

# STRATEGIC ADVISORS AND RESEARCHERS TO THE PUBLIC SECTOR



## Leveraging Hidden Talent

Today's public sector needs strategic workforce advisors and researchers with interdisciplinary expertise to address complex challenges. Business schools teach that challenges are to be solved like puzzles with a clear vision, defined scope, and available resources. But today's work environments demand a different mindset. Immediate risks associated with labour supply and demand require human-centric solutions that engages the whole person over an entire lifetime. Workforce programs need to consider shifting employer/employee social contracts in new and different ways that balance fairness, risk, and impact.

## You need the Future of Work to be different. We're different.

Challenge Factory is an internationally recognized provider of consulting and research services.

Since 2012, we have been helping clients shape their Future of Work by maximizing people's potential and delivering organization-wide productivity gains. The team's approach combines deep practical experience with rigorous academic practices and metrics. Its diverse and inclusive workforce delivers sustainable value for all.

Challenge Factory is pleased to be a Vendor of Record (VOR) for the Ontario government in the following categories:

- Management Consulting Services, Research Analyst (Tender 17892)
- Management Consulting Services, Strategic Advisor (Tender 17892)

Certified



Corporation

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## ASK YOURSELF...

- Which culture and workforce issues and opportunities are you avoiding because of risk, complexity, or lack of capacity?
- What data modelling or "what-if" insights seem hard to get, yet would make you more successful?
- Who can you trust to sort through hype and provide evidence-based counsel?
- Are you capitalizing on best practices for intergenerational careers and talent policy and programs?

## LET US ENABLE YOU...

**Our expertise is grounded in five evidence-based principles:**

1. Work is changing as populations age and social values shift.
2. Successful workers manage their own careers.
3. Flexibility adds value, for both employers and employees.
4. Platform-based business models will have an outsized impact on the Future of Work.
5. It's premature to predict the full impact of machine learning and other new technologies, but not to early to shape a human-centric Future of Work.

