

Future of Work Talent naar de top

April 2019

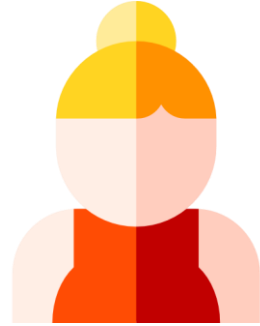


*Nice to
meet
you!*

**Roger
Metelerkamp**



**Svenja
Dietrich**



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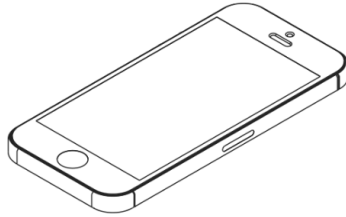
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*Are you ready for
tomorrow's workforce?*

play video

*What do
you
think?*

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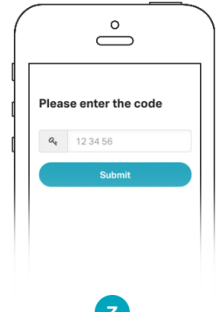
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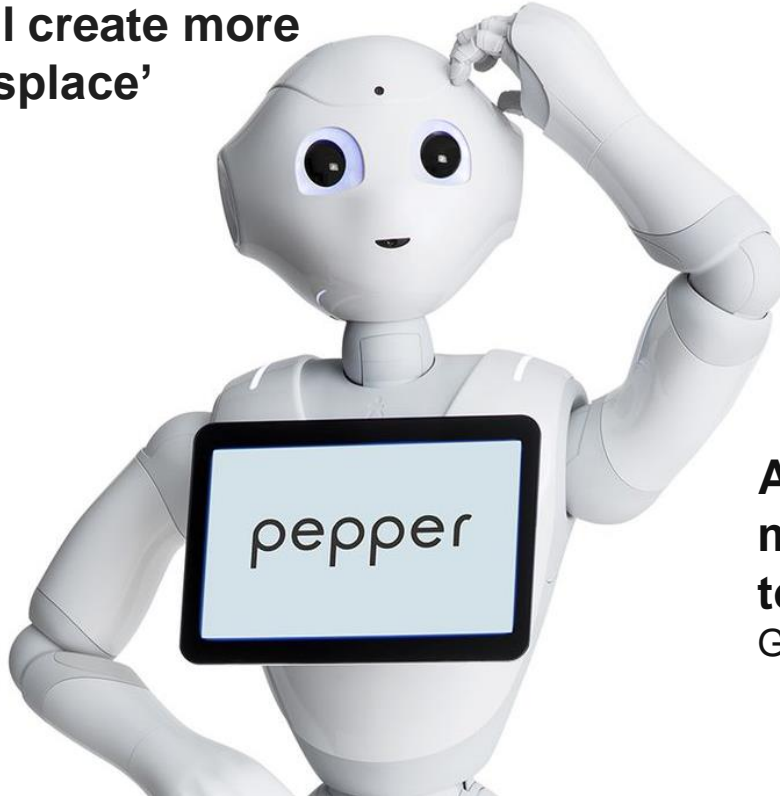
Future of work: It's a HOT topic

WEF: Robots 'will create more jobs than they displace'

BBC, September 2018

The robots are coming – for as many as 800 million jobs

WEF, December 2017



Workers at risk as robots set to replace 66m jobs, warns OECD

Guardian, April 2018

Automation could destroy millions of jobs. We have to deal with it now

Guardian, August 2018

The world is changing.

Research published by PwC this year identifies a number of megatrends that are the tremendous forces reshaping society and with it, the world of work.



Technological breakthroughs

Rapid advance in technological innovation.



Demographic changes

The changing size, distribution and age profile of the world's population.



Rapid urbanisation

Significant increase in the world's population moving to live in cities.



Resource scarcity and climate change

Depleted fossil fuels, extreme weather, rising sea levels and water shortages.



Shifts in global economic power

Power shifting between developed and developing countries.

How will you respond to the challenges and opportunities which the megatrends will bring?

*At the beginning of the century, Ray Kurzweil, Futurist and Chief Engineer at Google, predicted that **20,000 years of progress** would be crammed into the next 100.*



Uncertainty: The human impact

Business fragmentation: *Small is powerful.*

Large businesses lose their dominance as customers seek relevance and organisations find scale a burden rather than a benefit. Social bubbles and affinity groups take on a new importance. Many could not exist without digital platforms

Collectivism:

Fairness and equality dominates.

