This year’s trends leverage findings from our Global Human Capital Trends survey with about 6,000 respondents in 99 countries; nearly 10% of respondents were from ER&I. We explore the idea that making the shift from “survive to thrive” depends on an organization becoming distinctly human at its core with the three attributes of the social enterprise: purpose, potential, and perspective.

Safety has always been the primary focus of well-being in the M&M industry, and the disruption of COVID-19 has challenged these organizations to prioritize holistic employee health. M&M organizations must continue the emphasis on employee prioritization and can thrive by connecting worker well-being to business priorities.

The M&M sector has been challenged to reskill its workforce with adaptable skills, but the focus on daily responsibilities has leaders setting priorities elsewhere. Greater investment and focus on workforce reskilling may unleash meaningful contributions that will keep an organization prepared for an ever-changing, digital-focused future.

M&M organizations have an opportunity to use workforce insights to understand how workforce safety concerns, well-being, and organizational effectiveness have changed due to COVID-19. Organizations that can adapt and use these insights today and for future planning will have more success governing, making decisions and staying agile in the future of work.

“The need for organizations to better understand their workforce is under urgent pressure from unprecedented, once-in-a-lifetime health, economic, and social challenges.”


Learn more on how ER&I executives have made the shift from survive to thrive


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ER&I 2021 Human Capital Trends: Mining & Metals

Purpose
DESIGNING WORK FOR WELL-BEING
The end of work/life balance

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Perspective
BEYOND RESKILLING
Unleashing workforce potential

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Potential
GOVERNING WORKFORCE
Setting new directions for work and the workforce

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