

Be Thankful this Thanksgiving

It is that time of the year when we want to thank all of our business partners for their trust and friendship and your roles in helping us grow our business. We are smarter because of you. And we appreciate the opportunity to serve your needs. We appreciate you.



Have a wonderful holiday season regardless of how you celebrate. Surround yourself with friends and family and good wishes. And include ours in that mix.

Leslie and Jill (and the LMCIS Team).

WHY TECHNOLOGY MATTERS - A REPORT FROM THE CBO

The Congressional Budget Office expects the workforce aged 20-64 to shrink over the next 30 years while the 65+ population grows. That means that for the next 10 years, the ratio of folks 20-64 compared to the 65+ age cohort is 3.1:1. And over the next 10 years it drops to 2.5:1.

That means fewer people available in the “traditional” workforce to do all of the work that we need done and all of the work we envision needing to do. Technology **MUST** pick up the slack if we are to manage output.

There are lots of solutions and configurability improvements every year. But maybe we shift the conversation from “same-same” to “same-better.” Smarter, faster, more efficient ways of utilizing AI; understanding data in a way that allows us to spend time on decisions and not collection; and embracing the strategic role that HR can and needs to play.



According to Gartner, leader and manager development is the #1 priority next year. This makes sense, as Gallup reports that only 48% of managers strongly agree that they currently have the skills needed to be exceptional at their jobs, and only 30% of managers say they are well-informed about what is happening within the company. With a changing workforce and the emergence of new technologies, good leadership and management will be the key to success.

Looking for ways to train your managers? Ask us how we can help.

DEJA VU (AGAIN)

The middle market is enjoying a bit of a renaissance as many of our provider solutions look to return down market. Most recently bSwift has launched a return to the 1000 to 3000 life market on a direct basis, bypassing their reseller distribution. And Workterra who was acquired by BusinessSolver and was dormant for a period of time is back in the 500-1500 life space on a direct basis but expects to launch a reseller initiative in Q1 2024.



Employee Navigator and EASE are still trying to determine what that merger looks like and has delayed full product integration by a year.

SEE YOU IN 2024!

We are wrapping up OE and beginning some new evaluation engagements. This will be our last newsletter for 2023. We are a phone call or email away—don't hesitate to reach out.

UPCOMING EVENTS

Here are a few of our go-to meetings for industry intel. More details to come as dates and locations are announced.



Plansource Eclipse

UKG Aspire

Paycor TECH +

Aflac HR Tech

Benefit Focus Customer
Advisory Board

Businessolver Vision
Conference

Group Benefits HR Tech Summit

LMCIS - HERE TO HELP

Rethinking your technology strategy?

Let us help with an agency specific plan that showcases your best carrier and solutions partners. Our technology partners have changed dramatically.

Retained basis or one group at a time.

Let us know what your needs are.



SHARE THE KNOWLEDGE

If you are sharing this with a colleague, invite them to join our community.

Send us the contact information and we will add them to our list

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