

# The future of work - A systemic view to optimise resources

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# The future of work

## *Technological Advancement*

1. Automation to continue at a faster pace
2. Continuing improvements in communications
3. Improvements in data storage and handling will enhance use of Big Data
4. Emerging technology will be widely adopted, including at work

## *Flexibility*

1. Growing need for a truly flexible workforce
2. Reskilling/redeployment/redundancy of those whose skills become redundant
3. Recruiting for agility, flexibility, willingness to change/ learn new skills, flexibility of contractual arrangements

## *People Management*

1. Skills to manage teams on different types of contracts (maybe non-humans)
2. Intergenerational Differences (attitudes / aspirations) – inconclusive
3. Development of skills in creativity and innovation
4. Faster pace of work / change = wellbeing focus

## *Societal*

1. Globalisation to continue – enhancing power of large corporations
2. Uncertainty – social and political forecasting more difficult
3. Gig economy and different employment contract arrangements may divide society

# Evolution of work places

## Holistic

Human relational skills  
High  
Processing skills High

## Processing

Human relational skills  
Low  
Processing skills High

## Knowledge

Human relational skills  
Medium  
Processing skills  
Medium

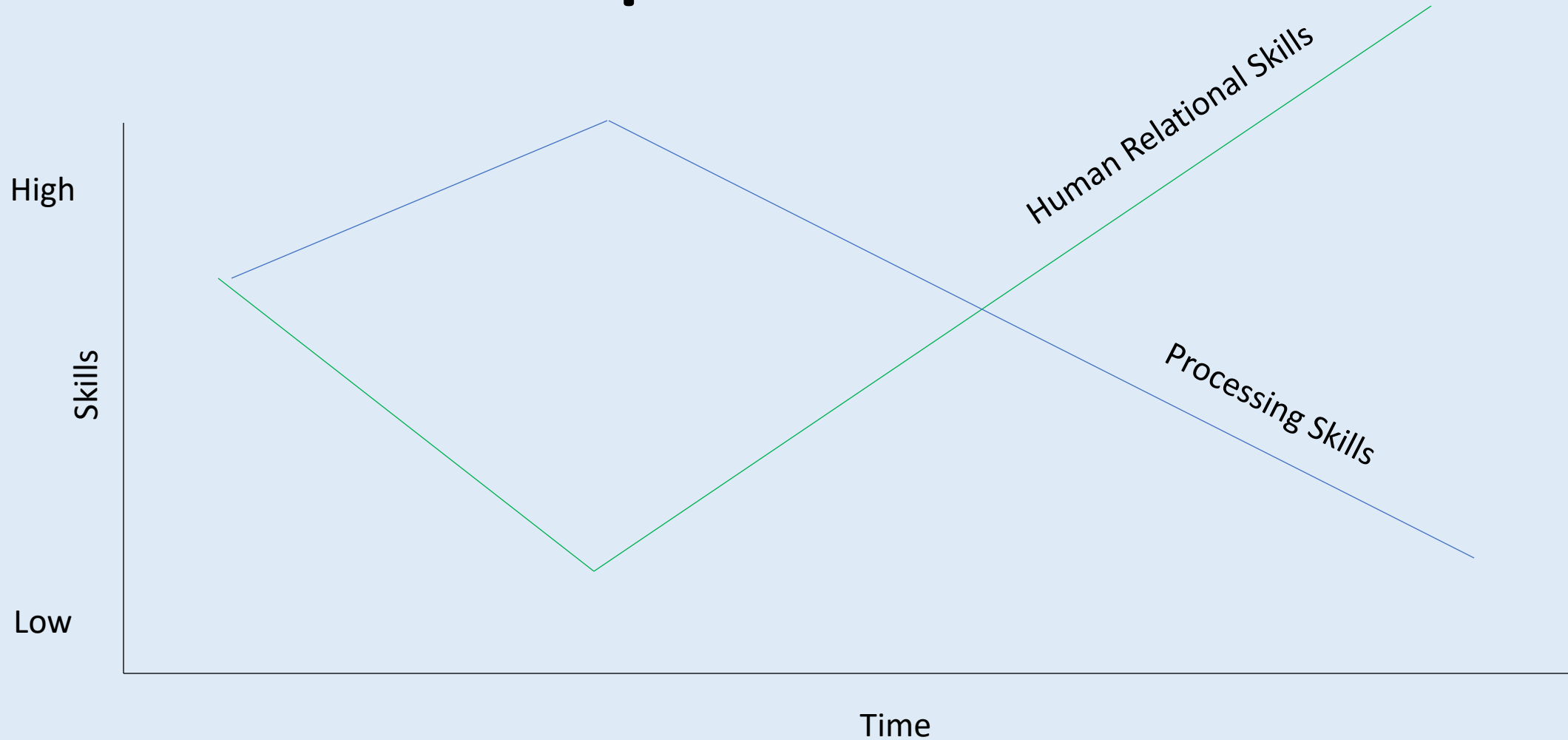
## Relational

Human relational skills  
High  
Processing skills Low

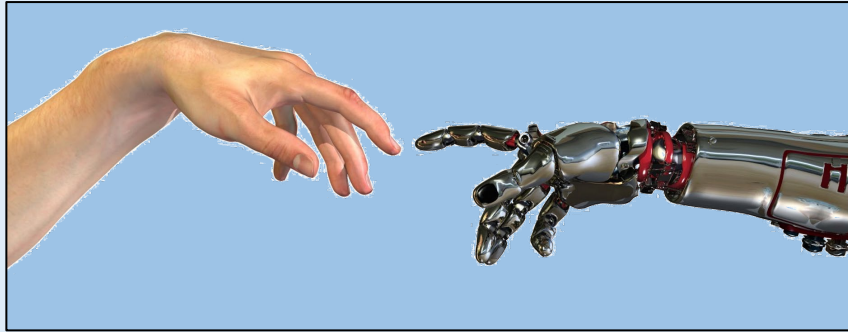
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Time

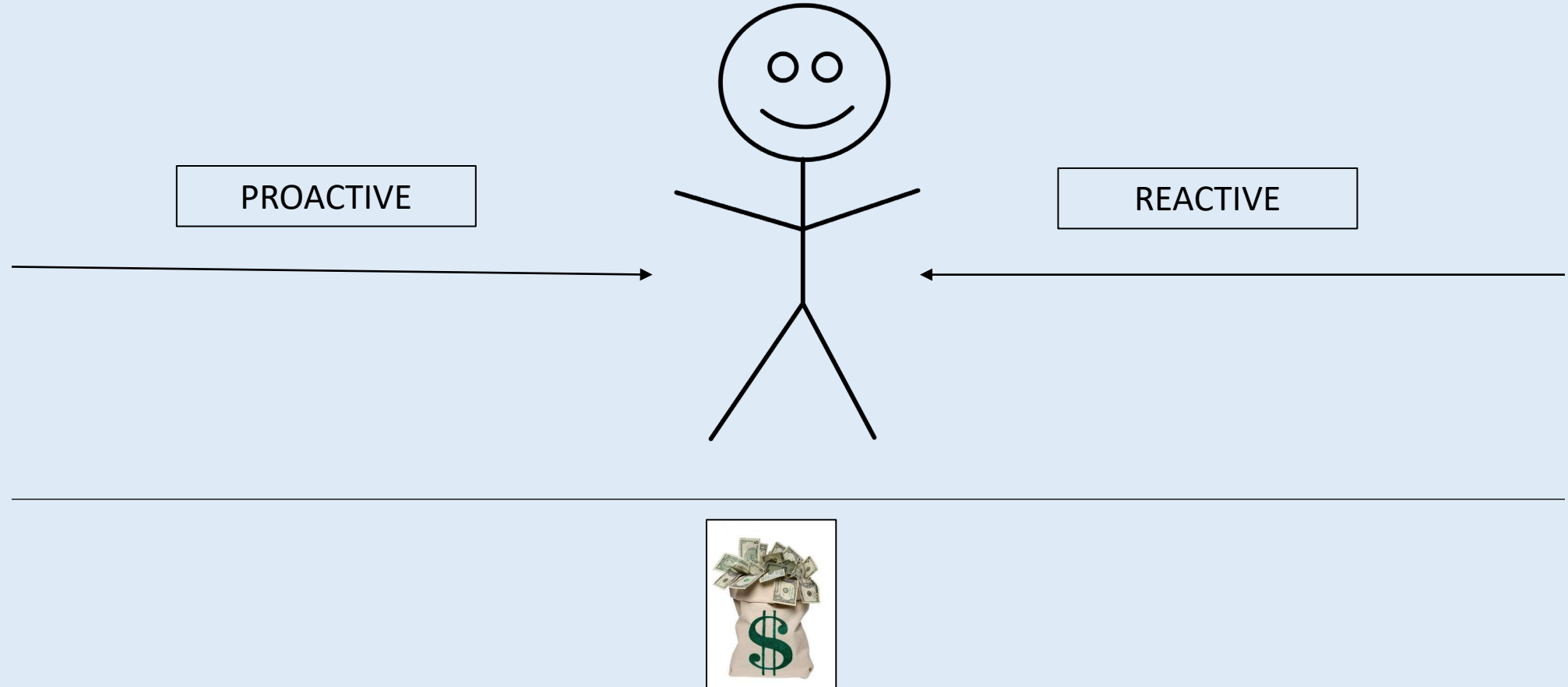
# Another way to look at the evolution of work places for humans



