THE FUTURE OF WORK REPORT

7 Drivers Shaping The Future Of Work

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Solutions
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Introduction

The Future of Work is happening now.

Przemek Berendt

CEO and Cofounder, Talent Alpha.

It's not as good as expected, but neither is it as bad. A few years ago, headlines such as "Five Million Jobs will be lost" or "AI could wipe out humanity" dominated the news. Although the long term future is still in question, currently the fact is that The Fourth Industrial Revolution **is creating more jobs (133 million) than destroying (75 million)**[1]. Up to **85% of the jobs that will exist in 2030 haven't even been invented** yet[2]. Technology is opening up new opportunities both for business and employees.

At the same time, we are undergoing a **revolution in the way people work**, think about their workplace and use technologies to change organizations and businesses. We are experiencing the rise of the gig economy. **Already, in the US, around 40% of the workforce are "gig workers"**[3] - serving their duties remotely, in the Human Cloud through a variety of different platforms. Globally, **the Tech Talent gap is Close to reaching 10 million**, forcing new management and recruitment strategies, new

processes, and intensive re-skilling and upskilling. Finally, the **legislative environment is changing** - although it's still not ready for many of the challenges connected with a highly mobile workforce, tax payers moving to an international cloud, the need for mass re-education, data security issues and much more.

According to Gartner, only 9% of Chief Human Resources Officers agree that their organization is prepared for the future of work. Is your company ready?[4] In this report you will find an overview of **7 Drivers that are Shaping the Future of Work**. As a fast growing, global organization working in a highly innovative field, we were able to invite a selection of **industry experts**, who, like us, are passionate about the newest trends, to comment on some of the most important trends and challenges and give advice. We hope you enjoy the report.

Welcome to the Future of Work.

How fit for the future are you? Take our self-assessment

- Do you use modern teamwork solutions?
- Are you open to flexible and remote working?
- Do you have a strategy to secure the right skills for the future?

Get your personalised score and valuable tips ▸

[1] World Economic Forum, 2018, http://www3.weforum.org/docs/WEF_Future_of_Jobs_2018.pdf
[2] https://www.delltechnologies.com/content/dam/delltechnologies/assets/perspectives/2030/pdf/SR1940_IFTFforDellTechnologies_Human-_Machine_070517_readerhigh-res.pdf
[3] US Bureau of Labor Statistics, 2017-2020
[4] Gartner, 2019

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7 Drivers Shaping The Future Of Work

Tony Saldanha

President of **Transformant**, former VP Procter & Gamble.

There is absolutely no doubt that for an organization to survive the 4th Industrial Revolution and succeed in the future of work, they need to radically transform their processes.
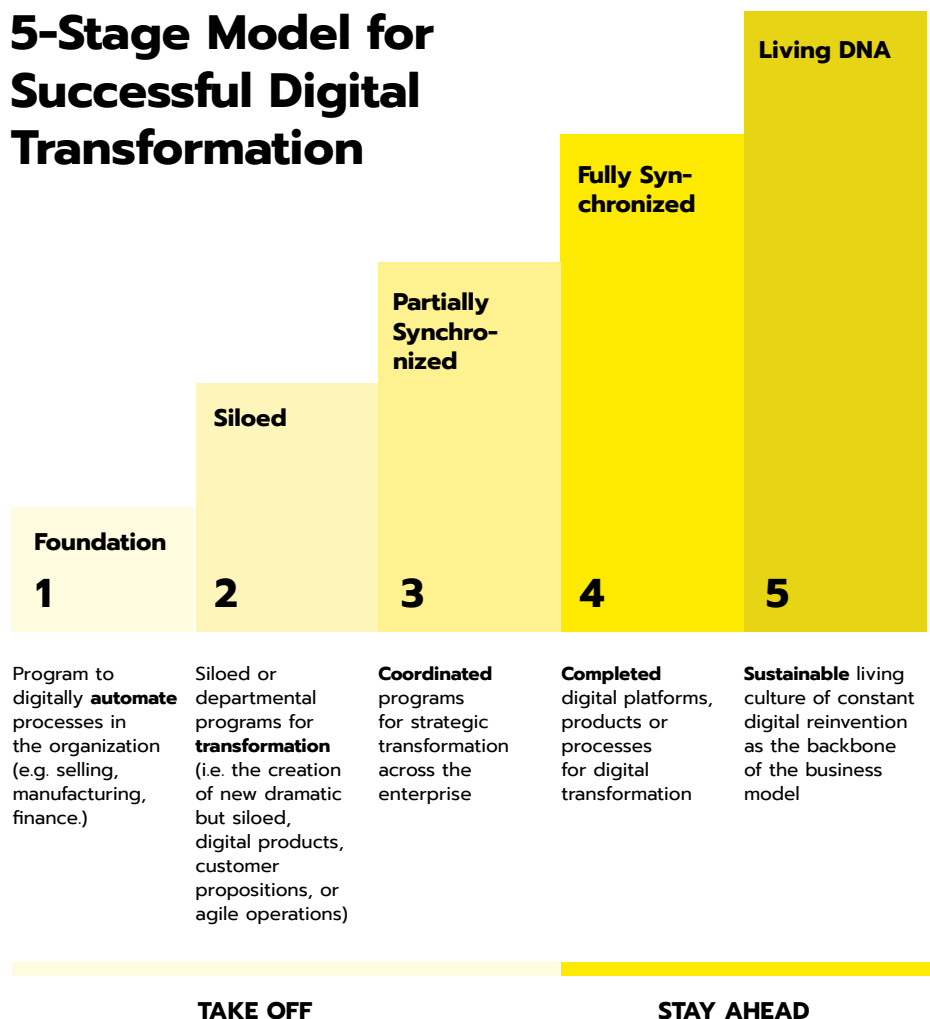
This means not only completely rewiring their business by streamlining, automating and digitizing their processes, but completely rethinking the way their organization operates and consequently their entire business culture.

