

2015 Workplace Predictions: Out With the Old, In with the New

Organizations will replace outdated best practices in the coming year; results will include increased flexibility, a higher importance put on training, and an increased willingness to lead

SEATTLE (January 7, 2015) – The workplace underwent significant changes in 2014, with a shift towards eliminating “old school” management practices, embracing more open work environments and increasing in flexibility on the job. As predicted at the start of the year by [Fierce, Inc.](#), leadership development and training experts, these changes have included less hierarchical titles across organizations, more flexibility beyond the standard 8-5 work hours, and a drop in the traditional performance review process.

As trainers and consultants to organizations ranging from Fortune-level business to startups and non-profits around the globe, Fierce, Inc. has seen their clients, CEOs and company leaders, take an inherent focus on people much more than in previous years. While significant changes occurred in 2014, Fierce predicts 2015 will prove to be even more groundbreaking.

“As organizations across the globe continue to shift to a workplace that focuses less on outdated best practices and more on people, not only are the employees going to benefit, but the entire company will” said Halley Bock, President and CEO of Fierce, Inc. “We’ve seen for years through working with companies of all scopes that a “one size fits all” model is ineffective, especially with today’s millennials.” We encourage leaders to engage in conversations from the top down, as communication continues to be the cornerstone of a healthy and productive workplace. Our clients who have embraced these conversations are seeing incredible results, from happy employees to an increase in the bottom line.

Based on the organization’s vast data and experience with organizations. Fierce, Inc. predictions for 2015 include:

- **Organizations will increase flexibility for employees, along with an emphasis on balancing work and life.** In a study conducted earlier this year by Fierce, an astounding 70 percent of respondents cited work/life imbalance as a major cause of stress. Respondents noted that these stress levels have negatively impacted their health, including depression (34.5%), weight gain (45%) and/or loss of sleep (45%). This impact not only affects the quality of life of employees, but ultimately their value within the organization. The good news is that more and more leaders understand the connection between happy, rested employees and output. 2015 will be a progressive year in this regard, with more companies offering flex hours, telecommuting and unlimited, or increased, paid time off.
- **Training beyond job-specific roles will increase as older generations of workers are replaced by Millennials.** As boomers continue to exit the workplace in droves, there is a great deal of institutional knowledge that will need to be passed down. While keeping Millennials happy continues to be important, there is a need to retain not only the knowledge, but the professionalism and effectiveness of these older workers. These aspects can’t be passed down in an instruction manual. The value placed on mentorship will play an increasingly important role in 2015, along with organizations putting more learning tools in place that go beyond the job at hand, and focus instead on being a better employee.

- **Company leaders will more deeply partner with learning and training departments to train their own teams.** While leadership training in any form is beneficial, training delivered by a colleague, your boss or the department head can be highly impactful. Fierce has seen a big shift not only the willingness but the proactive requests from leaders within organizations for the tools they can use to better advance their teams. This increase in managerial courage is one that will take over in 2015, as management wants to be more hands-on and involved in the process.

For more information, visit fierceinc.com.

About Fierce

Fierce, Inc. is an award-winning leadership development and training company that drives results for business and education by improving workplace communication. Fierce creates authentic, energizing, and rewarding connections with colleagues and customers through skillful conversations that lead to successful outcomes and measurable ROI. Tailored to any organization, Fierce principles and methods translate across the globe, ensure individual and collective success, and develop skills that are practical, easy-to-learn and can be applied immediately. Fierce's programs have been successfully implemented at blue-chip companies, non-profits, and educational organizations worldwide, including Ernst & Young, Starbucks, Wal-Mart, Coca-Cola, CARE, and Crate & Barrel. Fierce has received numerous industry and business accolades. The company has been honored as an Inc. 500|5000 company four times, in 2011 was named to TrainingIndustry.com's "Companies to Watch" list, and in 2011, 2012, and 2013 selected to Seattle Business magazine's "100 Best Companies to Work For" in Washington lists.

Contacts

Stacey Engle, (206) 787-1125
Stacey@fierceinc.com