



Becoming a Progressive Employer: Setting Trends Instead of Following Them

Quick Reference Guide

What Does Progressive Mean?

According to the good folks at Oxford Dictionary, one of the many definitions of progressive is: **“favoring change or innovation.”** That is the definition you, as an employer, want to embrace. Progression is moving from one thing to another and that entails change, and usually along with change comes innovation, or vice versa.

“We all want progress, but if you’re on the wrong road, progress means doing an about-turn and walking back to the right road; in that case, the man who turns back soonest is the most progressive.” - C.S. Lewis

Gap Analysis

Gap analysis works best with straightforward, quantitative issues, but this does not mean that you cannot use it for qualitative ones, it can be adapted to suit any purpose. Multiple gap analyses may need to be done if the issue is more complex. The basic gap analysis process consists of five basic steps.



The Good and Not So Good

Pros

- Being a progressive employer makes you a desirable employer and will help with recruiting.
- Being part of a progressive team is good for employee morale.
- Progressive organizations are more likely to have diverse workforces.
- Progressive employers are open to change, can identify areas for change, and will change to stay relevant.
- A company that is progressive has a competitive advantage over regressive or stagnant ones because it is usually aware of changes that are coming and that may be beneficial.

Cons

- Do not just eliminate something that works well just for the sake of being progressive.
- Do not ride every new trend just to keep up with the times, assess first, then apply.
- Some people do not like change, it is as simple as that. Therefore, developing into a progressive employer may upset some workers.
- Sometimes change can be costly, whether you are replacing obsolete technology or reworking an entire system.
- A progressive employer cannot follow a cookie cutter approach to becoming progressive, it takes time.

Workers Matter

Areas to consider as a progressive employer:

- Compensation
- Employee well-being
- Flexible working arrangements
- Training
- Communication
- Social media policy
- Work and play

Key Ingredients of a Succession Plan

Succession planning is an important part of a business that is able to grow and thrive in a competitive world. If we expect to have the right people in the right jobs at the right time and for the right reasons, we need to have the following key ingredients.

- Succession planning does not exist in a vacuum
- Develop reliable data gathering
- Have senior level support
- Continually assess your results
- You do not have to do it all at once

