



AusIMM New Leaders Conference

Navigating the future of work

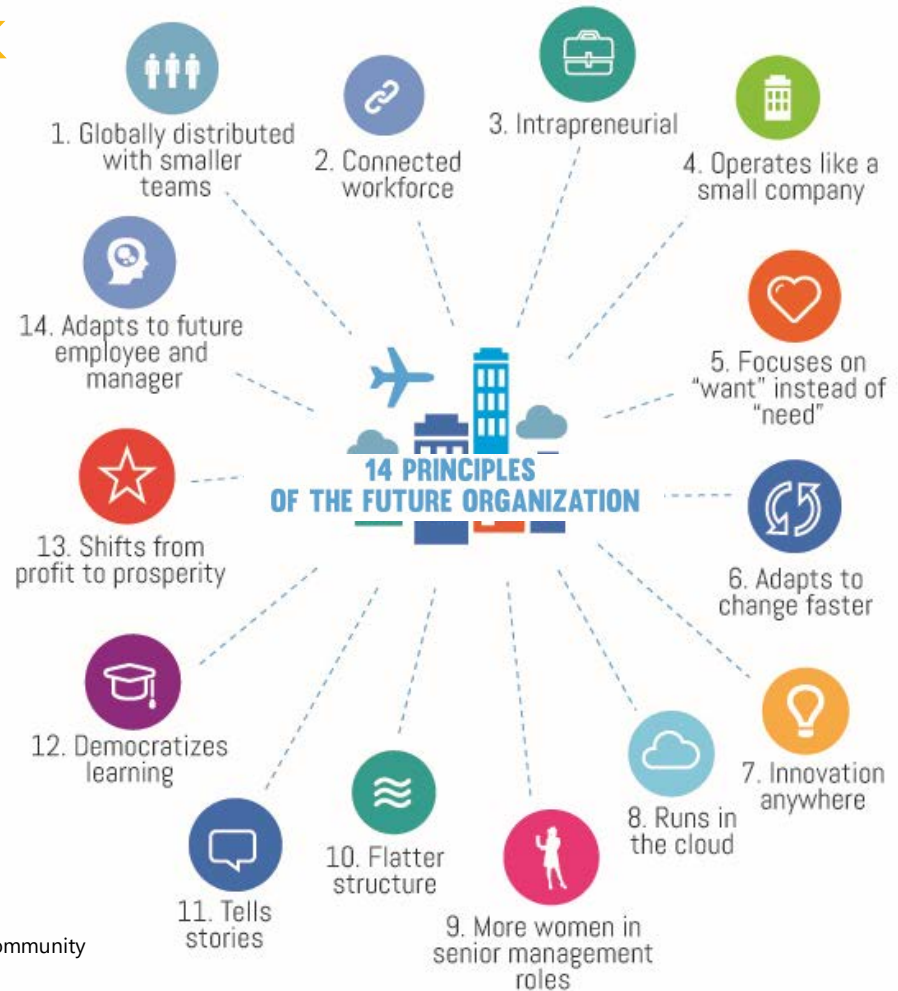
25 September 2018



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The changing world of work

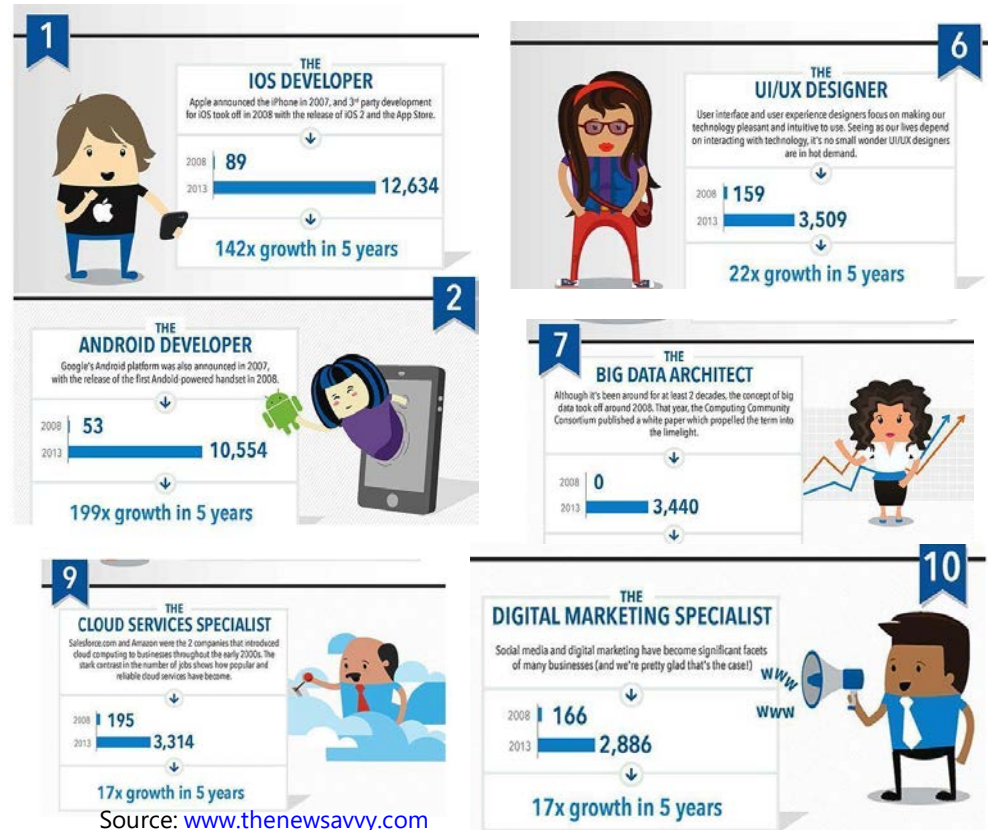
- / Rate of change increasing
- / Technology now 'base case'
- / We're globalised
- / Skill range increasing
- / Access to people greater
- / Choice of arrangements
- / Work-life blurred
- / Increased failure rate



The changing face of work

- / Turnover increasing
- / Now 7 jobs per life-cycle
- / Role redundancy increasing
- / New role creation increasing
- / Diversity increasing
- / Risk taking increasing
- / Younger leaders
- / BUT, experience still counts

Some jobs that didn't exist 10 years ago



The changing impact on society

- / Routine work is/will be automated
- / Multiple generations work together
- / Redeployment or unemployment
- / Mental health challenges increasing
- / Can't be left behind
- / More loud voices

2022 Jobs Landscape

emerging
roles,
global
