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Executive
Summary

Harnessing the Power of **Global-Local** Technology Platforms to **Drive The Future of Work**

In collaboration with



The evolving landscape of work is driven by technological advancement, global interconnectedness, and fresh expectations around how people expect to work and want to be connected.

No doubt, organizations expecting to evolve with the new shape of work face complex challenges and opportunities. Our new white paper explores the critical role of global-local (“glocal”) solutions, or foundational, single-platform technology built to enable organizations to harmonize global strategies with local execution.

Global-local strategies and technologies are critical to forming, supporting, and sustaining the future of work. [Mercer’s 2024 Global Talent Trends](#) report outlines several key trends that will shape the workplace of the future. Agility, digital transformation, employee experience, skills development, trust and transparency, and purpose-driven work are key themes. At the core of successfully navigating these trends are global-local technology platforms which create a foundation for execution and growth.





Future of Work Trends and the Role of Global-Local Technology

Future-Fit Technology Must Support Agility

Agile organizations adapt quickly to changes and new opportunities. Global-local technology platforms enable this type of agility, offering scalable solutions that support real-time collaboration and seamless integration across dispersed and distributed teams. That means organizations and people can pivot swiftly in response to market shifts, maintaining competitiveness and fostering innovation. It also means key HR and workforce data can be leveraged for data-driven decisions around workforce planning and necessary skills development to support strategic growth.

Skills Development and Continuous Learning

The future workplace demands fresh skills, and it also requires infrastructure for people to keep attaining those skills to remain competitive and adaptable to new roles and technologies. [Mercer's Global Talent Trends 2024](#) report confirms more than half of executives expect AI and automation to deliver a 10-30% boost to their organization's productivity by 2024, with many business leaders counting on even more.

Yet **2 in 5** workers perceive the world of work as fundamentally broken, **1 in 4** individuals would prefer not to work at all, and only **1 in 3** employees expect AI and/or automation to improve how their job is done over the next three years. This points to a lack of preparedness and skills training from employers and the urgent need to prioritize approaches that will connect, upskill, and build trust with a workforce who is increasingly distributed and disengaged.

Trust, Transparency, and Purpose-Driven Work

Speaking of trust and connectivity, organizational stability and growth relies on transparent, well-enabled people strategies that provide consistent and open communication, ensure data security, and deliver people-first experiences and interfaces that are natural and easy to use. These strategies can only be sustained on foundational technology that is designed for global scale and local execution. Building these solutions from a country-first profile ensures local administration and compliance while connecting to an overall design experience that is well-aligned to a global standard.

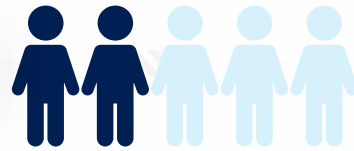
Global-local technology platforms also support purpose-driven work by aligning business operations with broader ESG and talent goals, enabling tracking of key metrics and providing measurable commitment to talent who prioritize working for socially responsible, inclusive, globally minded organizations who can be successful in the long run.

COMING SOON

Don't miss Mercer's new white paper exploring "glocal" technology and strategies to provide a foundation for growth and sustainability in the future of work.

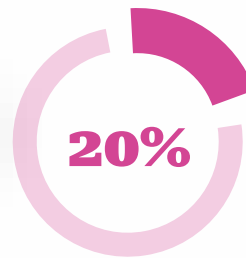
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Source: Mercer's 2024 Global Talent Trends Report



2 in 5

workers believe work is fundamentally broken



workforce turnover expected by HR leaders in 2024

Purpose is



In previous surveys, people ranked "aligned purpose" as the #9 reason people choose to work for someone. In our last survey, that response went to the #1 spot.

Helios

About Helios

Helios, a leading innovator in management technology for global teams, provides a cutting-edge technology platform that enhances productivity, offers data-driven insights for strategic decisions, and revolutionizes industries to drive global expansion and economic growth. By empowering organizations to reach new markets, maximize growth potential, and contribute positively to the global economy, Helios envisions a world where global expansion is achievable for every organization. The platform offers essential tools, expert guidance, and AI-driven support to streamline hiring, management, and payment processes, enabling seamless collaboration and unlocking new opportunities for teams worldwide. Helios' enterprise-grade tech platform supports various business operations, from hiring contractors to managing global payroll, transcending geographical boundaries and ensuring compliance with local regulations for diverse workforce. For more information, please visit

www.helios.io

Mercer

About Mercer

Mercer designs and deploys innovative digital strategies to transform how HR delivers value to an organization and how people experience work. We fuel the success of digital transformation programs by offering market-leading advice, human-centered consulting, knowledge, research, and tools to enterprises and solution providers. We believe workforce technology should make work smarter, not get in the way. We help organizations evolve from technology implementation to holistic digital deployment. Turn your challenges into successful solutions by partnering with the most experienced and passionate bench of HR thought leaders who deliver on vision, strategy, design, deployment, and continuous innovation. For more information, please visit

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