



## ManpowerGroup's Analysis of Converging Macro-Economic Forces Drives Demand for Agile Workforces

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DAVOS, Switzerland, Jan. 25, 2012 /PRNewswire/ -- ManpowerGroup's (NYSE: MAN) Experis advises that companies require agile workforces to ensure maximum productivity as macro-economic forces converge to create an unpredictable business environment which necessitates shifting work models, and where they have a better visibility to predict demand and create more specific "timed" projects.

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This insight is part of a new research paper, "How to Navigate the Human Age," released today at the 2012 World Economic Forum (WEF) Annual Meeting in Davos, Switzerland, by ManpowerGroup, the world leader in innovative workforce solutions. The paper details how ManpowerGroup's Experis, the global leader in professional resourcing and project-based workforce solutions, matches scarce, critical talent in technical professions including engineering, IT and finance to the businesses that need their skills.

"Companies have become much more specific in terms of skills they need and are dealing with skills shortages by doing more with less, as well as creating 'timed' projects that can be completed in short bursts," said Owen Sullivan, ManpowerGroup President, Specialty Brands. "IT work is one of the best examples of this because it is less episodic in nature, as the life cycle of those projects tends to be shorter.

"The skills required for such work are more transient, and companies need to use their workforce as strategically as they do any other resource as demand for their products and services shifts and they look to create more agility in their business. Experis knows where to find the right people and match them with the right jobs at the right time."

Experis clients are seeking the world's hardest to find talent, evidenced in ManpowerGroup's 2011 Talent Shortage Survey which surveyed nearly 40,000 employers in 39 countries and territories. IT, finance and engineering roles have consistently ranked in the top 10 list of the hardest jobs to fill worldwide during the six-year history of the survey.

Through its deep understanding of Vertical knowledge and specialized expertise, Experis knows what talent looks like and where to find it for these mission-critical positions, providing a cultural match with higher impact due to its understanding of more than simply technical skills. Our delivery of these high-impact solutions enhances the competitiveness of the organizations we serve, allowing them to successfully navigate the complex and volatile ecosystem of the Human Age.

"How to Navigate the Human Age," includes ManpowerGroup's annual analysis of the macro-economic forces evolving the world of work. For the first time in its history, ManpowerGroup has published its most recent analysis of the future forces evolving the Human Age — the turbulent new era that ManpowerGroup announced exactly one year ago at the 2011 WEF Annual Meeting and which it identified will be marked by a shift from "Capitalism" to "Talentism," a sentiment echoed by Klaus Schwab, WEF founder and executive chairman, in his opening plenary at this year's WEF Annual Meeting in Davos, Switzerland.

"The pace at which forces and events are converging and affecting the world of work absolutely requires expert consulting," said Jeffrey A. Joerres, ManpowerGroup Chairman and CEO. "ManpowerGroup has spent years tracking macro-economic forces which enable us to identify critical and current World of Work trends. The intelligence we have gained enables us to help our clients navigate and win."

As forces continue to evolve, ManpowerGroup, the world leader in innovative workforce solutions, leverages its unique and unrivaled world of work insight to define their impact on business and provide the strategies needed to navigate them.

### About EXPERIS

Experis is the global leader in professional resourcing and project-based workforce solutions. Experis accelerates organizations' growth by intensely attracting, assessing and placing specialized expertise in IT, Finance & Accounting, Engineering and Healthcare to precisely deliver in-demand talent for mission-critical positions, enhancing the competitiveness of the organizations and individuals it serves. [Experis.com](http://Experis.com)

### About ManpowerGroup

ManpowerGroup™(NYSE: MAN), the world leader in innovative workforce solutions, creates and delivers high-impact solutions that enable our clients to achieve their business goals and enhance their competitiveness. With over 60 years of experience, our \$22 billion company creates unique time to value through a comprehensive suite of innovative solutions that help clients win in the Human Age. These solutions cover an entire range of talent-driven needs from recruitment and assessment, training and development, and career management, to outsourcing and workforce consulting. ManpowerGroup maintains the world's largest and industry-leading network of nearly 3,900 offices in over 80 countries and territories, generating a dynamic mix of an unmatched global footprint with valuable insight and local expertise to meet the needs of its 400,000 clients per year, across all industry sectors, small and medium-sized enterprises, local, multinational and global companies. By connecting our deep understanding of human potential to the ambitions of clients, ManpowerGroup helps the organizations and individuals we serve achieve more than they imagined — because their success leads to our success. And by creating these powerful connections, we create power that drives organizations forward, accelerates personal success and builds more sustainable communities. We help power the world of work. The ManpowerGroup suite of solutions is offered through ManpowerGroup™ Solutions, Manpower®, Experis™ and Right Management®. Learn more about how the ManpowerGroup can help you win in the Human Age at [www.manpowergroup.com](http://www.manpowergroup.com).

ManpowerGroup is the most trusted brand in the industry, being the only company in our industry to be named to the Ethisphere Institute's 2011 World's Most Ethical Companies list for our proven commitment to ethical business practices, including an outstanding commitment to ethical

leadership, compliance practices and corporate social responsibility. In addition, ManpowerGroup has also been recognized as the industry leader by *Fortune* magazine, who named the company in first place on its 2011 list of the Most Admired Companies in the temporary help sector.

In January 2011, at the World Economic Forum Annual Meeting in Davos, Switzerland, ManpowerGroup announced the world has entered the Human Age, where talent has replaced capital as the key competitive differentiator. Learn more about this new age at [www.manpowergroup.com/humanage](http://www.manpowergroup.com/humanage)

Gain access to ManpowerGroup's extensive thought leadership papers, annual Talent Shortage surveys and the Manpower Employment Outlook Survey, one of the most trusted indices of employment activity in the world, via the ManpowerGroup World of Work Insight iPad application. This thought leadership app explores the challenges faced by employers navigating the changing world of work and provides in-depth commentary, analysis, insight and advice on strategies for success.

Follow ManpowerGroup Chairman and CEO Jeff Joerres on Twitter: [twitter.com/manpowergroupji](https://twitter.com/manpowergroupji). Joerres is one of only six Fortune 500 CEOs who leverages a Twitter account to get his message out.

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