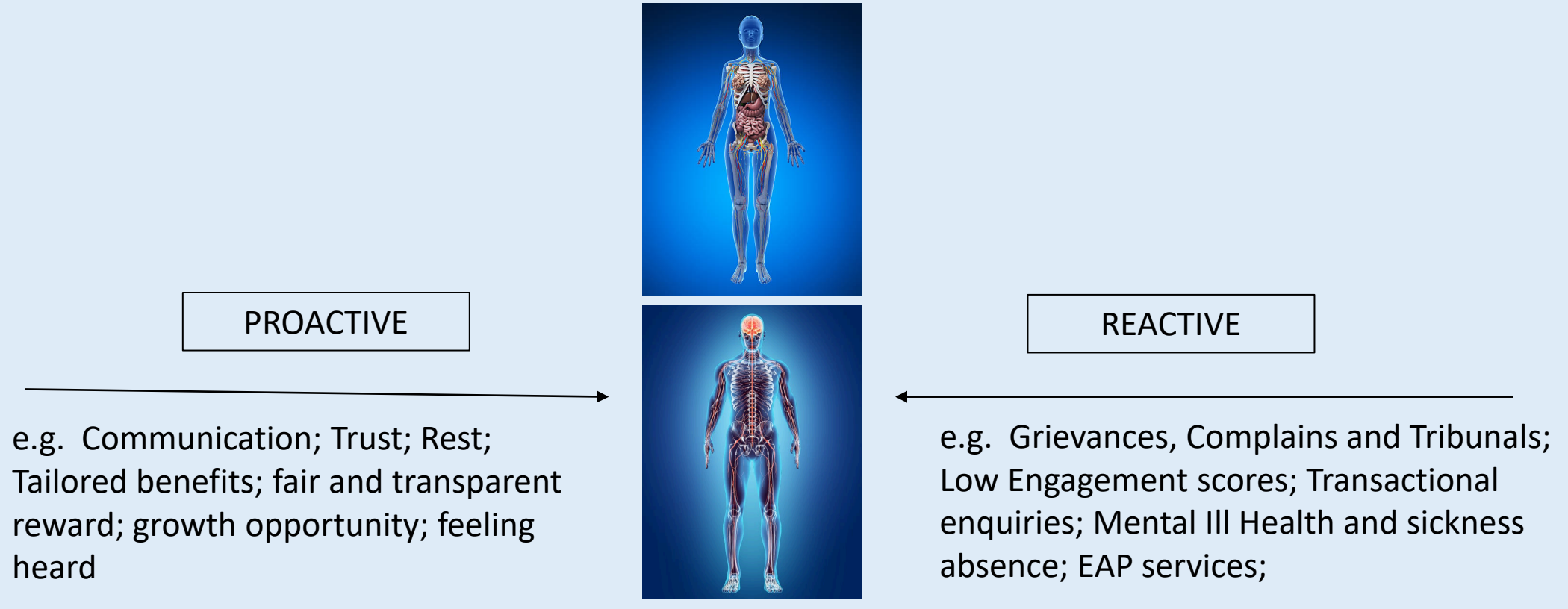
# So ... How do we optimise Productivity in this Relational phase?



