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Liquid workforce: 365 Day Plan

A year from now, liquid workforce transformation should be well underway. Plan to drive the momentum across your organization in the following ways:

1. Put your new training strategy to work. Pick one high-need skill and pilot a new curriculum to train existing employees in that area. Use this initiative to determine which combination of training sources (e.g. bootcamps, MOOCs, personalized training) are the most effective strategies for your workers.

3. To understand where your enterprise stands to benefit most from crowdsourcing, commission three projects that each focus on a different area that the crowd is well-suited to address. Use insights from these projects to sanction the use of crowdsourcing for projects across the organization that will realize the most benefit.



2. Build a plan to scale your liquid project practices across the organization. Learn from the progress of your pilot group. What were their successes and where did they find setbacks? Use this knowledge to build a plan that will allow you to push this model across your organization.

4. Integrate the use of analytics into your HR organization. Pair a team from HR with your data scientists to derive new insights from your workforce that could help with reviews, promotions, hiring, or other areas that need improvement. Use these insights to strengthen talent retention and recruiting.

5. Introduce predictive analytics to one area of your people management strategy (promotions or hiring for example). Use your team of data scientists and HR professionals to develop a comprehensive plan for how predictive analytics could enhance existing practices.

