



ManpowerGroup: Leaders Must Refine Leadership and Management Approaches to Win in the Human Age

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DAVOS, Switzerland, Jan. 23, 2013 /PRNewswire/ -- ManpowerGroup (NYSE: MAN), the world leader in innovative workforce solutions and World Economic Forum (WEF) strategic partner, advises Human Resource (HR) leaders to refine leadership and management approaches in order to build effective, flexible work models that make Human Age companies resilient in the face of unpredictable business challenges.

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"In the Human Age Corporation, leadership style needs to change dramatically to become more participative and collaborative, as leadership that drives a culture of collaboration must be the heart and soul of tomorrow's organization," said Mara Swan, ManpowerGroup Executive Vice President of Global Strategy and Talent. "Tomorrow's leaders will be visionary Human Age leaders, developing new skills to become curators of information and coaches for their teams. They will possess opposing skill sets; strategic yet tactical, conceptual yet action-oriented, the ability to anticipate and react, and always pushing the limits of what's next."

Swan is a member of the Global Agenda Council on New Models of Leadership, which met today at the WEF Annual Meeting in Davos. Many of the themes explored in this session reflect issues addressed in ManpowerGroup's insight paper, "Leading in the Human Age: Why an Era of Certain Uncertainty Requires New Approaches to the World of Work," published yesterday. This paper explores the importance of adopting new leadership models, people practices and talent sources to enable companies to navigate today's new talent complexities.

In "Leading in the Human Age", ManpowerGroup calls for leaders to become more collaborative and transparent, and to think, operate and lead differently, so that they become more effective coaches to grow, develop and unleash the human potential of their workforces. In an increasingly hyperconnected world as much agility as possible must be built into an organization.

Swan was named HR Executive of the Year for 2012 by *Human Resource Executive*® magazine. This accolade is presented to only one individual annually, recognizing human resource leaders who exemplify the increasingly strategic role of HR in the contemporary world of business.

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 3,600 offices in 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 ManpowerGroup can help you win in the Human Age at www.manpowergroup.com.

ManpowerGroup is the most trusted brand in the industry, and was once again the only company in our industry to be named to the Ethisphere Institute's 2012 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 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. This concept of talentism as the new capitalism continues to resonate and was echoed as a core theme of the 2012 Annual Meeting of the World Economic Forum in Davos. Learn more at 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.

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