The common good prevails over personal preference, e.g. collective responsibility for the environment, social good and “fairness” over individual interest.

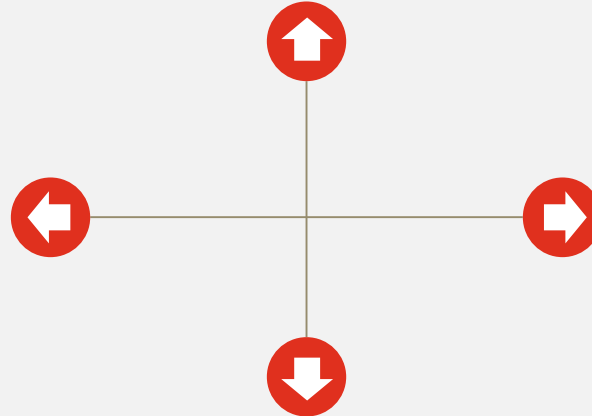
Individualism:

Where “me” first rules.

A focus on individual wants; a response to the infinite choices available to consumers.

Corporate integration: *Big business rules all.*

Companies get bigger and more influential - the biggest have more influence than some nations. Brands span many business areas.



Six key messages for all leaders



Act now.

No regrets and bets.

Make a bigger leap.

Own the automation debate.

People not jobs.

Build a clear narrative.

So what should we tell our children?

*“..to stay ahead, you need to focus on your ability to **continuously adapt**... For students, it’s not just about acquiring knowledge, but about **how to learn**. For the rest of us, we should remember that intellectual **complacency is not our friend** and that learning – not just new things but new ways of thinking – is a life-long endeavour.”*

Blair Sheppard

Global Leader, Strategy and
Leadership Development, PwC



*In the future of
work we need to
unlearn.*

How to stay relevant?

Creative: Unique, imaginative, non-routine, and autonomous.

Skilled: Standardized, talent-driven, professional, and directed.

Routine: Interchangeable, routinized, outsourceable, and managed.

Robotic: Algorithmic, computerized, efficient, and purchased.

The Rules of Genius: An Innovator's Guide to Creativity / Marty Neumeier

**Machine-man
connective skills**



**Human unique traits &
life skills**

Learn to unlearn



Timeless life/meta skills

- *feeling* (intuition and empathy)
- *seeing* (systems thinking)
- *dreaming* (applied imagination)
- *making* (creativity and design)
- *learning* (curiosity and autodidactic)



Temporary technical skills

For example:

