

CAUTIOUSLY OPTIMISTIC

CEOs are feeling good about today's business environment. But that does not mean they do not see challenges on the horizon.

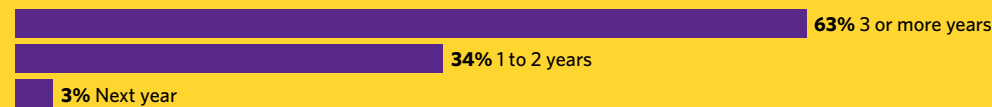
Sunny Skies

Most CEOs do not see a recession coming in the next two years, and most plan to keep hiring during that period.

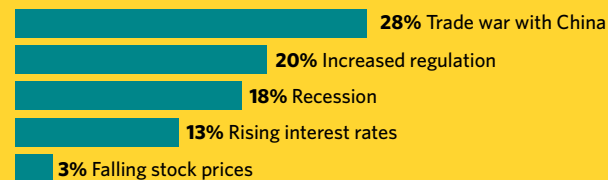
Fortune 500 CEOs expect the state of the global economy in the next 12 months to be ...



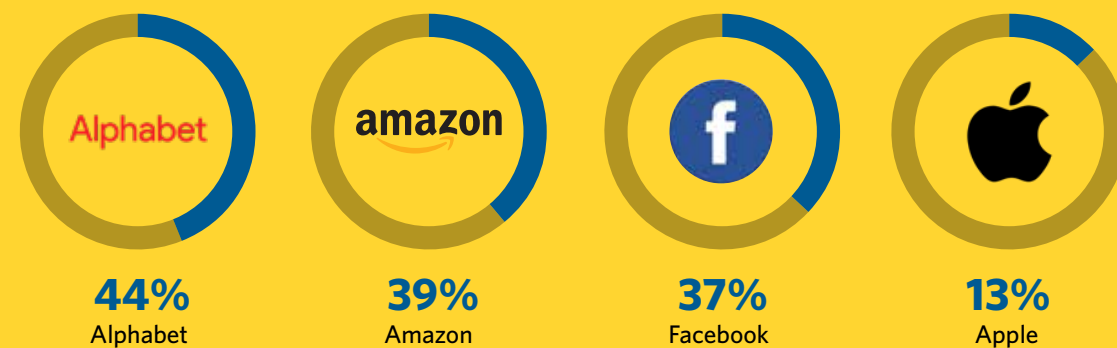
They see the next recession likely to come in ...



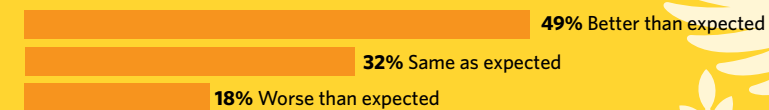
The biggest threats to business they see are ...



CEOs believe these tech heavyweights need more oversight



CEOs view U.S. President Donald Trump's policies as ...



In two years, they expect to have ...

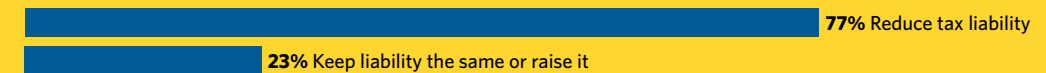


CEOs see the following country as the best place to invest in the next two years:



That could be related to the new law overhauling the U.S. tax code.

Most CEOs expect the coming changes to:

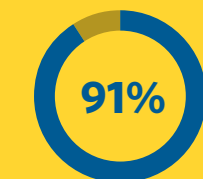


People Problems

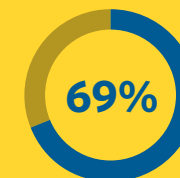
Despite the optimism, C-suite occupants also see plenty of challenges. Their biggest concern: the talent gap.

#1 Attracting and retaining talent is the top concern of CEOs and other executives.

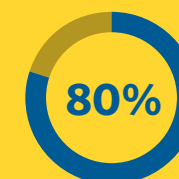
3x as many HR managers say hiring got harder in the past year as said it got easier.