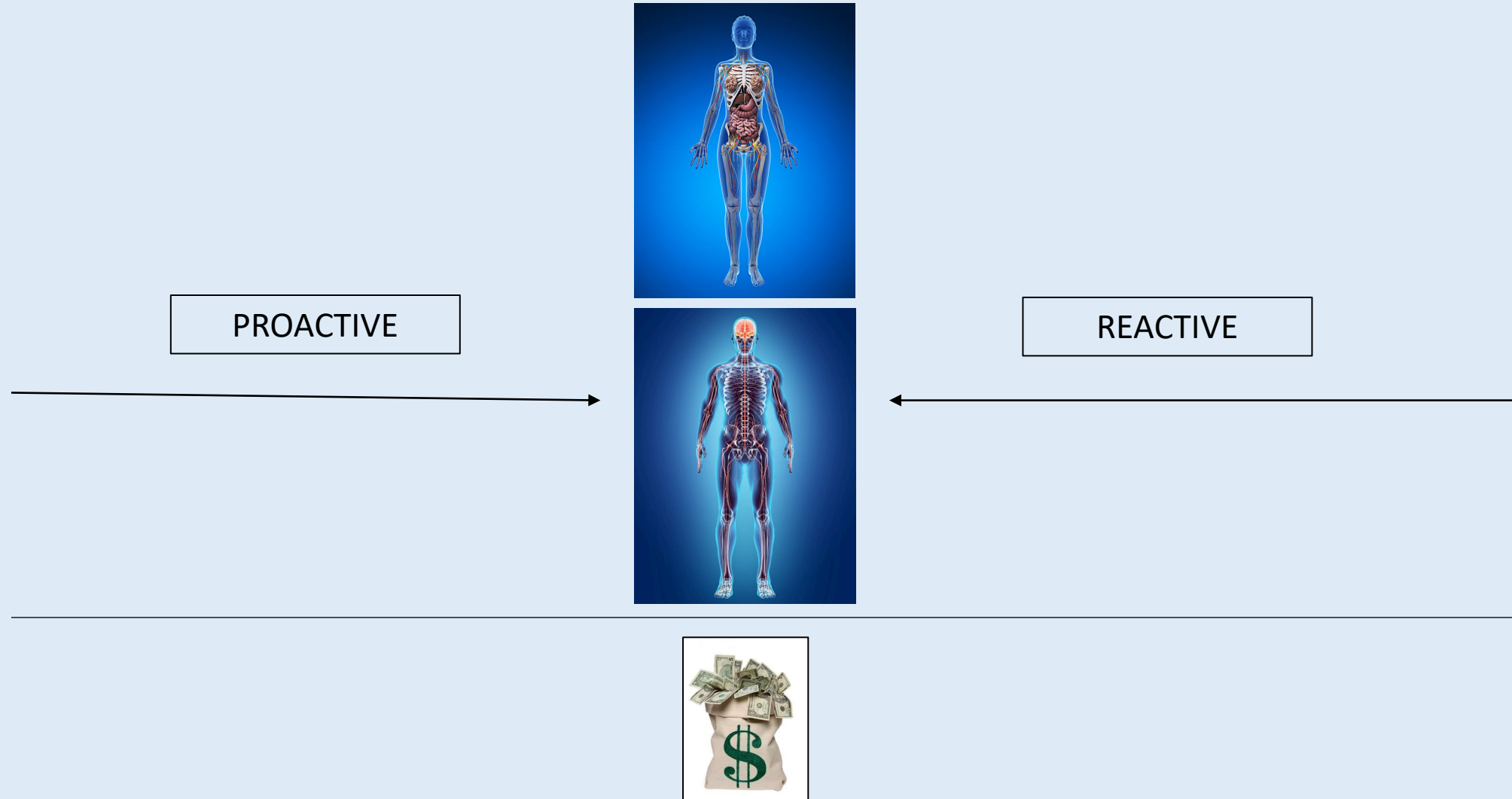
# The Human Employee Experience *Investment* Continuum



