

## RESEARCH UPDATE: May 2021

Research from Gartner suggests 80% companies drive change through a top-down, non-collaborative process, but Ken Blanchard's research finds that strategies which engage staff early on have greater success 'people don't resist change, they resist being controlled' [engageforchange](#)

McKinsey finds half of employees are feeling burnout, and they are also worried about what their employer's post-pandemic hybrid work model will look like. Only 1/3 have shared their plans or taken the opportunity to develop new skills to optimise remote working [remoteconcern](#)

The post pandemic landscape for development has shifted towards social and emotional skills. McKinsey's research found that the proportion of organisations providing empathy and interpersonal skills doubled from 2019 and those offering leadership skills increased 20% [softskills](#)

Josh Bersin research indicates an impending talent shortage. With fertility rates dropping and baby boomers retiring there's a glut of jobs in the USA. Companies are rethinking hiring to attract non traditional candidates and offering training and career progression to lure staff [jobsqueeze](#)

Research from Oakland University in Michigan and reported in the Wall Street Journal finds that you can boost your productivity by taking a break from work and doing absolutely nothing. This allows your brains to do some neuro 'clean up' and ready you for new learning [donothing](#)

The covid-19 pandemic has had a disproportionate impact on women with 1 in 4 considering a permanent downshift. Yet evidence shows businesses with more women executives outperform others so companies must adjust in the short and long term to support women more [McKwomeninwork](#)

The Economist summarises the shift to remote working as largely positive and it is here to stay in some form. Productivity is high, access improved, but etiquette needs work. Companies are finding ways to challenge all day zoom calls with new tech and strategies [remoteworkstays](#)

