



The Future of Work

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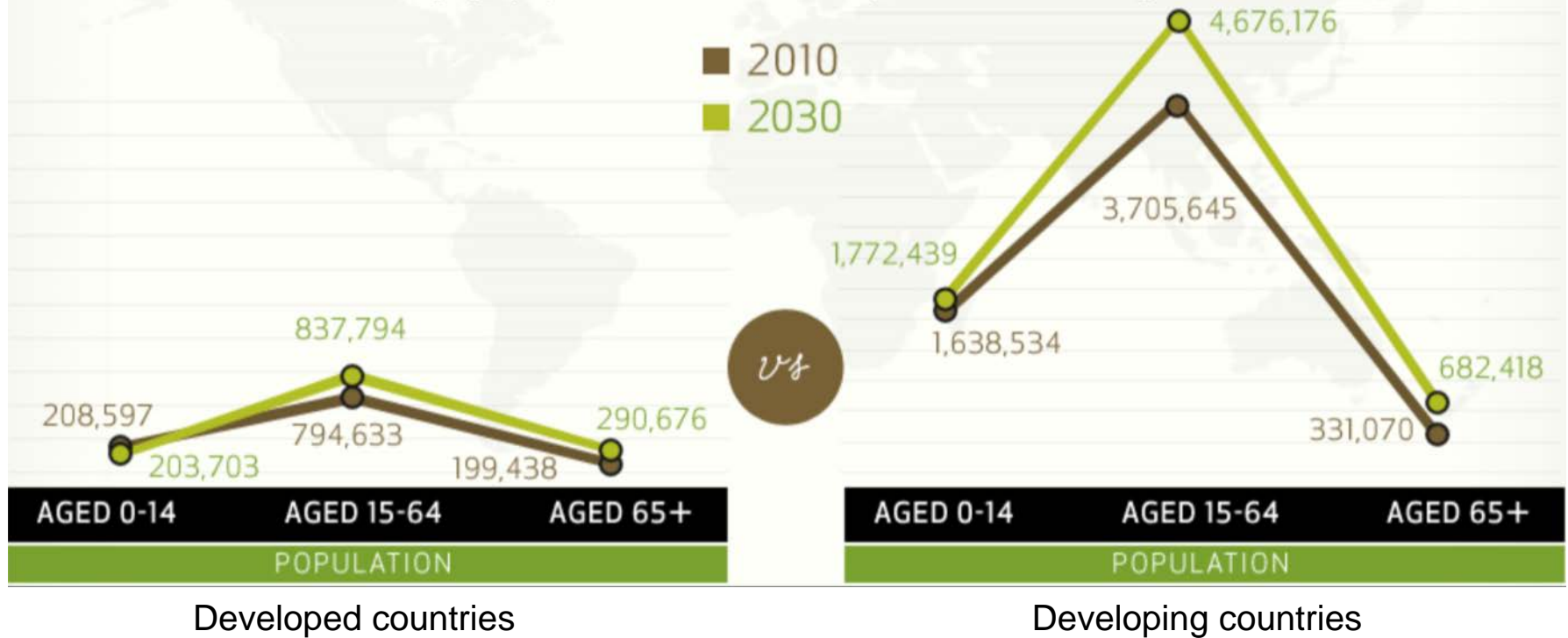


What is Changing

- Workforce needs and distribution
- Automation
- Digital platforms
- Polarization between high – low skill jobs

Demographic Changes

By **2030**, the world population is expected to grow by 1.5 billion people, mostly in cities in the less developed world. Whereas developed countries will get much older on average, the working age population in less developed countries will grow most.