- *Bookkeeping*
- *Accounting*
- *Tax advising*
- *IT programming*

Meta skills that enable other skills

*In the future of work
we need leaders, not
managers.*

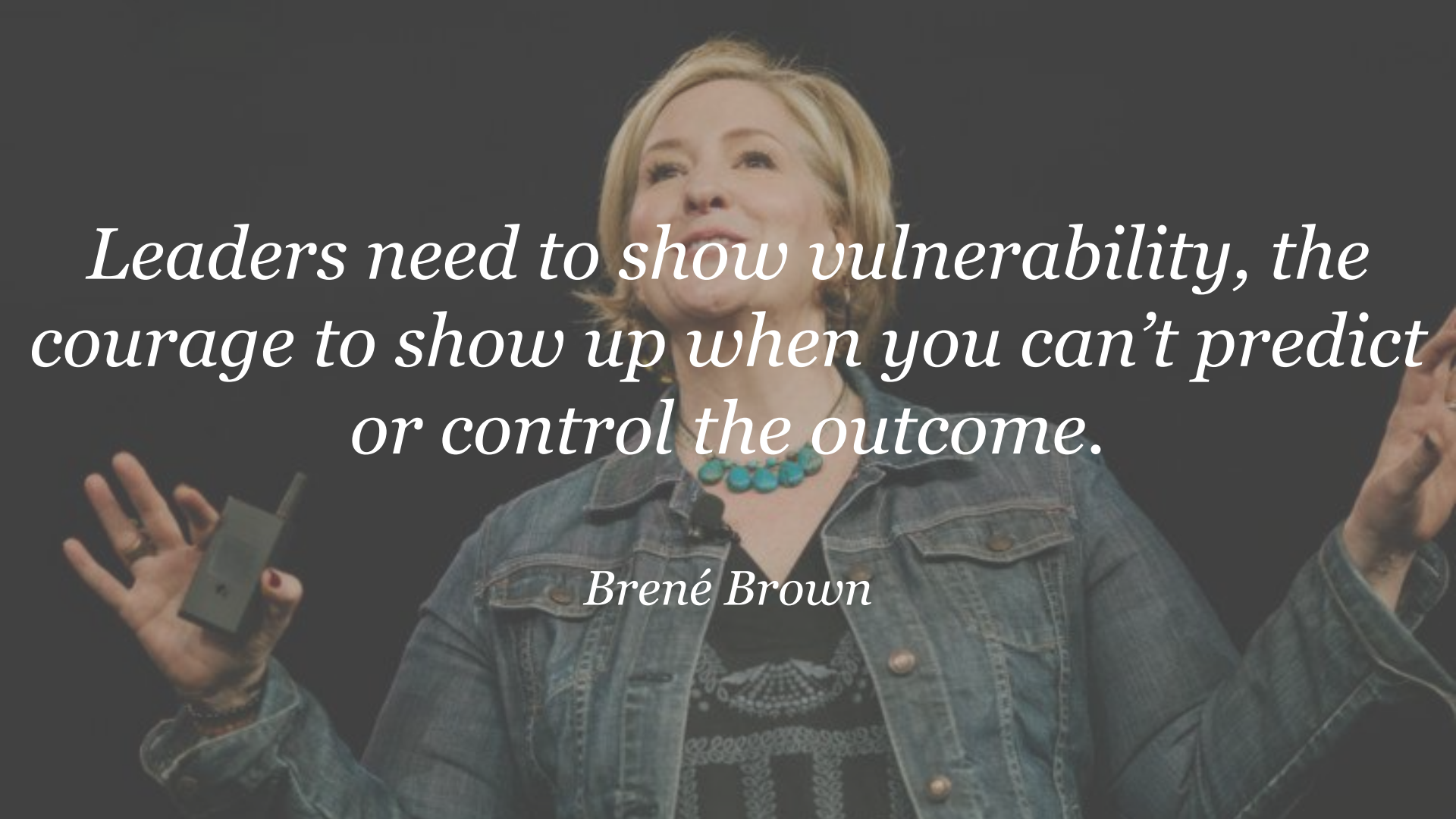
*What is
a true
leader?*



A man with glasses and a red and white checkered shirt is speaking, with his hands raised in a gesture. The background is dark and out of focus.

Leaders are not responsible for the numbers; leaders are responsible for the people responsible for the numbers.

Simon Sinek

A photograph of Brené Brown, a woman with blonde hair, wearing a denim jacket and a blue beaded necklace. She is gesturing with her hands while speaking. The background is dark. A quote is overlaid on the image in a white, italicized serif font.

Leaders need to show vulnerability, the courage to show up when you can't predict or control the outcome.

Brené Brown

A man with short, dark, curly hair is smiling broadly, showing his teeth. He is resting his head on his right hand, with his fingers spread. He is wearing a light blue button-down shirt. The background is blurred, suggesting an indoor setting with some architectural elements.

*Leaders have to hold space that people can
do things differently and show up without
their professional masks.*

Frederic Laloux

Three leadership lessons for the future of work

Vision.

Courage.

Space.

Know yourself!



Find out more...

22nd CEO survey

Annual survey with more than 1,300 CEO's asking them about among others about the business climate and future of work needs and concerns.

[Click here for more info](#)

Workforce Strategy Diagnostic

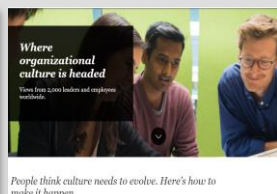
This online test allows clients to rate the maturity of their Workforce Strategy against their peers.

[Click here for more info](#)

Report 'Secure your future people experience'

Report on Five imperatives for action to prepare your workforce for the future together with Prof Lynda Gratton of London Business School.

[Click here for more info](#)



Report 'Preparing for tomorrow's workforce, today'

Insights from a global survey of business and HR leaders in cooperation with the London Business School

[Click here for more info](#)

Katzenbach organisational culture survey

In our 2018 survey of more than 2,000 people in 50 countries, one finding stands out: employees feel less positive about their workplace culture than their employers.

[Click here for more info](#)

'Workforce of the future' study

Research project with more than 10.000 participants. The report looks at four possible Worlds of Work for 2030 to help you kick-start your thinking.

[Click here for more info](#)

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