Unleashing human potential

The talent landscape has transformed. It demands a values-centered approach to unleashing human potential and driving business results.

Identity
A new norm
The new workforce is focused on being valued for the multiplicity of their identities—their whole self—as opposed to just the singular conventional delineations to which they belong.¹

Decrease in tenure
3 years
The median tenure of workers ages 25–34.⁸ The window for maximizing potential is shortening.

Generational shift
83%
of millennials are actively engaged when they believe the organization fosters an inclusive culture.²

Demand for the triple bottom line
47%
of connected millennials believe the purpose of business is to "improve society/protect the environment."³

Connectivity and collaboration
150+
Number of times per day people check their phones.³ Talent strategies need to engage people in a highly connected world.

Global mobility
40% lower ability
Top corporations today are 40% less able to address the topic of global mobility vs. other talent challenges. Yet, global mobility has a huge impact on talent outcomes.⁶

Flexibility
62–68%
of women would rather have more free time than make more money.⁴ Increasingly, flexibility is a primary driver of engagement.⁵

“Leaders will have to be more than the ‘change agents’ we often ask or describe them to be—they will have to become transformational activists in tireless pursuit of human flourishing.” — Christie Smith

Managing Principal, Deloitte University Leadership Center for Inclusion, Deloitte Consulting LLP

¹Deloitte University Press, "What if the road to inclusion were really an intersection?" 2015
²Deloitte University Leadership Center for Inclusion, "The Radical Transformation of Diversity & Inclusion: The Millennial Influence" 2015
³Deloitte, "Global Human Capital Trends, 2015" 2015
⁴Deloitte, "Workplaces of the Future: Creating Elastic Workplaces" 2013
⁵Bersin by Deloitte, "The Five Elements of a ‘Simply Irresistible’ Organization" 2014
A strategic model to unleash human potential

\[ f(\text{Culture}, \text{Brand}) + \text{sum}(\text{Diversity}, \text{Inclusion}, \text{Principles & Values}) = \text{Unleashing Human Potential} \]

Customer
Match your insides to your outsides by engaging customers in the conversation and building a workforce that truly reflects customer insights and values.

Brand
Look inside-out—and outside-in—to define an aspirational brand rooted in your values, touting inclusion consistently and widely.

Community + Partnerships
Unite with purpose – aligning values to partnerships and community action to maximize mutual benefit and support broader goals.

Leadership
Ignite leadership’s inner transformational activist and sponsor self expression, driving authentic connection and innovation.

Culture
Decentralize the approach for cultivating culture, relying on natural influencers to activate a culture that sparks diversity of thought and invites complex identities to work together and spur innovation.

Analytics
Drive organizational accountability using analytics that paint a picture of the organization’s inclusion practices that maximize human potential.

Deloitte offers strategic guidance across six activators—all at the intersection of values and inclusion.

Uncover
Strategy assessment
Create a game-changing strategy rooted in advanced analysis of where you are today and where your values inspire you to be tomorrow.

Deloitte’s analytical and interpersonal tools will help see it through.

Define
Values-based activators for unleashing your organization’s human potential
Prototype and implement solutions across the six activators below. Align the internal to the external with a steadfast dedication to your values.

Deloitte has developed research and experience-backed expertise to launch your efforts across these activators:
- Leadership
- Culture
- Analytics
- Customer
- Brand
- Community + Partnerships

Launch

Drive
Optimization plan
Make it happen. Drive implementation toward strategic business outcomes and unleash human potential.

Deloitte’s execution, change management, measurement, and advisory abilities help sustain the transformation.

About Deloitte

Copyright © 2015 Deloitte Development LLC. All rights reserved.
Member of Deloitte Touche Tohmatsu Limited