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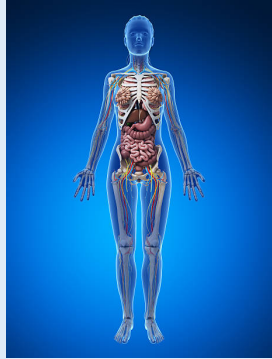


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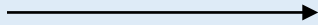




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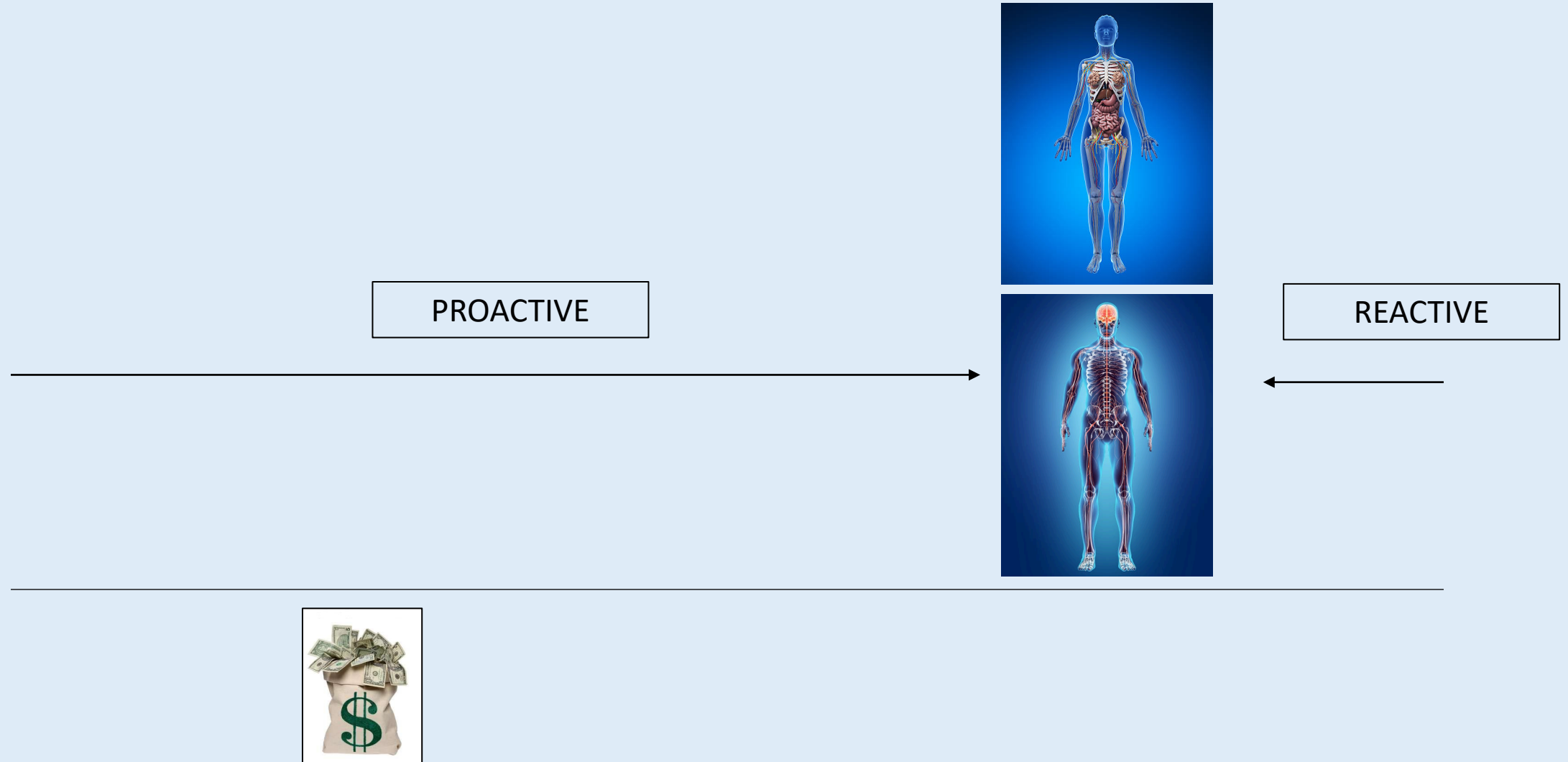
PROACTIVE



