

BUILDING OPERATIONAL ELASTICITY



After a year of constant change, businesses are altering their approaches to how they build operational teams, especially when it comes to finance & accounting and human resources. With the economic outlook still uncertain, leaders have an eye on scalable solutions to workforce issues.

During a recent webinar, "Building Operational Elasticity," we polled participants on how their workforce strategies were impacted by uncertainty, how they are adjusting staffing models to remain agile and the challenges they face moving forward.

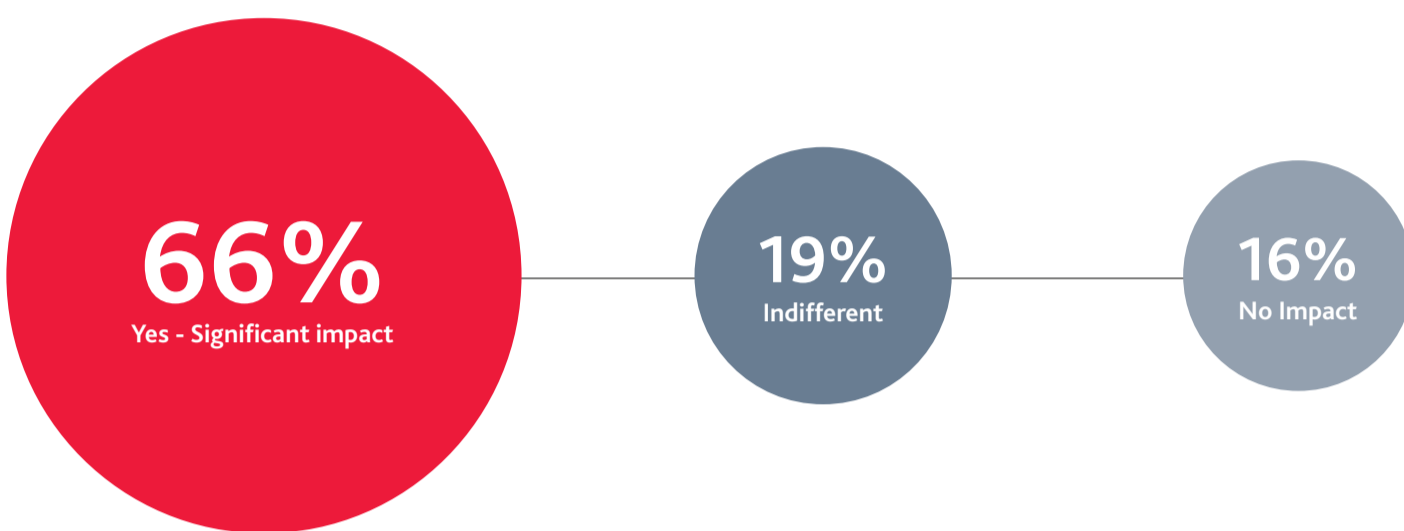
KEY TAKEAWAYS:

<p>ECONOMY IMPACTS STRATEGY</p>	<p>CONSIDERING CONTINGENT TALENT</p>	<p>HIRING & RETENTION STRUGGLES</p>	<p>FACING CHALLENGES AHEAD</p>
<p>66% of respondents say workforce planning and strategy have been significantly impacted by the "post-pandemic" economic outlook.</p>	<p>When considering the right balance of 'regular' vs. 'contingent' talent, 4 in 10 respondents say they plan to use 30% contingent talent or more.</p>	<p>Difficulties in finding the right people are high, with 86% having difficulty hiring and retaining talent.</p>	<p>Hiring and retaining talent is also the top challenge attendees expect to face going forward, with nearly half choosing this option.</p>

ECONOMIC IMPACTS ON WORKFORCE PLANS:

The optimistic expectations for a strong "post-COVID" economy have dulled somewhat as the rise of additional variants makes the future uncertain. This has had a major impact on workforce planning – 2 in 3 respondents said this has impacted their strategy significantly.

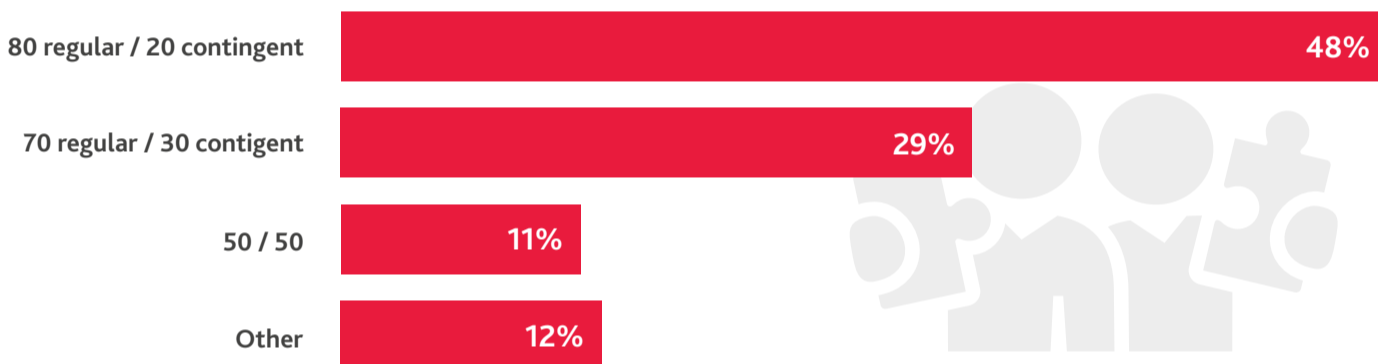
Is your strategy with workforce planning being impacted by the "post-pandemic" economic outlook?