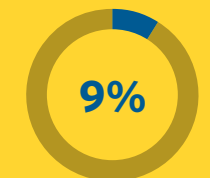
of HR managers say they are adopting more agile talent management strategies.



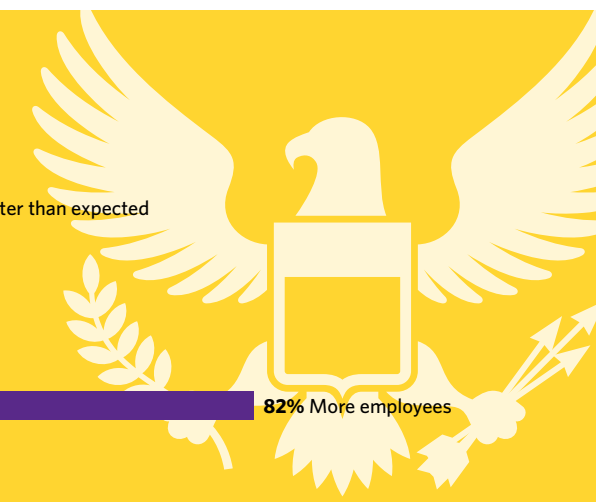
said their companies need to invest in re-skilling to deal with a changing work environment.



of executives say flexibility is core to their employee value proposition.



Yet just 9% of HR leaders say flexibility is visibly present in their organization.