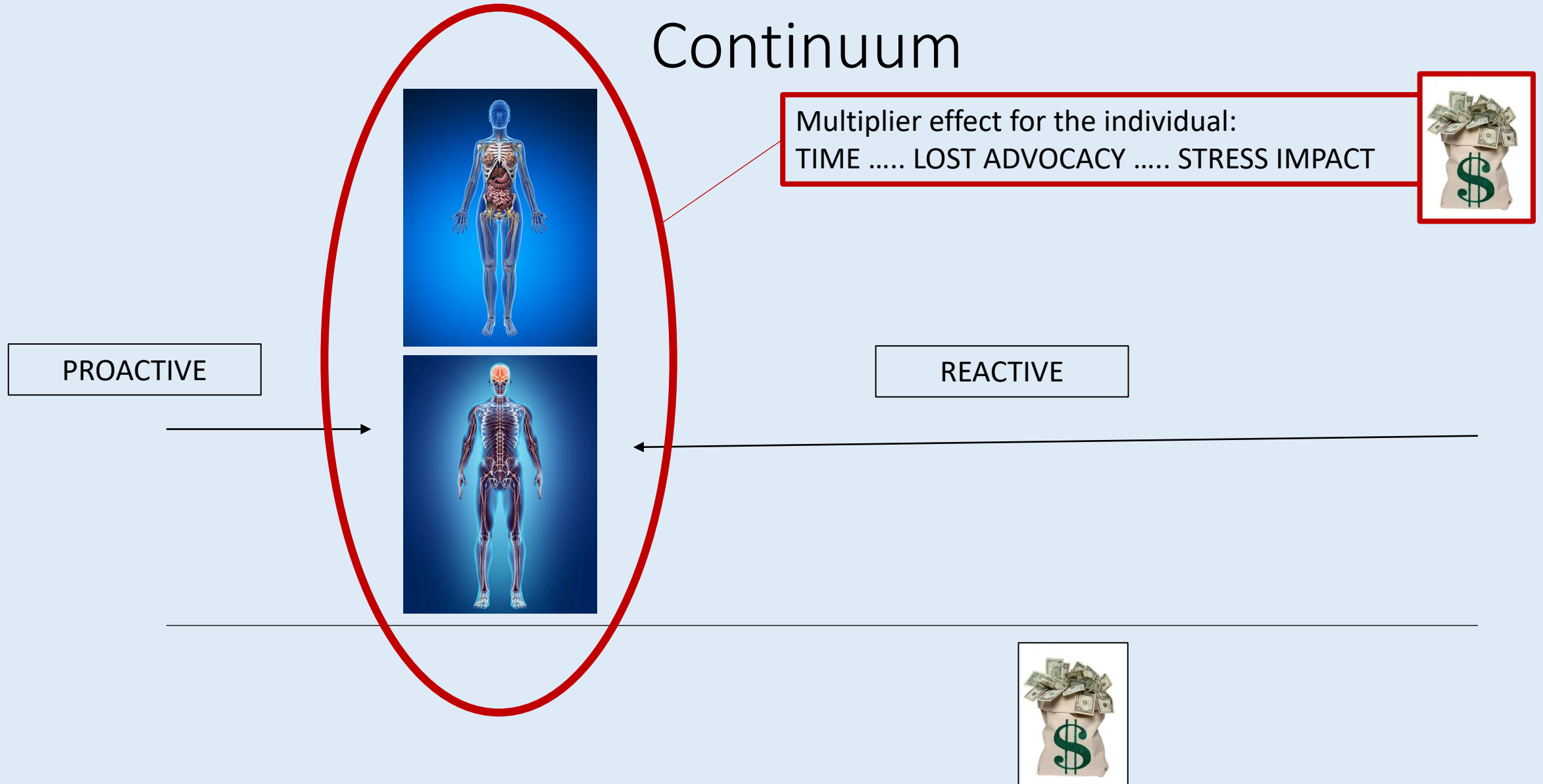
REACTIVE



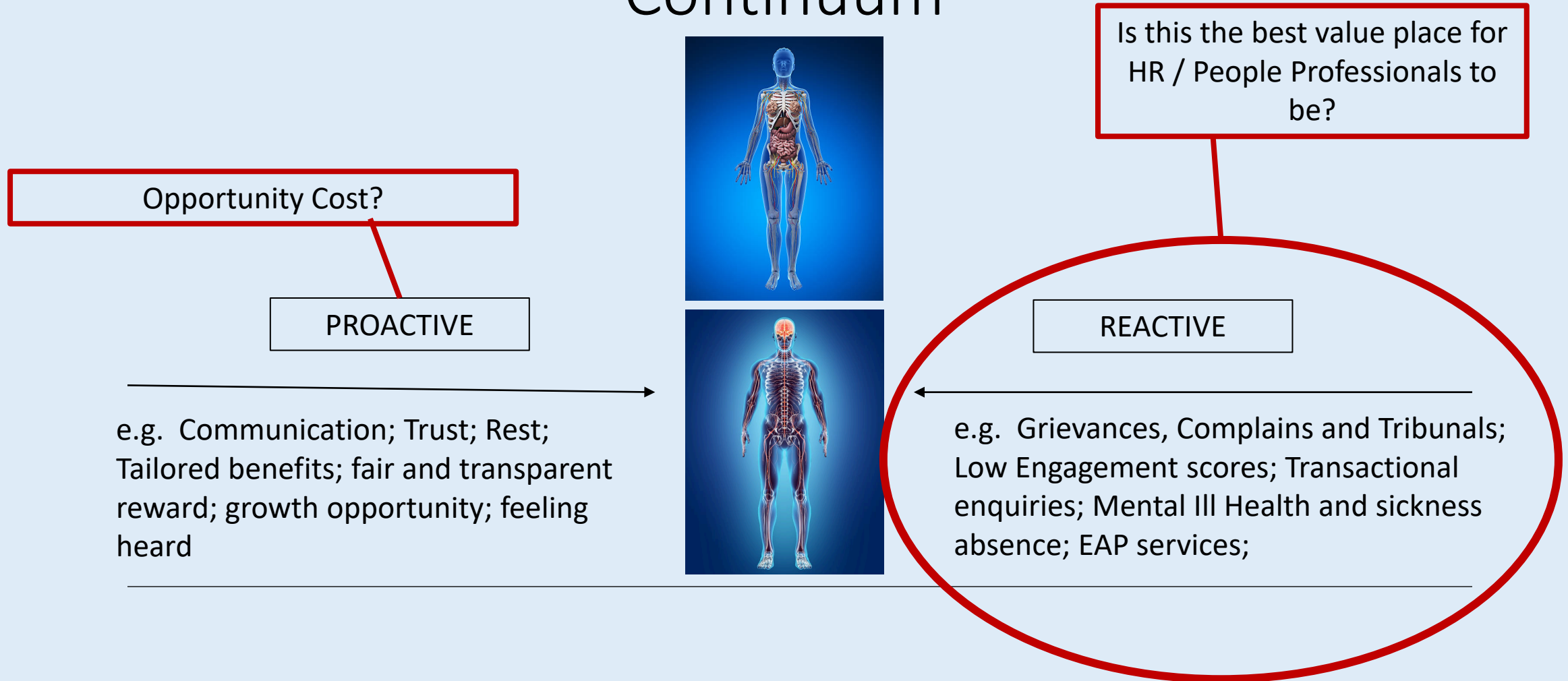
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