



# How to hire for a smart environment - right now!

Today's talent expects the autonomy to do things as efficiently as possible and for the latest technology to be available (and working). At the same time, talent wants more benefits than ever before, such as work flexibility, opportunities for promotion, and company culture. Without these benefits and technologies, talent is leaving in droves. In fact, a recent [report from McKinsey and Co.](#) showed that **40% of workers are considering quitting their jobs in the next 3-6 months.**

For operations managers, this means that you're dually tasked with implementing new tools and learning how the new tools work — all while trying to hire employees who have a completely different outlook on technology than you. It can be a lot.

As older generations phase out of work, now is the optimum time to implement new technology to enhance productivity and efficiency and capture some of that deep experiential knowledge before it's gone.

With the current labor market, finding the right talent to bridge the transition and keep your business running is critical. While there is no one-size-fits-all hiring and retention solution, here are our top three tips to bring in, retain and train the right employees in today's connected world.

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## 1. Build a foundation of collaboration

Chances are that there is a wealth of information already right in front of you. Don't lose it as your more experienced employees retire or move elsewhere in their careers. It's also likely that new workers have other knowledge that past employees might not. If you play your cards right, you can help both to teach each other something from their different experiences.

A few ideas to help bridge generations and perspectives:

- **Foster mentorship.** Have your employees partner up to encourage sharing wisdom.
- **Teacher of the week.** From new tech that a young employee is fond of to quirks in an old building that a long-time employee is knowledgeable about, give everyone a chance to share their unique expertise.
- **Recognition matters.** For employees new and experienced, loyalty and culture building involves recognition. A recent [survey by software company SimpleTexting](#) found that **23% of employees felt recognition from leaders and co-workers would prevent them from quitting their jobs.**

- **Team-building events.** Connecting outside work is a great way to increase collaboration during regular business hours and can help your employees to relate to each other. At Brightly, we have found bimonthly "collaboration days" to be effective in culture building by getting people interacting with each other.
- **Team-building is culture-building.** The biggest result of these team-building events is that employees of any age feel they are respected, empowered to excel, and appreciated for their contributions. These strong company cultures matter now more than ever as a [recent FlexJobs survey](#) found that **62% of employees said toxic company culture as a top reason to quit their jobs — not salary.**

Though people of different backgrounds might be reluctant initially, helping your employees understand that they are on the same team and they all can benefit from the skills of each other is one way to create an environment that makes people happy to show up to work.

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The pandemic has rocked the workforce in every industry. To hire in this new environment, you need to look at talent a little differently than before. You may not be able to get as much experience, but look for competencies in other areas and capacity to learn and grow.

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**Erikka Buracchio**  
Chief People Officer, Brightly



## 2. Establish a framework for transition

The state of the labor market might be beyond your control, but you can take steps to optimize existing employees — and help set future ones up for success.

- **Rethink your hiring and retention process.** Whether you wait until you need a new employee yesterday or spend too much time looking for the perfect candidate, take a look at how you attract and onboard talent. Consider candidates who are excited to learn, and don't miss out on talent because you take too long to make a decision. More recent generations may not have the depth of experience you desire, but they can be teachable. Also consider benefits beyond the paycheck, such as strong company culture, comprehensive health benefits, work-life integration, and unlimited paid time off, among others.
- **Training for your current employees.** Provide everyone a chance to get comfortable and fluent with new technology and encourage them to explore training opportunities. (Many candidates today will prioritize employers that invest in professional development; as a bonus, you can upskill your current employees). Training and trajectory have become an important part of the hiring and retention process. In fact, a recent [Pew Research Center survey](#) found that **63% of workers would quit their job without opportunities for advancement.**

- **Document everything digitally.** Documentation is critical as you train new team members and will help them to do their daily work more efficiently. It can also reveal patterns in your assets, like which machines are likely to break, allowing you to get ahead of the fix. It also helps prevent institutional knowledge from walking out the door when employees retire or leave.

Times are changing, and your organization needs to evolve to keep running smoothly. By adjusting how you hire, upskilling existing employees and capturing everything with documentation, you can help limit interruptions to the daily flow of business.

### Having a hard time finding talent?

How long is your hiring process? According to [Industry Today](#), the **average time to fill a position is 42 days.** Today's candidates may have more options than previous generations. Consider shortening your interview process to get great candidates hired quickly.

### 3. Invest in the right bells and whistles

Employees aging out of the workforce is an unavoidable reality. What is preventable, however, is missing out on tech that could enhance your decision-making ability because you are worried about upsetting a long-time employee.

Whether you are leading a team of field service reps or trying to keep tabs on all the moving parts, there are tools that can help give you an edge on your operations and boost productivity.

#### **Change your operations and maintenance game with a CMMS**

A computerized maintenance management system (CMMS) can help:

- Predict and prevent breakdowns and future issues
- Streamline workflows and optimize talent utilization
- Manage work orders and assets

Without the right tools in place, expenses such as overtime costs can skyrocket if capacity planning is not calculated correctly. Additionally, bad inventory management can cost businesses billions of dollars.

It's a tough talent market right now, but Brightly can help you reduce operational costs and extend your assets' lifecycle. Our cloud-based CMMS software can allow you to make smarter, more informed decisions based on data. When you operate intelligently while planning for tomorrow, you can build a bridge between today's workforce and your future employees — and watch out for your assets.

Ready to see how Brightly can help you streamline your operations, increase efficiencies and lower costs? [Schedule a demo today.](#)

### About Brightly

Brightly, the global leader in intelligent asset management solutions, enables organizations to transform the performance of their assets. Brightly's sophisticated cloud-based platform leverages more than 20 years of data to deliver predictive insights that help users through the key phases of the entire asset lifecycle. More than 12,000 clients of every size worldwide depend on Brightly's complete suite of intuitive software – including CMMS, EAM, Strategic Asset Management, IoT Remote Monitoring, Sustainability and Community Engagement. Paired with award-winning training, support and consulting services, Brightly helps light the way to a bright future with smarter assets and sustainable communities. For more information, visit [brightlysoftware.com](https://brightlysoftware.com).