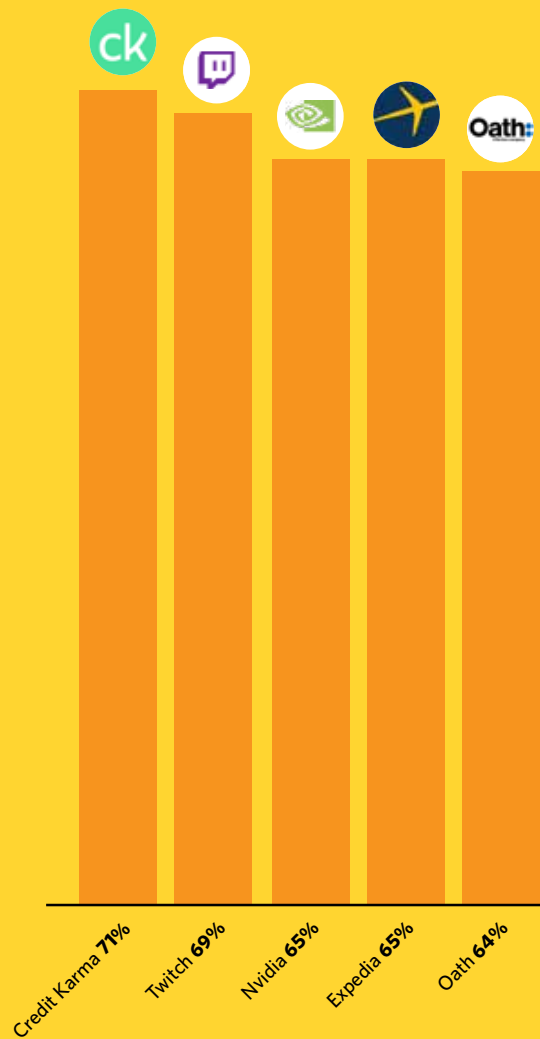


TECH TALENT TURNOVER

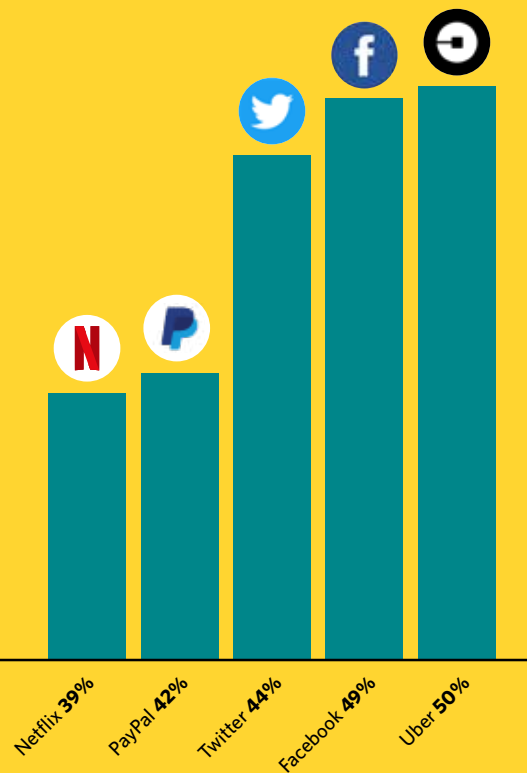
Employee burnout is common at tech firms. Executives will need to address it lest they lose top performers to the competition.

57% of employees at large tech companies feel burned out by their jobs.

The **highest** levels of employee burnout were reported at these tech companies:



The **lowest** burnout rates were at these tech companies:

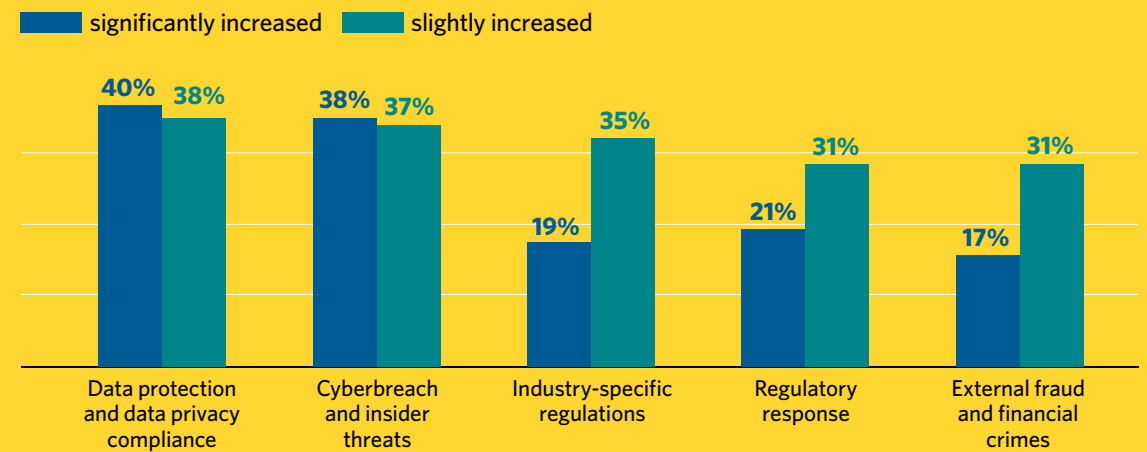


Data Demands

As privacy regulations are tightening and cyberthreats are multiplying, executives are pushing adaptive strategies.

78% of executives have increasing concerns about data protection and compliance.

Executive concerns about the following five risk areas have grown during the past two years:



The onset of the European Union's General Data Protection Regulation (GDPR) poses challenges—and not only in terms of compliance.



- 85%** of European and U.S. firms were not compliant in May, when the law went into effect.
- 25%** of European and U.S. firms will remain noncompliant through the end of 2018.
- 49%** of respondents said GDPR will affect their artificial intelligence projects.
- 63%** said it will significantly affect how they conduct business.

Sources: Close to 60 Percent of Surveyed Tech Workers Are Burnt Out, Blind, 2018; Seizing the GDPR Advantage: From Mandate to High-Value Opportunity, Capterra, 2018; C-Suite Challenge 2018, The Conference Board; Global Forensic Data Analytics Survey 2018, EY; Here's What Fortune 500 CEOs Think About Trump's Policies, the Global Economy, and Facebook, Fortune, 2018; Talent Trends Study, Mercer, 2018; GDPR Compliance in a Data-Driven World, SAS, 2018; Future Workforce HR Report, Upwork