

### How Expectations Have Changed: Lessons From The Great Resignation

The world has changed and so have the expectations of employees and the realities of today's workforce. There have been many studies, articles, and research conducted over the years that well articulate the evolution of the workforce including how important it is for businesses and organizations to evolve along with it. Enter the COVID-19 pandemic. 2020 forced the world through a massive disruption to the norms of the workplace and forever changed the perceptions and expectations of today's workforce.

The vast majority of these "new" expectations that employees are bringing to the workplace since the pandemic were not created by COVID-19. They were only amplified by it.

The result of these expectations not being met by their current jobs caused employees to resign on mass. According to the US Department of Labor, a record 4.5 million U.S. workers quit their jobs in November 2021. Even though this is slowing down in 2022, many of the underlying problems that caused it remain. The long term effects of the Great Resignation are not just a North American problem, they are a global phenomenon.

As impactful as the Great Resignation was for businesses in 2021, the problems that created it have been building for years, and its effects will continue for the foreseeable future. The real questions are, *What can we learn from the Great Resignation? And, what will come next?*

In this 60 minute presentation, we will talk about the effect that the pandemic has had on how people now view their jobs. We will describe the new expectations that the workforce has for their workplaces and break down what employers can do about them. We will leave you with a clear understanding of how the needs and perspectives of the workforce have changed, and what will come next if the issues that caused The Great Resignation are not properly addressed.

We will look to engage as much input and questions from participants and use as many real-life examples as possible to ensure that all information is practical and meaningful to everyone in attendance.

**"People don't leave because things are hard. They leave because it's no longer worth it."**

*[Roman 3 Operations](#) is a training and advisory service provider that supports the public, private and not-for-profit sectors. Our goal is to inspire innovation and implement sustainable solutions.*