The Future World of Work – Group work

Session 4 - UNECE workshop on Culture Evolution

Thursday 12 September 2019
Welcome, aims and agenda

• Time to explore
• Impact of technology on future work
• Impact on organisational culture
• Identify the activities that need reviewing as a result of the changes
The workshop approach

• Three parts
• Topic overview, then group work
• General discussion
• Identify common themes and actions
The Pace of Change

Easter morning 1900: 5th Ave, New York City. Spot the automobile.

Source: US National Archives.
The Pace of Change

Easter morning 1913: 5th Ave, New York City.
Spot the horse.

Source: George Grantham Bain Collection.
Part 1 – Mega Trends

• Digital platforms
• Artificial intelligence
• Robotics
• Augmented and virtual reality
• Wearable sensors
• Blockchain
Part 1 – Mega Trends

• Globalisation
• Demographics
• Diversity and Inclusion
Are we ready?
In Groups

• Which challenges are more relevant to you and your local context?
• Are there other challenges?
• How are these mega trends already driving cultural changes in your organisation’s workplace?
Part 2 – Technology as an enabler

- Automation changing nature of jobs
- Changing skill requirements
- Flexible working and organisational agility
- Physical workplace
- Employment relationship
- Employee wellbeing
- Workforce attitudes
In groups

• What are the opportunities and risks for us in statistical organisations?
• What impact will these trends have on organisational culture?
• What will be the impact on workplace relationships and wellbeing?
Part 3 – What is our response to these trends?

• Take a look at the World Economic Forum – the future of jobs report 2018
• A good organisational case study to look at is Dimensions Data.
In groups

• Given the challenges identified in part 1 & 2, what are the mitigating actions you can take in your organisation to be proactive rather than reactive?

• How can we change the workplace for good?
Reports from the groups

- HR needs to lead a systemic assessment of skills requirements and availability to identify where employees can be re-skilled, up-skilled, re-deployed or where recruitment of new skills is needed.
- Identify roles that can be automated.
- Review operating models and contractual arrangements.
- Redesign the physical workspace.
Reports from the groups

- Identify any working conditions that can have a negative impact on wellbeing.
- Move away from using broad brush categorisations of employees such as generational cohorts and instead take steps to evaluate and accommodate the needs of different employees.
Thank you

- Handover to Closing Day 2 section