TODAY



2025



Demographic Changes

Millennials in the Workplace

- New perception of work - life balance
- Top talent insist on different employer - employee relationships
 - > 89% of them will choose to work on personal interests/things that impact society
 - > 82% want to define their own work schedule
- Digital natives with entrepreneurial mindset
- Move to solution based outcomes as opposed to process ones

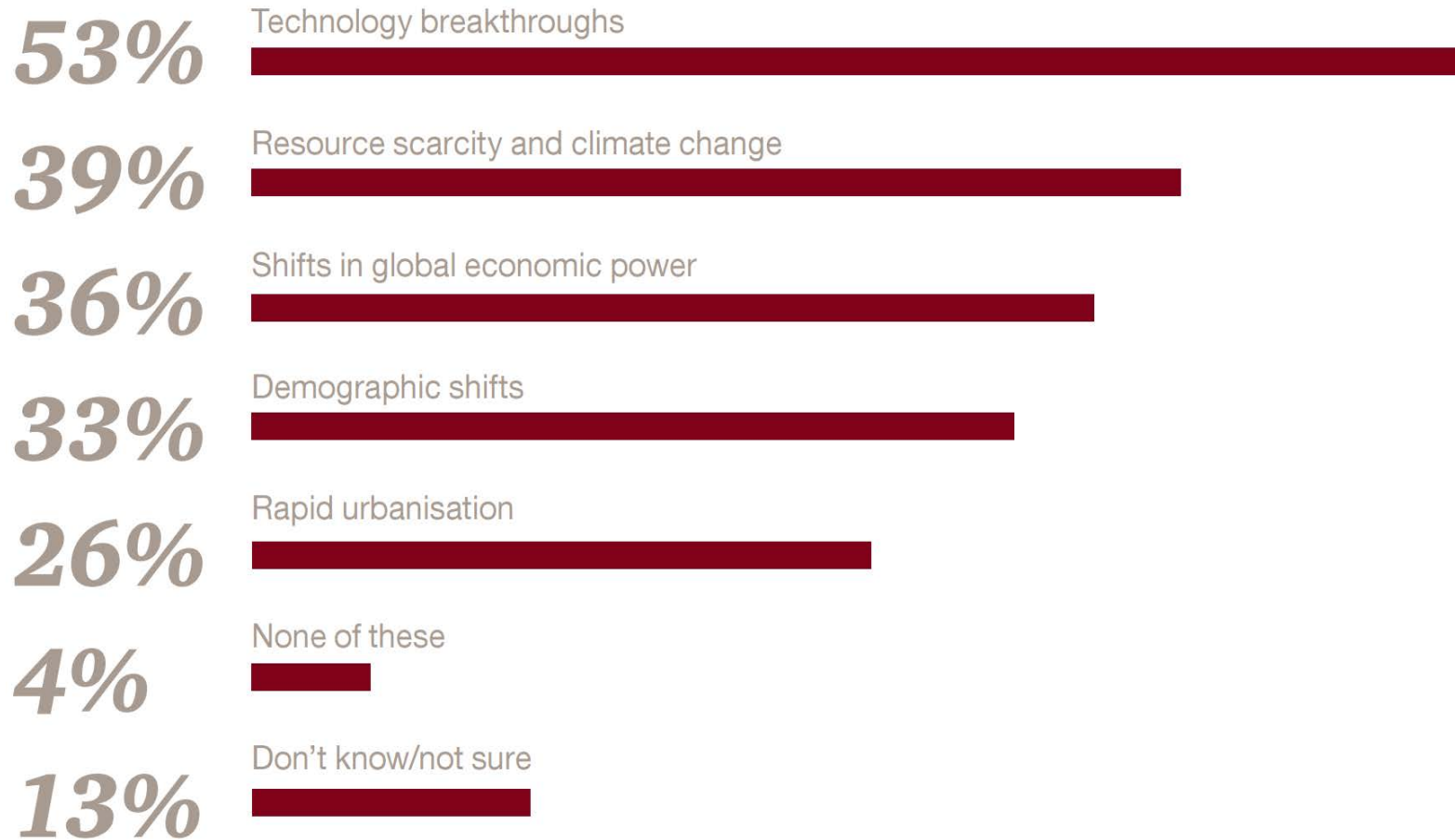


Challenges

New world problems need new solutions

- Its more than getting bums on the seats
- Need to harness the collective intelligence of your talent to generate innovative outcomes
- No such thing as a corporate ladder
 - Decentralized organizations
 - Need to navigate corporate lattice
 - Number of jobs not as important as types of jobs
- Technology will transform and change the world

What will transform the way people work over the next 5 – 10 years?



