



EXECUTIVE SUMMARY

This year, more than ever, change and the ability to embrace and adapt with it stand out as important leadership and organizational capabilities. The Covid-19 pandemic has certainly brought to the forefront the need to deal effectively with unexpected change.

In addition to the prominence of change and agility, we see several other implications from the pandemic through our survey. One implication is that collaboration, more than productivity, has been negatively impacted by the pandemic because so many employees are working remotely and have fewer opportunities to interact face-to-face. As a result, employees are feeling more disconnected from each other and the organization.

Another impact of so much remote work is that organizations are utilizing self-directed learning portals for employee development to a greater extent than in previous years. Other development methods, especially the use of assessments and one-on-one coaching with external providers, are taking more of a back seat.

At the same time, the vast majority of organizations want to continue with at least some degree of remote work in the future. This means that we will need to continue to find ways to stay connected and to collaborate effectively in virtual environments. We also need to continue to develop opportunities and tools for virtual learning, as such learning methods are likely here to stay. While this trend was already underway prior to the pandemic, the pandemic has likely rapidly increased the rate of adoption and utilization of virtual learning tools.

We also anticipate that the demand for employee learning is not likely to diminish anytime soon. Technology advancements are increasing the need for employees to be able to demonstrate social skills, and most organizations are already reskilling or plan to reskill their staff.

Finally, while most organizations value and have clearly defined their purpose, many could further support employees' in developing their own individual purpose. There is also more work that can be done to align organization and individual purposes.

[Access the entire report](#)



ABOUT OI GLOBAL PARTNERS

OI Global Partners is a global firm comprised of partners who are experts in the areas of outplacement, executive coaching, leadership development and recruitment. OIGP is dedicated to providing support to our partner firms and clients by continuous creation of cutting-edge solutions and research in these same arenas.

Who we work with:

COMPANIES AND ORGANIZATIONS

Proudly supporting companies and organizations around the world through all level of the employee lifecycle including Recruitment, Development, Executive Coaching and Separation.

OI GLOBAL PARTNER FIRMS

Pro-actively serving over 225 international owner managed offices by providing benefits from global best practices, best-in-class technology to enduring partnerships.

INDIVIDUALS IN CAREER TRANSITION

For more than 25 years, OI Global Partners has provided individuals with high touch, personalized support as they search for their next career.

Want more information? Visit www.oiglobalpartners.com

OUR PARTNER FIRMS

COUNTRY	COMPANY	MANAGING	WEB ADDRESS
Australia	Choice Career Services	Damian Menzies	www.choicecareerservices.com.au
Austria	Placementgroup	Hans Fiedler	www.placementgroup.at
Belgium	Meesschaert & Partners	Geert Meesschaert	www.meesschaert.be
Brazil	DNA Outplacement	Caio Bittencourt	www.dnaoutplacement.com/br
Canada	Feldman Daxon Partners	Corey Daxon	www.feldmandaxon.com
Chile	DNA Outplacement	Pamela Atala	www.dnaoutplacement.com
China	MDS – OI Partners	Robin Ball	www.mdsbeijing.com
Colombia	DNA Outplacement	Pablo Arango	www.dnaoutplacement.com
Czech Republic	Dittmann Consulting	Leo Dittmann Jr.	www.dittmann.cz
Denmark	HowToWin	Kim Holst	www.howtowin.dk
Finland	Pro-Source	Lasse Pehto	www.prosource.fi
France	OASYS Paris	Jerry Knock	www.oasys.fr
Germany	SCHULTE HR Consultants	Marc Schmittwilken	www.s-hrc.de
Hong Kong	MDS	Robin Ball	www.mdshongkong.com
Ireland	Harmonics	John Fitzgerald	www.harmonics.ie
Italy	OP Solution	Chiara Grando	www.opsolution.it
Japan	Leverage LLP	William Johns	www.leverage-apac.com
Luxembourg	Meesschaert & Partners	Geert Meesschaert	www.meesschaert.be
Malaysia	HK3	Harold Kwan	www.hk3.com
Netherlands	Van Ede & Partners	Jan Maarten Bosch	www.vanede.nl
New Zealand	Choice Career Services	Damian Menzies	www.choicecareerservices.com.au
Norway	Karrierepartner AS	Bjørn-Eirik	www.karrierepartner.no
Peru	DNA Outplacement	Katherina De La Rosa	www.dnaoutplacement.com
Singapore	HK3	Harold Kwan	www.hk3.com
South Africa	Laser Recruitment	David Mitchell	www.laserrecruitment.co.za
Sweden	Starck & Partner	Jonas Carlberg	www.starckpartner.se
Switzerland (French)	OASYS Consultants	Carine Dilitz	www.oasys.ch
Switzerland	Mäder & Partner	Regula Mäder	www.maederundpartner.ch
Taiwan	MDS – OI Partners	Robin Ball	www.mdsbeijing.com
United Kingdom	HDA Associates	Ling Tyler-Bennett	www.hda.co.uk
United States of America			
Arizona	Leathers Milligan	Anne Brister	www.talentcurve.com
Colorado	ICC Inc.	Susan Ruhl	www.innovateicc.com

OUR PARTNER FIRMS (CONT.)

COUNTRY	COMPANY	MANAGING PARTNER	WEB ADDRESS
Georgia	CMP - Southeast Region	Joseph Frodsham	www.careermp.com
Illinois	High Potential, Inc.	Mike Farrell	www.hpi-inc.com
Indiana	HR Solutions	Vicki Hubiak	www.hrsolutions-inc.com
Kansas	Wallace Associates	Chris Wallace	www.wallaceassociates.com
Maryland	Miles LeHane LLC	Scott Miles	www.mileslehane.com
Massachusetts	Fitzgerald, Stevens & Ford	Steve Ford	www.oiglobalpartners.com
Michigan	Anderson Keegin & Assoc, Inc.	David Keegin	www.aka-oi.com
Minnesota	PeopleFirst HR Solutions	Lyell Montgomery	www.peoplefirsthrsolutions.com
Missouri	Quest Mgt Consultants	Joe Wiley	www.questmc.com
New Hampshire	Fitzgerald, Stevens & Ford	Steve Ford	www.oiglobalpartners.com
New Jersey	The Sansone Group	Dan Sansone	www.thesansonegroup.com
New York	The Sansone Group	Dan Sansone	www.thesansonegroup.com
North Carolina	Talent Curve	Anne Brister	www.talentcurve.com
Ohio	ICC Inc.	Susan Ruhl	www.innovateicc.com
Rhode Island	Lifocus, Inc.	Tom Wharton	www.lifocus.com
Texas	Career Management Partners	Joseph Frodsham	www.careermp.com
Virginia	Miles LeHane LLC	Scott Miles	www.mileslehane.com
Wisconsin	PeopleFirst HR Solutions	Lyell Montgomery	www.peoplefirsthrsolutions.com