

The Future of Recruiting | 5.27.21 | [EPISODE PAGE](#)

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General Insights

- Recruiting is the CEO's most important role; never stops
- Being a good human being is the minimum requirement but not enough
- Cohesion is critical; as is rallying around the company mission
- Automation may replace some jobs but new, currently unheard-of, jobs will appear

Gen Z

- Staying with company for 4 years (vs 2 years for millennials)
- Not afraid to work hard and commit
- Important job factors: salary, interest in the work, company mission, work life balance, ability to be heard and have a social/economic impact; having a fair/ethical boss
- A hybrid work environment with in person collaboration opportunities (63%)
- Many are thinking about employer of choice before graduating high school (50%)
- Very few (8%) waiting until senior year of college

Recruiting Post-Pandemic

- Very unlikely that companies will go back to pre-pandemic status quo
- More virtual; more intentional; more forward looking (build talent pool early)

Post-Pandemic Office Approach

- Envoy: one year to try three options (only 5% chose Option #1)
 1. In the office 4-5 days a week; dedicated desk
 2. In the office 2-3 days a week (days set by manager); hoteling desk
 3. Fully remote, set up in communal areas; higher home office allowance
- Tallo: remote-first; office will remain but be optional/used for collaboration
- Catalytic: remote-first; office will be repurposed as optional meeting space

Lessons Learned

- Remote work + isolation exaggerated normally small issues; required more active management
- With so much change happening so quickly, it is important to listen to all perspectives, be transparent, put together a plan, and address in a timely manner; don't just react

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