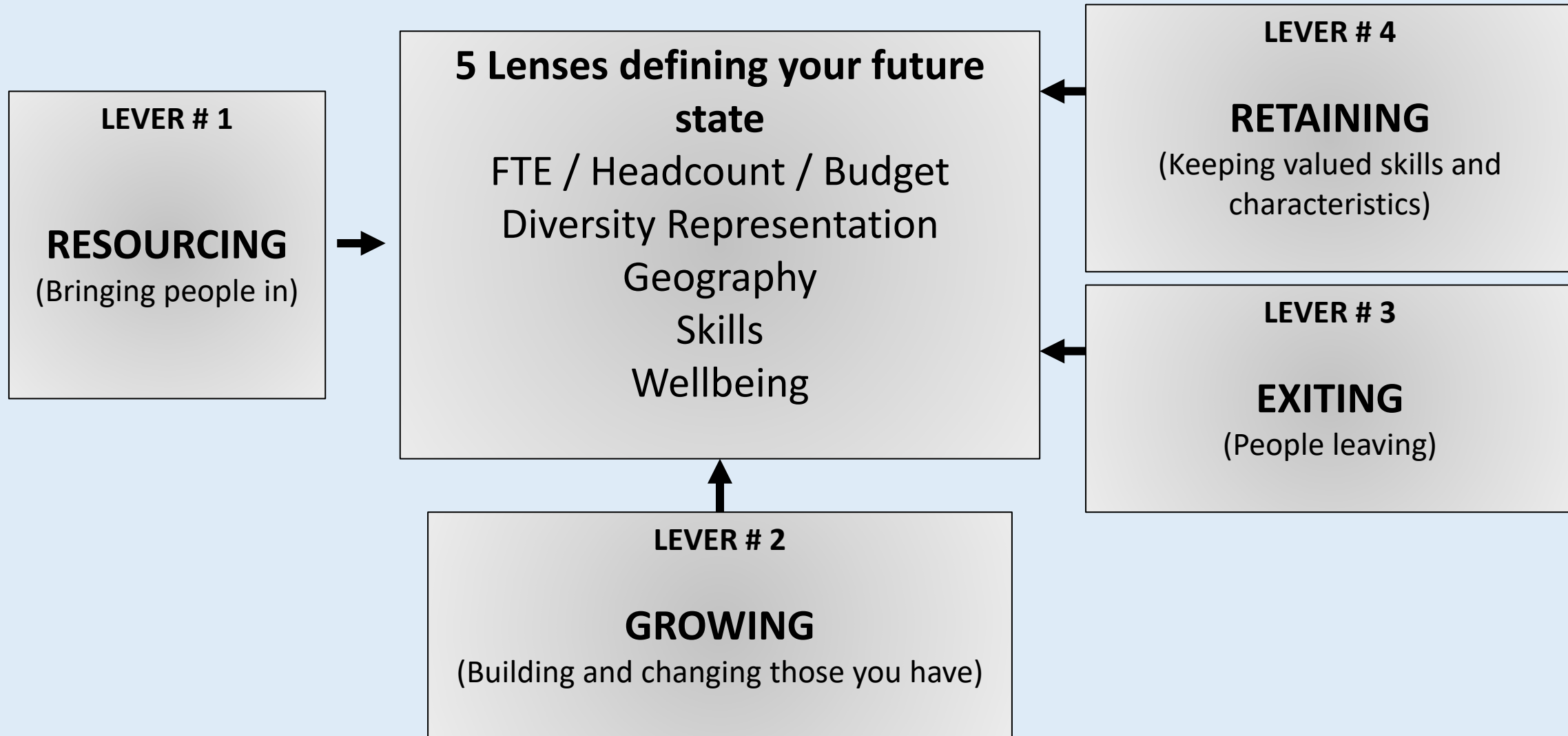
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# Strategic Workforce planning – Thinking and Planning Systemically



# In Summary – a new Manifesto for Leadership in the Relational age of working ....

1. Set Direction – Create Clarity
2. Get out of the way