change
by 2022



declining
roles,
global
change
by 2022



Top 10 Emerging

1. Data Analysts and Scientists
2. AI and Machine Learning Specialists
3. General and Operations Managers
4. Software and Applications Developers and Analysts
5. Sales and Marketing Professionals
6. Big Data Specialists
7. Digital Transformation Specialists
8. New Technology Specialists
9. Organisational Development Specialists
10. Information Technology Services

Top 10 Declining

1. Data Entry Clerks
2. Accounting, Bookkeeping and Payroll Clerks
3. Administrative and Executive Secretaries
4. Assembly and Factory Workers
5. Client Information and Customer Service Workers
6. Business Services and Administration Managers
7. Accountants and Auditors
8. Material-Recording and Stock-Keeping Clerks
9. General and Operations Managers
10. Postal Service Clerks

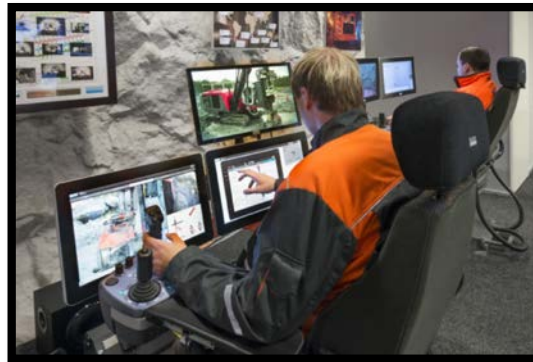
Source: Future of Jobs Report 2018, World Economic Forum



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To look forward we must look backward

