

# HCM Blogspot!

## News. Rants. Opinions.

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**6/22/2003 04:51:38 PM- What happens if 10% of your best people leave? And, how much economic growth will it take for people to start moving again?**

These two questions were recently posed to a group of recruitment professionals by **Roger Herman**. Roger is the lead author of *Impending Crisis: Too Many Jobs, Too Few People*, in which he heralds a wake-up call to HCM owners, as well as top executives. Roger presents a compelling case, and a roadmap, for developing a broad-reaching talent strategy. He touches on a number of components which, if acted upon, can positively impact an organizations culture, and ultimately its future. If you don't believe that having a talent strategy is the foundation of your company's future, well then, it might just be time to pursue that retirement property you've been mulling over and let someone else lead your company into the future!

Perhaps the first question to ask yourself is -- could we really be facing a labor gap upwards of 10 million? BLS data indicates that as early as 1995 the number of jobs available surpassed the civilian labor force. Demographic shifts impacting the workforce are already in play, primarily due to the ageing of the Boomers, and in fact have probably been slowed by the downsizing of financial portfolios over the past several years. But more importantly, this is not just a numbers debate. **Myriad components will converge, impacting a company's ability to attract and build sustainable, high-performing communities of "best-fit" talent to drive the business and insure competitive positioning.** So, it is important to identify all of the undercurrents at play.

The skills gap continues to widen.

Work and life values continue to be redefined, ultimately impacting the way businesses will need to think about operating in the future.

Career trajectories will need to be accelerated, requiring executives to take on increasingly complex roles at earlier stages in their careers.

"Warm-chair" attrition, as Roger refers to it, is already infecting the workplace.

Unemployment rates by market vary greatly even today, with 15% of states at or below 4% in May. Can companies tap in to the talent they need in their markets?

So, I'm curious.....**what would you do** if over several months, one by one, 10% of your BEST people left the company? Does your company have HCM technology in place that supports a winning strategy? Speak out at [hcm\\_idealist@hotmail.com](mailto:hcm_idealist@hotmail.com)

**Roger Herman is a visionary and bestower of knowledge. If you're interested in Roger's work, subscribe to his weekly Herman Trend Alert.....all it will cost is your time, and maybe the company's future.**

Posted by hcm idealist