Navigating the future of work

AusIMM New Leaders Conference

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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

Source: Jacob Morgan (thefutureorganization.com) & the FOW Community
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

Source: www.thenewsavvy.com
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

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)

- Skills gaps, local labour market: 67%
- Don’t understand opportunities: 61%
- Skills gaps, leadership: 56%
- Shortage of investment capital: 39%
- Lack of flexibility, hiring and firing: 39%
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

Source: www.headwayrecruitment.co.uk
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

Source: www.gartner.com
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*