SKL'D

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Insights *Elevated*

A SKL'D perspective on the people. work and forces shaping industry.

The Workforce Conversation is *Changing*

Finding people is only part of the challenge.

Today's leaders are navigating a much bigger set of questions: How do we keep good people? How do we build stronger teams? How do we prepare for what's coming next?

To explore those questions, SKL'D recently brought together a group of industry leaders for a candid conversation about the realities shaping their businesses, their people and the workforce.

We call it **Outside the Four Walls**, because some of the most important conversations affecting the workplace begin by looking beyond the walls of our own organizations.

We'd love to have you join us for an upcoming Outside the Four Walls discussion. Help us continue sharing the ideas, experiences and perspectives shaping our industries.

A Note from Jon Neff, CEO

Welcome to the first issue of Insights Elevated.

Our goal is simple: to create a place for useful conversations about the people, work and forces shaping industry and to share perspectives that can help all of us become better leaders.

That's also the idea behind Outside the Four Walls, a new SKL'D video series featuring candid conversations with industry leaders about what's changing, what matters and what comes next.

We recently sat down with a group of industry leaders for an honest conversation about the challenges and opportunities they're seeing in their businesses and across the workforce.

This first conversation is only the beginning.

And we want to broaden the conversation. If you're an executive or industry leader with a perspective to share, reach out to me directly. We'd love to have you join us for an upcoming Outside the Four Walls discussion. Help us continue sharing the ideas, experiences and perspectives shaping our industries.

Thanks for being part of the SKL'D community.

Three Things We're Hearing

01

The Workforce Challenge Isn't About Hiring

The conversation has moved beyond filling open positions. Retention, reliability, development and creating a workplace people want to return to all matter.

The organizations getting workforce right are thinking beyond the next hire.

02

The Best Workforce Strategies Starts With Hearing

What workers value, how they find opportunities and what keeps them engaged continue to change.

Assumptions aren't enough. Strong workforce strategies begin with understanding what people are actually experiencing and listening closely enough to respond.

03

People are a Business Strategy

Workforce decisions affect productivity, culture, customer relationships and growth.

The companies that treat talent as a strategic priority—rather than simply a staffing requirement—will be better positioned for whatever comes next.

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Work Elevated

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