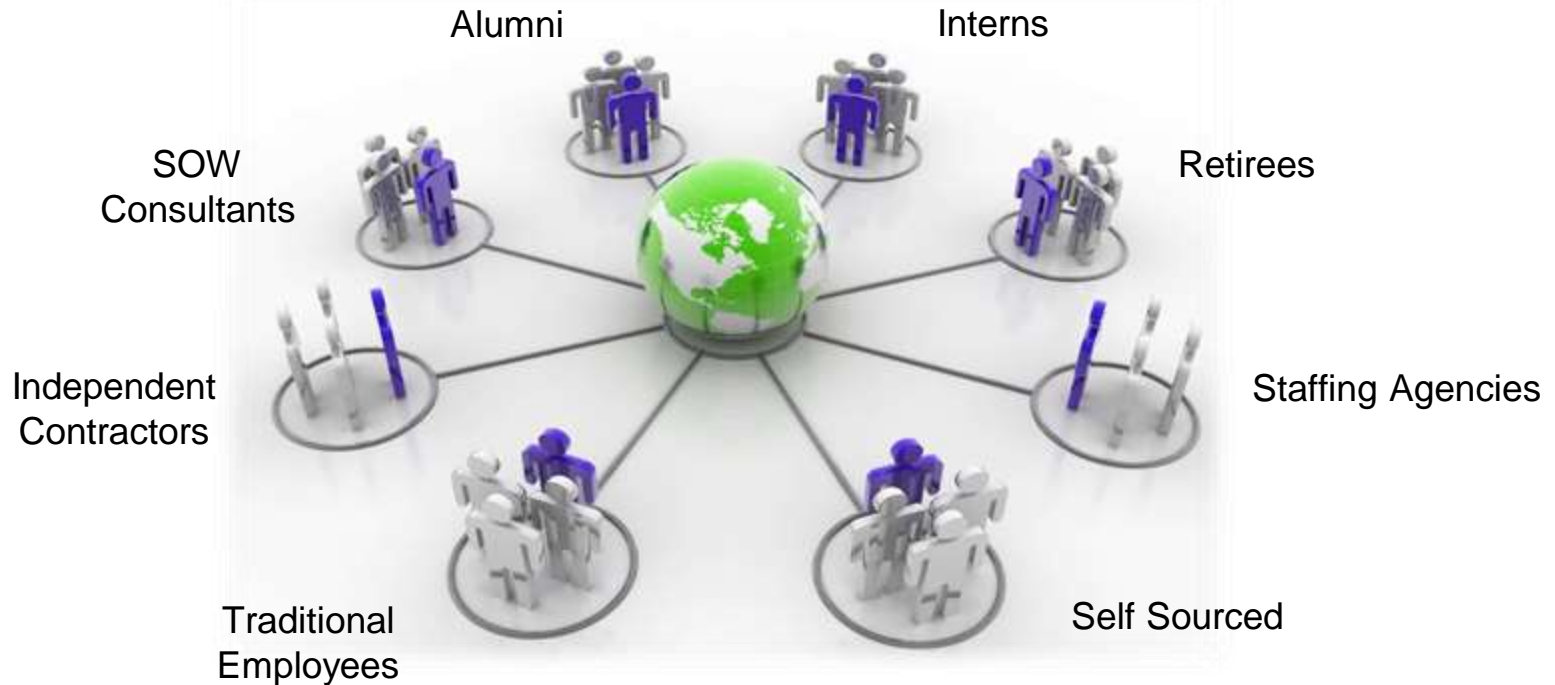
Proud to be part of the Impellam Group

Rebecca Blankenship
Vice President, Talent Solutions

How do
you define
today's
workforce?



The New Blended Workforce



The New Norm

80%

of the U.S. workforce prefers an alternative employment model. Millennials are optimistic about transitioning as a career path. Traditional full-time expected to increase to 25%.

