

managers and engineers, I've seen firsthand how tempting it is

a proportion of your overall staffing strategy and understand

more importantly



» **Outsourcing —**

expertise, enhance efficiencies, and cut down on certain

» **Consultants —**

» **Personalization is key to employee engagement —**

being willing to have difficult conversations. This doesn't

you to call Jess, calculate these figures like this, tackle the

» **Offer training that finds a happy medium between what your company needs and what employees want —**

BEST PRACTICES FOR A SUCCESSFUL ALIEN STRATEGY

» **Get the right internal systems and processes in place —**

to find the right talent from their own inbound application systems. (I've heard from qualified people who have

» **Update your value proposition —**

decades ago, highlighting benefits packages or employee-

» **Avoid manager meltdowns —**

a talent deficit and changing workplace norms are need without sacrificing managers' productivity and well-

» **Hire more diversely —** The construction industry is finally

» **Keep an open mind —**

OK to be more flexible in certain cases. Similarly, try not to



employee who simply went through something difficult in

the way they need to be treated, and they'll flourish.

A BRIGHTER TOMORROW FOR CONSTRUCTION

Broadening your talent pool and strategy offers significant benefits for today's construction companies, many of which will

technologies like artificial intelligence, fresh perspectives, or