The most complex stage of transformation is the transformation of the business culture. For this to occur, business leaders must recognise the changing need for talent. In essence, this needs an HR strategy that recognizes the need to source talent differently. Leaders must also ensure that everyone in the organization understands the importance and necessity for employee-driven continuous learning and have the requisite processes in place to encourage and allow for that. The future organization needs a mix of employees that continuously learn and a source of talent with specific skills, that's available on demand.

Find out where you are and how to move up the 5-Stage Transformation Model

Download the Checklist ▸

5-Stage Model for Successful Digital Transformation

Foundation	Siloed	Partially Synchronized	Fully Synchronized	Living DNA
1	**2**	**3**	**4**	**5**
Program to digitally **automate** processes in the organization (e.g. selling, manufacturing, finance.)	Siloed or departmental programs for **transformation** (i.e. the creation of new dramatic but siloed, digital products, customer propositions, or agile operations)	**Coordinated** programs for strategic transformation across the enterprise	**Completed** digital platforms, products or processes for digital transformation	**Sustainable** living culture of constant digital reinvention as the backbone of the business model

TAKE OFF   **STAY AHEAD**

HAYS
Recruiting experts
worldwide

Infographic

How to Create and Keep a Good Organizational Culture
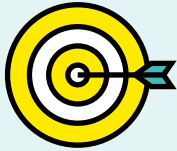
1. Make it mean something

Meaning and purpose are more important than ever. Most employees crave meaning and purpose in their work. Create a mission statement and core values and bake these into initiatives and into your culture.

2. Ask employees

Develop a culture where employees' input and feedback are actively sought, welcomed and acted on - conduct a survey and ask them to them to determine the kind of company they want to work in – then action it!

3. Lead by example

Senior management need to understand and fully endorse company culture. This means participation in company initiatives and highlighting these aspects in communication. The management should demonstrate an interest in the individual needs of employees and listen to ideas. Employees must know that their opinion counts and feel part of a team. The first step may be to create a platform that allows employees to share their ideas and comments. This will encourage inclusivity and promote organizational culture as an asset that is important at every level of the business.

4. Keep improving

Company culture is not a task that can be accomplished or a document that explains how employees should behave. Continuously collect feedback from staff – ask for their opinion and encourage them to suggest how company culture could be improved. It could be a survey addressed to all employees once a quarter, focus group meeting or the result of individual conversations with employees.

5. Be open to change

Implement regular improvements and adapt to new developments. It is worth considering establishing a project team that will monitor emerging ideas, collect opinions and verify the possibility of their implementation.
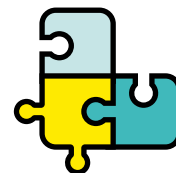
6. Get everyone involved

HR is not the only team responsible for company culture. A good organizational culture needs to be built by the people it affects i.e. everyone. Again, a project group carrying out tasks specifically focused on culture is a good idea.

New Business Models in the Workforce Solutions Ecosystem

The challenges connected with the growing talent gap naturally lead to innovations in gaining new candidates and skills. According to Staffing Industry Analysts, "candidate discovery technology is arguably where most innovation and transformation is happening in the talent acquisition technology ecosystem today. Advances in technology, big data methodologies and growing skills shortages have intensified the need for innovative solutions."

Candidate Discovery:

- ▼ **Human Cloud**
  - · Online Work Services
  - · Online Staffing
  - · Crowdsourcing
- ▶ **Online Job Advertising**
- ▶ **Sourcing Automation**
- ▶ **Employee Referrals**
- ▶ **Recruitment Aggregators**

Staffing Industry Analysts'
Workforce Solutions Ecosystem

Process Outsourcing
HRO
BPO
MSP
RPO

Payrolling/Compliance
PEO
Independent Contractor Compliance
Payrolling

Direct Work Engagement
Directly Sourced Contingent Workers (Temps/Independent Contractors/Freelancers)
SOW Consulting Services
Robots and RPA

Other Workforce Solutions
Ancillary HR Services
HR Consulting
Outplacement
Testing   HR Tech
Training & Accreditation

Staffing
Temporary Staffing
Place & Search

Talent Acquisition Technology
Candidate Discovery
Candidate Engagement
Systems of Record
Candidate Verification
Candidate Assessment

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Are You Ready?

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