

People-First Workplaces

The business world is shifting from the “Information Age” to the “Age of Talent.” And, we’re all part of it.

The values of the Information Age—knowledge-gathering, efficiency, and technology—are still essential to business. But people—employees and other talent partners—have become the priority. Of course, organizations have always valued people, but this time it’s different. Talent is now the biggest competitive advantage, the not-so-secret weapon, and the scarcest resource.

There’s no longer a choice between people, productivity, and profitability. Instead, it’s clear that satisfied, fulfilled talent resources are the key to productivity and profitability.

To attract or keep talent in this new environment, smart organizations need to create a people-first strategy. A people-centered approach doesn’t just satisfy employees, it is a boon for organizations, too. Organizations that empower talent have improved creativity, increased employee motivation, more trust in leadership, and are up to 21 percent more profitable.¹ Organizations that don’t evolve will be left behind.

Introducing Salo’s people-first workplace model

Salo’s proprietary workplace model is designed to help organizations understand how to create people-first workplaces.

5 components of a people-first workplace

Purpose

A compelling reason why the organization (and each person’s work) makes a difference in the world.

Vision

The future the organization wants to build and each person’s role in getting there.

Empowerment

The flexibility to make decisions and choices about their work within clear guidelines.

Engagement

Satisfying work that keeps people learning and growing.

Community

Supportive, diverse colleagues that work together and learn from each other.

4 key culture factors

1 Safety

The psychological safety to make decisions and choices without retribution.

2 Optimism

Confidence in future success (and the tools to get there).

3 Diversity

Exposure to people with different backgrounds/points of view and a variety of teams/tasks.

4 Recognition

Ways to show people that they are valued and important to the team.



It's time to be bold

People-first work isn't a trend or an anomaly. The Age of Talent is here to stay. And, the best part is: it's good for all of us. It leads to better business outcomes, better work-life balance, and more fulfilling careers. So, what are you waiting for? You only get so many chances to be a history-maker.

Salo is a nationwide talent firm that's focused on building a world that works better together. When we match talent in finance, accounting, and HR with an organization—we propel both forward. We call these interactions “Meaningful Experiences.” With every interaction or engagement, it's our goal to Make it Meaningful™.

Looking for talent to help you create a people-first strategy?

Connect with us at hellosalo.com.