

## From competing to collaborating, companies sharing talent pools to meet workforce challenges

There is often an inherent sense of competition between companies in the same industry. Each strives to gain more market share and the best talent. However, with today's workforce challenges, competitors may need to work together more so than ever before to secure the right talent. They may need to play nice in the sandbox and collaborate if they want to thrive and retain the best employees.

This idea isn't earth shattering. Several trends have been pointing to this reality for some time. Work models continue to shift. A prominent ratio of millennials brings new expectations to the working structure. And while companies may still be in hiring mode, the harsh reality is there is not enough talent to meet demand.

With the talent shortage showing no signs of easing, companies must face the fact that growth will require new ways of thinking, behaving and hiring. Critical to that will be an evolution in collaboration.

## The Shared Talent Pool



### **A new model: Give great people more ways to work with you.**

Finding and keeping the right talent will only get more difficult with current workforce demands. It's time for a new approach to hiring, one in which talent has the opportunity to develop and thrive in agile environments while enabling growth-oriented companies to maximize available talent. A model where candidates get to move in and out of companies as they'd like and companies get to draw upon skills as needed.

ManpowerGroup Solutions recently released a new [white paper](#) on the concept of shared talent pools that explores the benefits for employers and talent, as well as key factors to consider when developing this model.

### **Better prepared and better organized candidate pools can work.**

Companies open to new ways of hiring and collaborating with their competitors may find that long-term success may depend on a willingness to share the right kinds of candidates.

Amy Doyle

A handwritten signature in black ink that reads "Amy Doyle". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Vice President, Strategic Client Solutions



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