

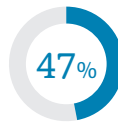
# MERCER TALENT TRENDS STUDY 2018 FINDINGS: CANADA



## CHANGE@SPEED



Companies planning an organization redesign in the next two years



HR who are confident in reskilling current employees for new roles



Executives who consider their organization “change agile”



## WORKING WITH PURPOSE



Thriving employees are **3x more likely** to work for a company with a strong sense of purpose



## PERMANENT FLEXIBILITY

**84%** of executives say flexible working is core to their EVP, but

**44%** of employees are concerned that flex impacts promotion opportunities, and only

**16%** of HR leaders say that flex is visibly present in their organization



## PLATFORM FOR TALENT

Only one-quarter of HR leaders provide analytics on the effectiveness of buy, build, borrow strategies



## DIGITAL FROM THE INSIDE OUT

Digital or Mostly Digital Organization are **twice as likely** to have high scores on change agility