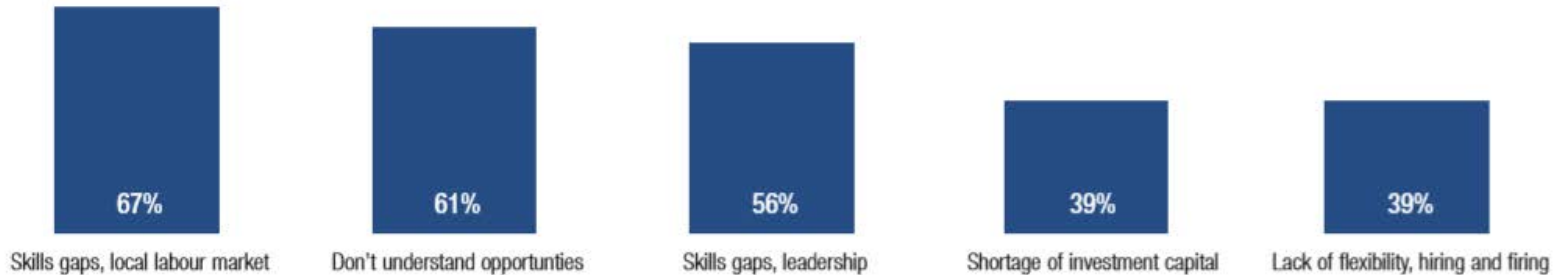
- / The miners of 50 years ago didn't see what was coming?
- / We take our environment for granted and believe we can look forward into the future.
- / There are more unknowns about the future than there are knowns.



Organisational challenges OR opportunities

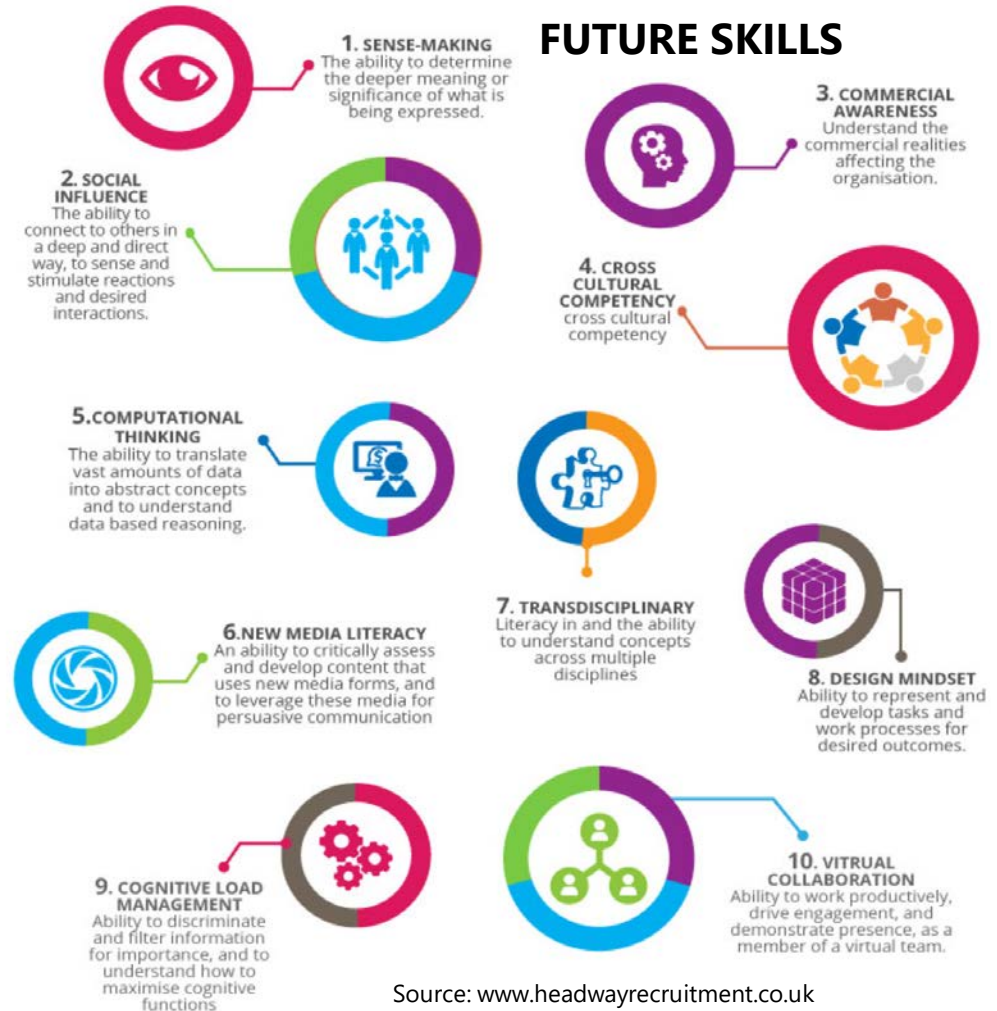
- / Long term company strategies, but they need to be dynamic
- / Organisations used to be designed as 'static' with low diversity
- / Our systems tend to cater to the lowest common denominator
- / Change a '4-letter word', innovation hard and mistakes unforgivable
- / Multiple generations working together wanting different things