PwC survey of 10,000 members of the general population based in China, Germany, India, the UK and the US

Source: PwC




The Digital Age



45% of jobs could be lost to automation in the next 20 years

Our biggest assets: big data, and the ability to interpret it

Technology is teaching us how we can do business better, then enabling us to implement changes more efficiently and at a lower cost



ROBOTS ARE COMING FOR YOUR JOB. THAT MIGHT NOT BE BAD NEWS

by Laurie Penny

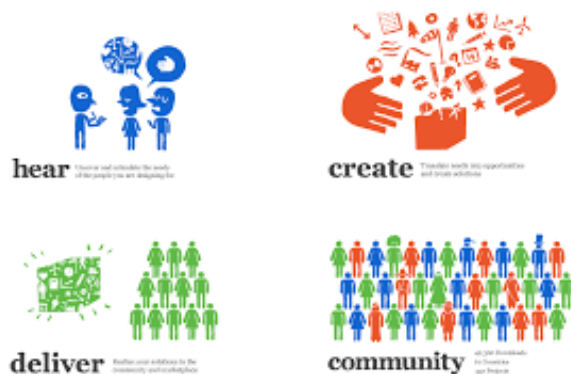
JOB THREAT IS REAL

Workplace automation is inevitable

Many people will be left 'destitute'

Human Centered Design

- Modern challenges need human-centered and experimental design process for approaching problems



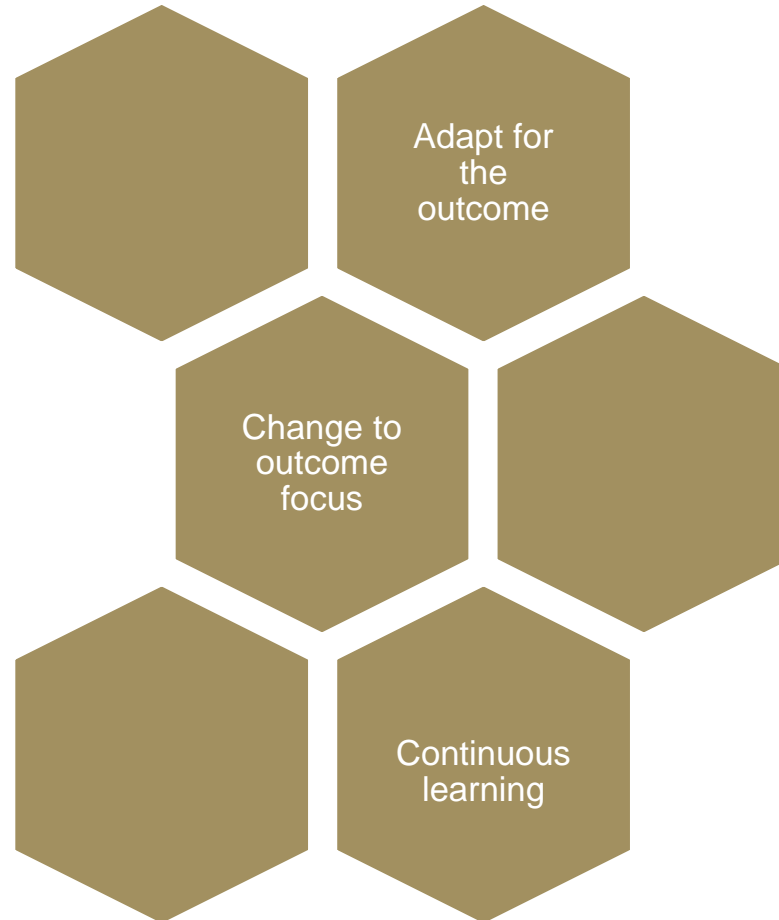
- Design spaces that nudge the people who work and inhabit them to change the way they approach their work and collaboration
 - Everyone can approach their work with more creativity
 - Context creates content which means different environments can foster different ways of thinking and different behaviours

