Episode 235: Building a Future-Ready Organization, Part 1 with Jacob Morgan Discussion Starter

Use this guide to spark conversations with your HR team

1. Learning has become the new form of job security in a changing workforce. How do we support continuous skill development beyond traditional career ladders?

2. Leaders shape employee experience more than policies or programs. What behaviors from our leaders most consistently reinforce or undermine our desired culture?

3. Engagement scores often fail to capture what truly drives performance. What internal data or signals do/should we rely upon when evaluating organizational performance?

4. Clear expectations prevent misalignment between employee effort and career outcomes. How honest is our organization about what it takes to advance into senior roles?

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