

Podcast: HR Bartender
Episode: B2. Dan Schawbel on Talent and Technology

Summary:

Welcome to the *HR Bartender* podcast! Join this casual conversation to get practical advice on being a better employee, manager, and leader. In today's episode, Sharlyn Lauby, author of the HR Bartender blog and host of this podcast, interviews Dan Schawbel. This episode is an installment of the podcast's mini series focusing on talent and technology. Dan is a New York Times bestselling author, the Managing Partner of Workplace Intelligence, a research and advisory firm helping HR adapt to trends, drive performance and prepare for the future. He has spent his career researching and advising workplace and career success, exposing some of the biggest work trends of our time.

Before jumping into the conversion, Sharlyn checks in to find out one thing Dan has taken away from the pandemic and will be integrating into his new normal. Dan has understood the importance of workplace location and will likely be splitting his work time between home, the office and coworking spaces. He reveals Covid was a green light for companies to prioritize investing and employing new technologies. Technology has supported about half of the entire workforce during this time. Now that the box is open, he believes there is no going back.

Dan believes employees should start collecting more data to reflect their performance. It may be a good idea for companies to conduct annual performance reviews, which are made easier when data is being collected over the course of the year. Then, they touch on employee trust, in light of the prominence of remote workers moving forward. It is undeniably harder to build trust with someone remotely, which could be why people feel the expectations for them have been raised. As long as it's doable for the company, hybrid makes more sense. For those in industries where remote isn't an option, he recommends employers introduce flexible hours.

Finally, Dan offers a suggestion for employees and organizations to better navigate the recovery time in the near future. Currently, we are experiencing the largest job gap Dan has seen throughout the course of his career. The power has shifted from employers to employees as seen by employer response to the job market. It's in their best interest for companies to stay on top of upcoming trends rather than waiting until they are forced to change their ways. Employees should take the time to contemplate where they are and what they want to be doing. In closing, Dan shares about his newest project, the Workforce Intelligence Marketplace.

Connect with Sharlyn on [LinkedIn](#) and check out her [HR Bartender Blog](#).
Learn more about [Dan Schawbel](#) and connect with him on [Twitter](#) and [LinkedIn](#).
Learn more about [Workplace Intelligence](#).

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SEO Keywords:

Pandemic, covid, coworking space, offices, remote work, location, corporate, HR, technology, employee support, workplace technology, productivity, workplace trends, burnout, feedback,

performance review, employee responsibility, employee experience, workforce, job market, wages, worker retention, hiring