Barriers to adoption of new technologies *(share of companies surveyed)*



Individual Challenges

- / No 'jobs for life'
- / Shorter engagements
- / No 9-5
- / Constant access and demand
- / No work-life boundaries
- / Need to keep reinventing
- / More personal proactive planning required



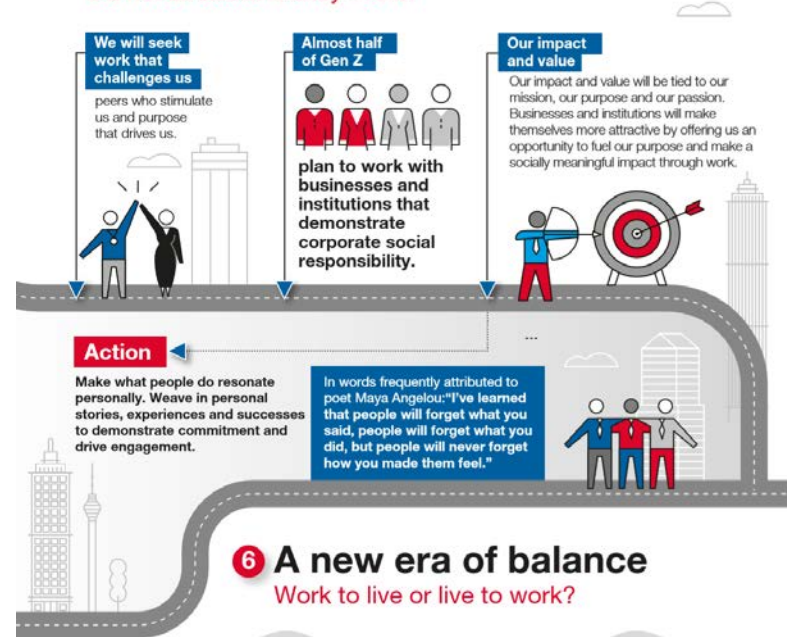
Individual Opportunities

- / New employment models creates choice
- / Flexibility to create your own space
- / Learning 'on the job' and 'in the moment'
- / Technology forces smarter working
- / More than ever – create your own life



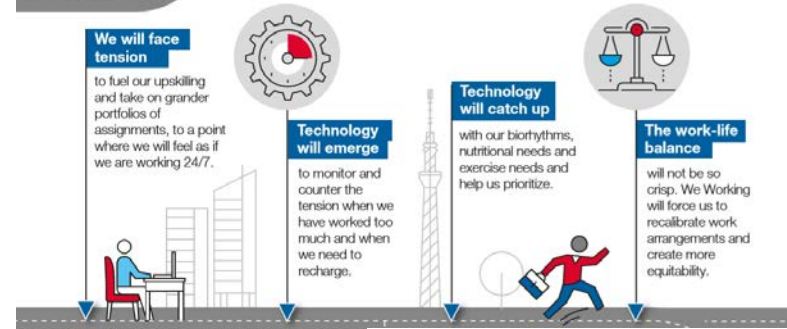
5 A new era of motivation

It's not all about money – is it?



6 A new era of balance

Work to live or live to work?



Individual strategic skills of tomorrow

- / Empathy
- / Resilience
- / Adaptability
- / Flexibility
- / Confidence
- / Data literacy
- / Critical thinking

- / Leadership – we're still dealing with people...



What are we doing to get ready

- / As individuals
 - *Ideas and desire to change*
- / As a business
 - *Building an enabling culture*
- / As an industry
 - *Increase space for people to innovate*
 - *Increase transparency and trust*
- / As a country
 - *Regulation that supports change*
 - *Embrace multi-sector economy*

