



The Advisor

Organizational Effectiveness News & Trends

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Think Forward - Workforce 2010



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ClearPath Alliance is a GPS for executives navigating change. We enable leaders to accelerate strategic initiatives for superior results.

The stock market is up. The year half over. And, for many, 2010 budget planning is beginning. Are you "thinking forward"? Lay-offs, furloughs, and reduced hours have a way of catching up with us all. Wall Street suggested second quarter earnings were based on cost-cutting maneuvers and not true sustainable top-line growth. Read on to learn about one critical success factor to pay attention to now: workforce 2010!

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Think Forward - Workforce 2010

Be bold, be brave, and be ahead of the pack. Economists and Wall Street speak of a prolonged recovery. However, by "thinking forward" about the workforce requirements to execute your 6-18 month strategy, you can improve organization performance in these dynamic times.

CEO Priorities

According to the Conference Board (2008), CEO's most care about company culture, emerging markets, and attracting key talent, while also managing risk/liquidity/compliance and focusing on customers to fuel growth. A well-tuned workforce intersects all these priorities. Why? Because, having the right number of skilled people, in the right location(s), at the right time will optimize labor costs, which is often 60% or more of an organization's total annual operating expenses, and deliver superior results.

Help Wanted: 10 Million "Skilled" Workers

More jobs, 10 million of them, will be created by 2010 than there will be workers to fill them, predicts WorkForce.com, and the Bureau of Labor Statistics. This is due to declining births, retiring baby boomers, and expected business growth. In other words, "talent" will be a major factor limiting business growth in 2010-2011. And, there is already a shortage of 3-4 million skilled, educated workers occurring in manufacturing, health care, and various technical fields, with warnings forecast for well-trained knowledge workers in IT, engineering, and technicians.

We facilitate dialogue that sparks new thinking, defines the real work to be done, and leads to decisions about what to do differently.

Furthermore, the News Bureau of Labor Statistics, suggests that only about 60% of Gen Y's attend college, while author Tammy Erickson (Across the Ages) goes on to say that over 20% do not even graduate from high school. So, even with millions unemployed, many jobs may remain unfilled, and even as the economy rebounds, talent shortages will become more pronounced.

What to Do

In short, begin by creating a coordinated policy based on your current workforce demographics. Then, factor in the human capital (headcount, location, competencies) needed to execute your business strategy. And, give thought to which key initiatives should go in the 2010 budget to deliver sustainable top-line growth.

ClearPath Alliance has recently worked with several organizations to review their workforce planning needs. A high-value, cost-effective assessment uncovered gaps and key risks, and provided prioritized recommendations. Partnering with executives, HR, and talent managers, ClearPath Alliance worked like a GPS in helping the team navigate to a common destination, agree on future requirements, and explore multiple scenarios. The outcome was a holistic, phased action plan tuned to their business strategy, and flexible enough to adjust to changing needs.

Actions to Take Now!

ClearPath Alliance has helped clients with the above actions, which you, too, may want to start today. To recap:

- Assess your current workforce against business strategy
- Think forward, and determine your future workforce needs
- Build a realistic human capital plan that gets you where you need to be

If you're thinking your company would benefit from short-term solutions or mid-year planning to get you to the next step, we can help accelerate your success. **A conversation or meeting is free** - and may be the first step you need to move forward in meeting your 2010 goals. Contact us today and improve your organization's performance, call Jeff Freedman at 858-292-5361 for a consultation.

Free Business Self-Assessment Survey

The "Organizational Survey" is quick and effective way to determine the health of your business. Click on the link below to download a free survey and conduct your own confidential self-assessment.

[Organizational Survey](#)