Sources: Staffing Industry Analysts, Stanford University and Y Combinator

The Obvious Advantages

Agile

Access to skills

Scalable

Cost effective

Diverse

Innovative

Competing Priorities

Talent Acquisition

vs

Talent Management

Costs and Risks

vs

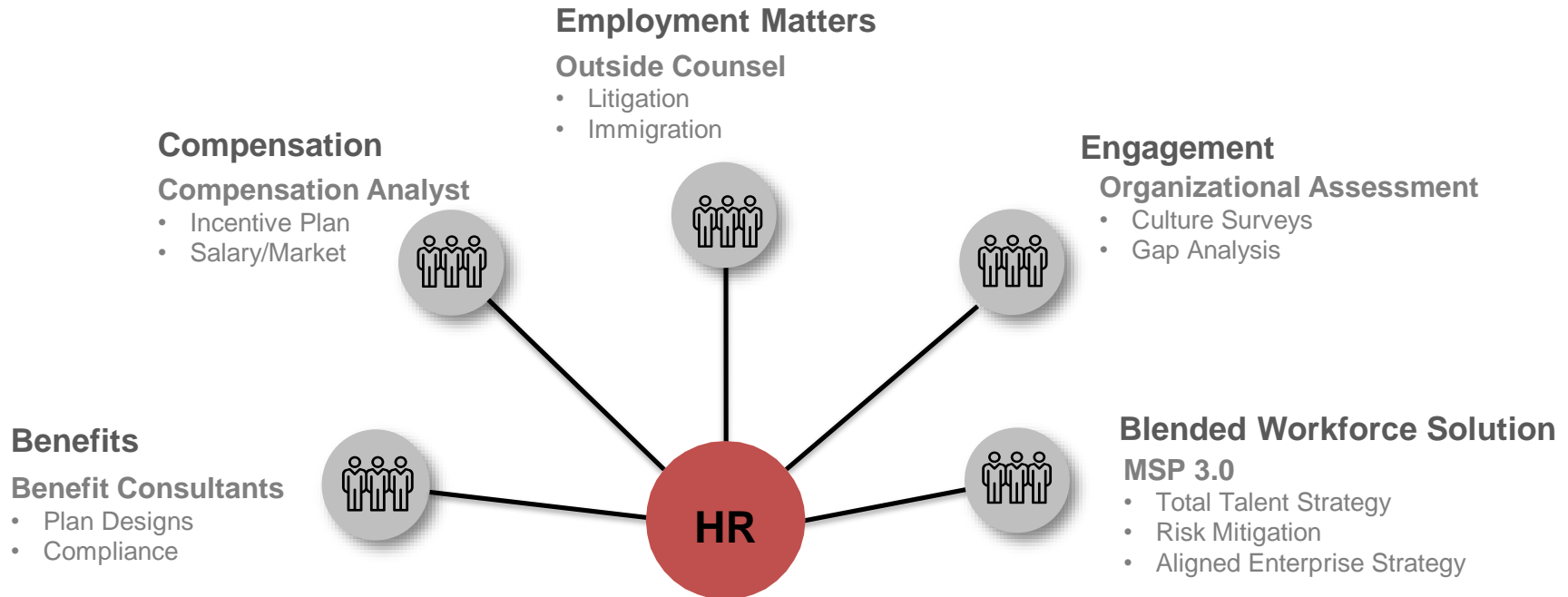
Culture and Collaboration

Overall equals confusion, lack of engagement and productivity

Considerations

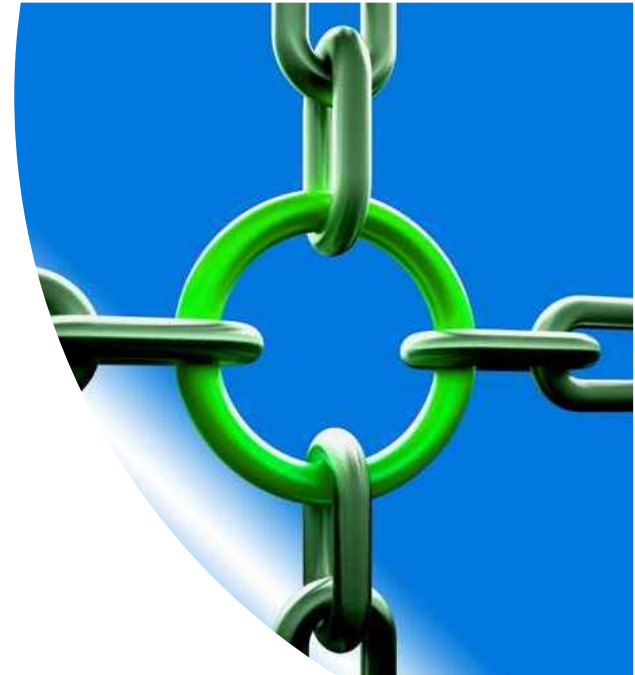
- Who's managing/engaging non-traditional employees?
 - Staffing agencies?
 - Procurement?
 - MSP?
 - Hiring managers/supervisors?
 - Coworkers?
 - Themselves?
- Do you have the policies and structures in place to support?

Now What?



Blended Workforce Benefits

- Build your brand
- Promote greater collaboration
- Strengthen your culture
- Drive higher productivity
- Achieve higher performance in pursuit of enterprise goals



Engage and Realize the Possibilities



17% higher productivity

20% higher sales

21% higher profitability

40% fewer quality incidents

It took 100 years to learn
how to manage our employees.

Let's not take another 100 years to learn
how to manage the blended workforce.

Q & A



Proud to be part of the Impellam Group

Rebecca Blankenship
Vice President, Talent Solutions

HRO Today Forum 2018

May 2, 2018

MGM National Harbor