Future Workplace

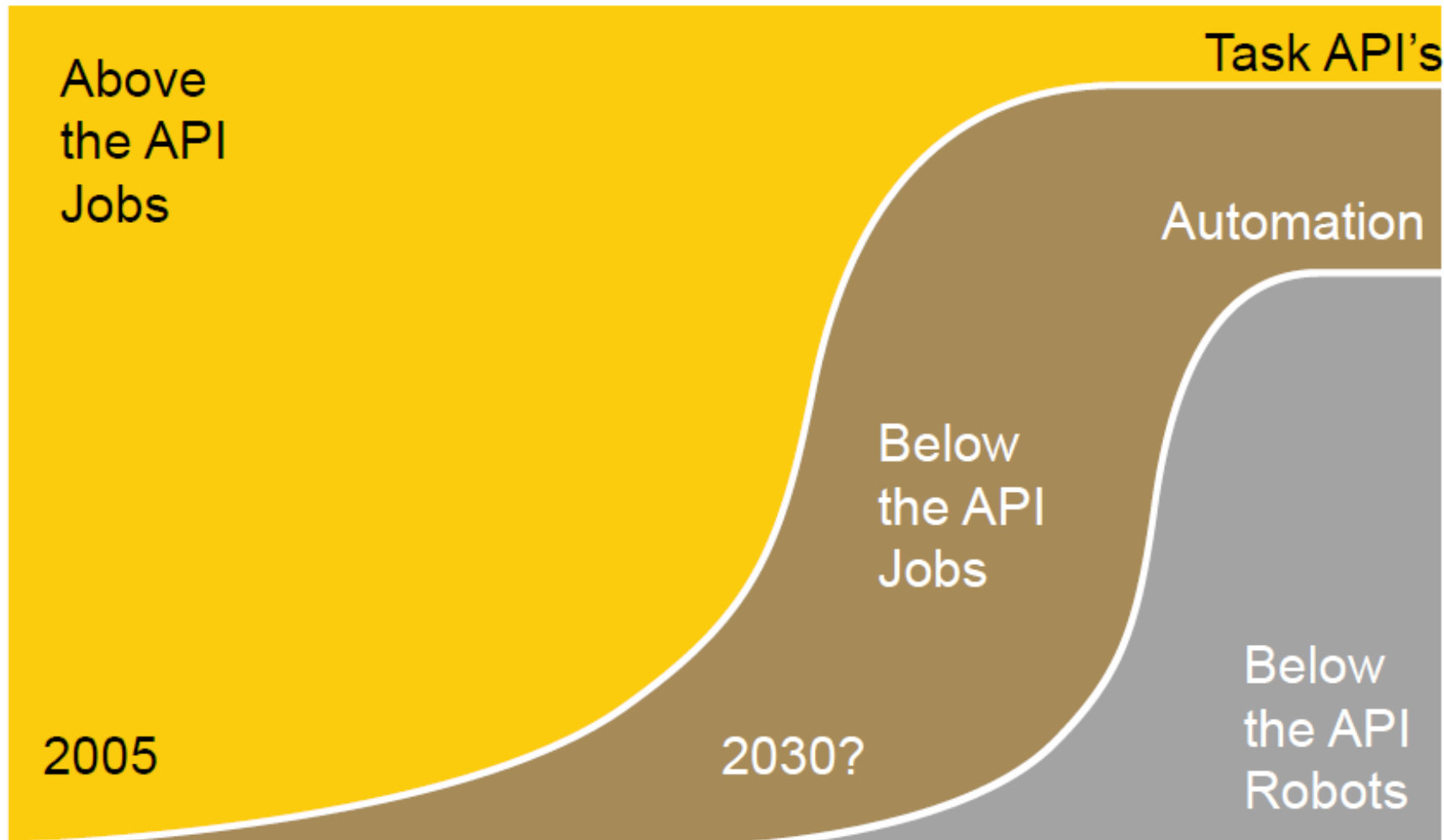
- The need for speed
 - Context is a powerful lever, people typically don't recognize its influence
 - Intensifying competitive pressure from familiar competitors
 - The threat of disruptive new entrants







The End of The Middleman: Innovative, Share or Perish!



Anthony Wing Kosner - Google Cabs And Uber Bots Will Challenge Jobs 'Below The API' ([Forbes Tech](#))



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