

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