

THE LABOR MARKET MATCHING GAP

01

CAPABILITY ↔ OPPORTUNITY

The right talent and the right opportunities are still not connecting.

THE DEVELOPMENT GAP

02

POTENTIAL ↔ PROGRESS

People need new skills and experiences faster than most organizations can deliver.

THE LEADERSHIP GAP

03

EXPECTATION ↔ READINESS

Leaders are being asked to do more in a more complex environment.

THE TRANSFORMATION GAP

04

AMBITION ↔ EXECUTION

Big opportunities are within reach, but many organizations struggle to turn intent into lasting impact.

THE WORK DESIGN GAP

05

FLEXIBILITY ↔ EFFECTIVENESS

Work has changed. Many organizations are still finding the right balance.

THE DISTRIBUTION GAP

06

VALUE ↔ EQUITY

Technology creates new value, but the benefits are not reaching everyone equally.

THE EXPECTATION GAP

07

PROMISE ↔ EXPERIENCE

People's expectations for work keep rising, and many organizations are struggling to keep pace.

Are we building the organizational capacity to deliver what we increasingly expect?