CONSIDERING CONTINGENT TALENT:

The ability to rapidly increase or reduce company operations was vital during the height of the pandemic, when flexibility and the ability to scale was key to business survival. Now, as organizations consider contingent talent to meet changing demand or contain costs, [scalability](#) is once again on the agenda.

What do you think is the right balance of 'regular' vs. 'contingent' talent in your business, in order to remain nimble and competitive?



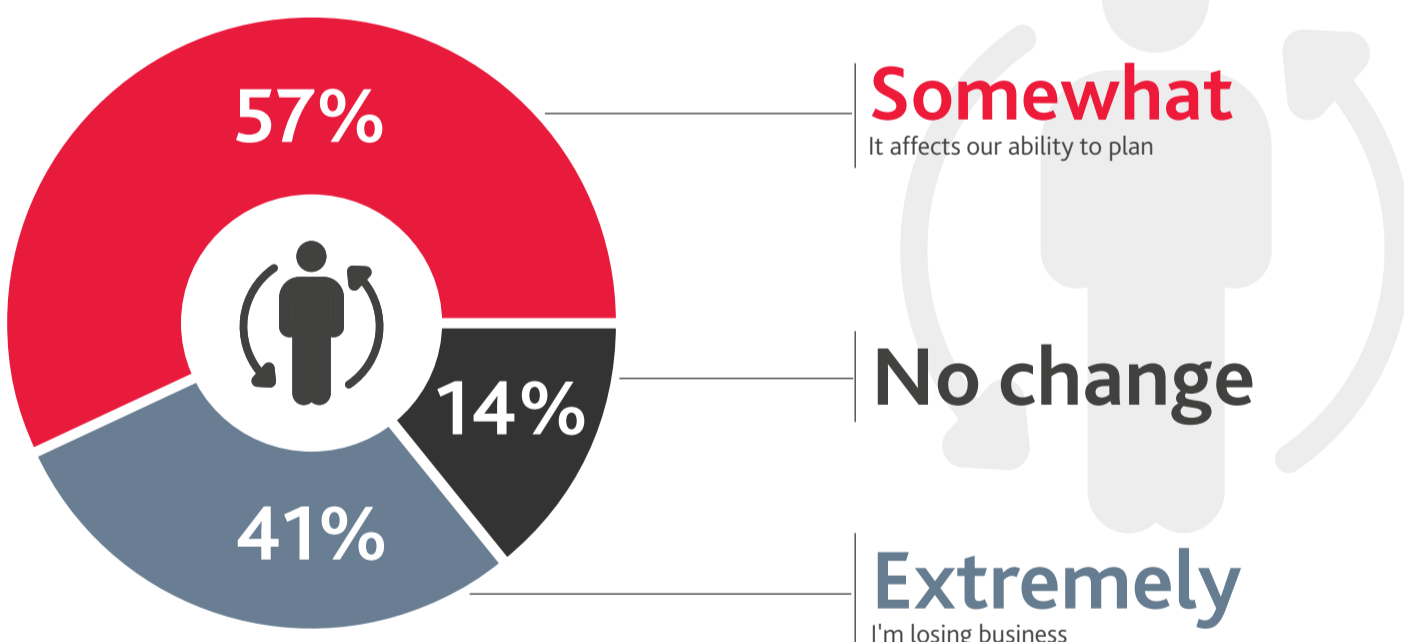
Curious about what work will look like in the post-pandemic world? We break down the changes and trends in three major categories impacting the future of work: people, places and productivity.

[GET THE GUIDE TO WHAT'S NEXT FOR WORK](#)

CHALLENGES HIRING AND RETAINING TALENT:

Hiring and retaining talent has proven challenging, with over half saying it has impacted their ability to plan and nearly 30% indicating that this difficulty has caused them to lose business.

Have you found it more difficult hiring/retaining talent?



ASSESSING FUTURE CHALLENGES:

As leaders look to guide their organizations into the future, there are still obstacles on the path ahead. Most notably, nearly half of respondents expect hiring and retaining talent to present a large challenge moving forward.

Which of the areas we discussed today present the biggest challenge for you going forward?



Missed out on the webinar?

You can [access the recording online](#).

Interested in making the pivot toward strategic growth?

Access tailored solutions to help your organization navigate the road ahead with [BDODrive](#).

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