

The DeLong Report

Creating opportunities in a changing workforce

We are delighted to share with you the inaugural issue of The DeLong Report. The changing workforce presents a landscape of different problems that threaten organizational performance. Whether it is how to transfer knowledge from aging baby boomers, recruit Gen-Ys, or retain high-performing Gen-Xers, the staffing and leadership development challenges facing management today are complex and difficult. But there are solutions. This quarterly newsletter will help you:

- Understand different dimensions of the changing workforce and how they should effect your priorities, decision making and implementation strategies.
- Get ideas from other leaders who are solving these problems today.
- Recognize the real impact on organizational performance when organizations don't address the risks of knowledge loss.

For more ideas and resources, please visit our newly redesigned website at www.lostknowledge.com where you will find:

- Access to lots of free articles and case studies
- Out latest research reports
- A survey you can take to see how prepared your organization is to confront the challenges of a changing workforce
- A "Did You Know?" section that provides dozens of interesting facts that show how the workforce is actually changing

We always welcome your feedback and ideas. Please contact us.

Featured Article

Five Reasons Why CEOs Don't Care About the Aging Workforce

Every executive today knows the workforce is aging fast. But most CEOs don't seem particularly concerned that in the next five years the number of workers age 50-64 will grow about 40 percent. Here are five reasons why top executives aren't responding to this startling demographic trend and what that means for the organizations. [Read More](#)

Defining New Workforce Challenges

The changing workforce presents a wide variety of challenges for managers. Our clients talk about the problem in many different ways. For example:

- "Lots of our experts are retiring."

- “Our younger employees don’t have a good work ethic.”
- “We can’t find skilled people in critical areas.”
- “We’ve got to improve our knowledge sharing capabilities.”

Recognizing the landscape of new problems brought on by changing workforce demographics is the first step to taking effective action. To understand the complexities of the issues you face, this section describes the kinds of problems and solutions we are seeing in our research and work with clients. How are you dealing with these issues? Contact us if you want to talk about collaborating on solutions. [Read More](#)

Lessons from the Leading Edge

This section describes what we are learning when organizations implement creative solutions to build future workforce capabilities and accelerate knowledge transfer. This case shows how Boston Scientific has addressed a looming shortage of critical technical talent. [Read More](#)

Lost Knowledge Stories (This shouldn’t happen to you)

Failure to identify and address threats of knowledge loss costs organizations millions of dollars each year. But the problem remains largely invisible in our society. This section contains stories, which we continually collect, that illustrate the real costs of this problem for organizations – and individuals. These examples can help you identify emerging risks in your own organization. Stories like these are an essential part of building a business case for investing in pre-emptive solutions. [Read More](#)