

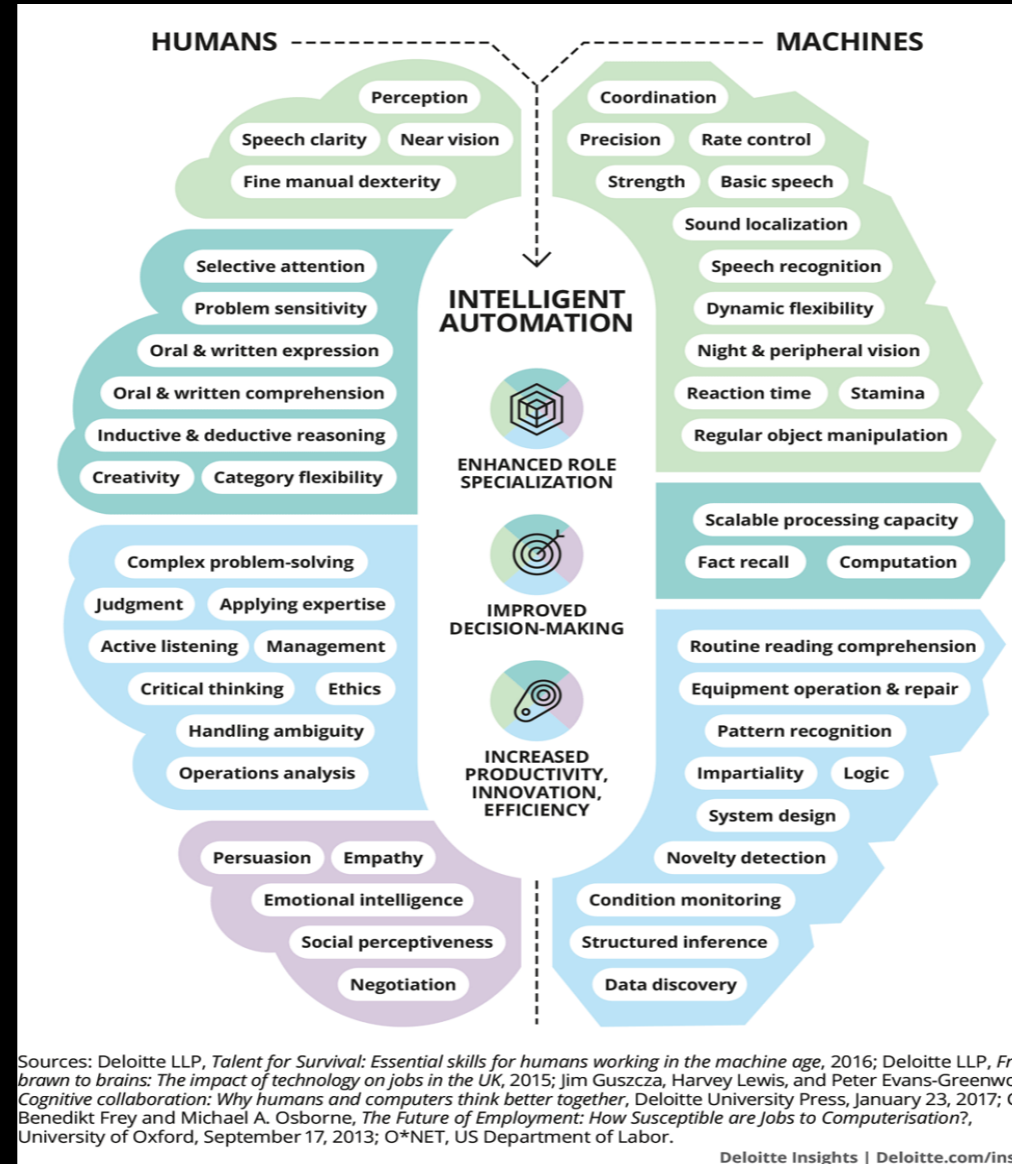
The Future of Work

The
NEW
REALITIES of
WORK.

Deloitte.

The Future of Work is happening NOW

The Future of Work is (Still) People



The Future of Work is happening NOW

Our research frames the Future of Work in three categories



Work

The type of work people will do in the future



Workforce

The portfolio of workforces, people and machines, full time and contingent workers and crowds



Workplace

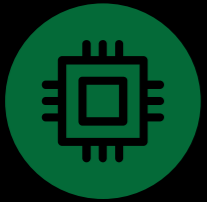
The structure and practices to enable people to create value in the future

The Future of Work is happening NOW

The future brings new realities which significantly change how we think about work

7 Drivers

Tech Drivers



1. Technology is everywhere



2. Massive growth of AI, cognitive, robotics



3. Jobs & tasks are vulnerable to automation



4. Tsunami of data

Human Drivers



5. Change in nature of careers



6. Diversity, demographic, and generational change



7. Explosion in contingent work

5 New Realities

1. Everything is on the table

Work

2. Technology learns faster than we can

Work

3. The new workforce is highly diverse

Workforce

4. Work to learn, not learn to work

Workplace

5. Ethics, work and society are interlinked

Workplace

The Future of Work is happening NOW

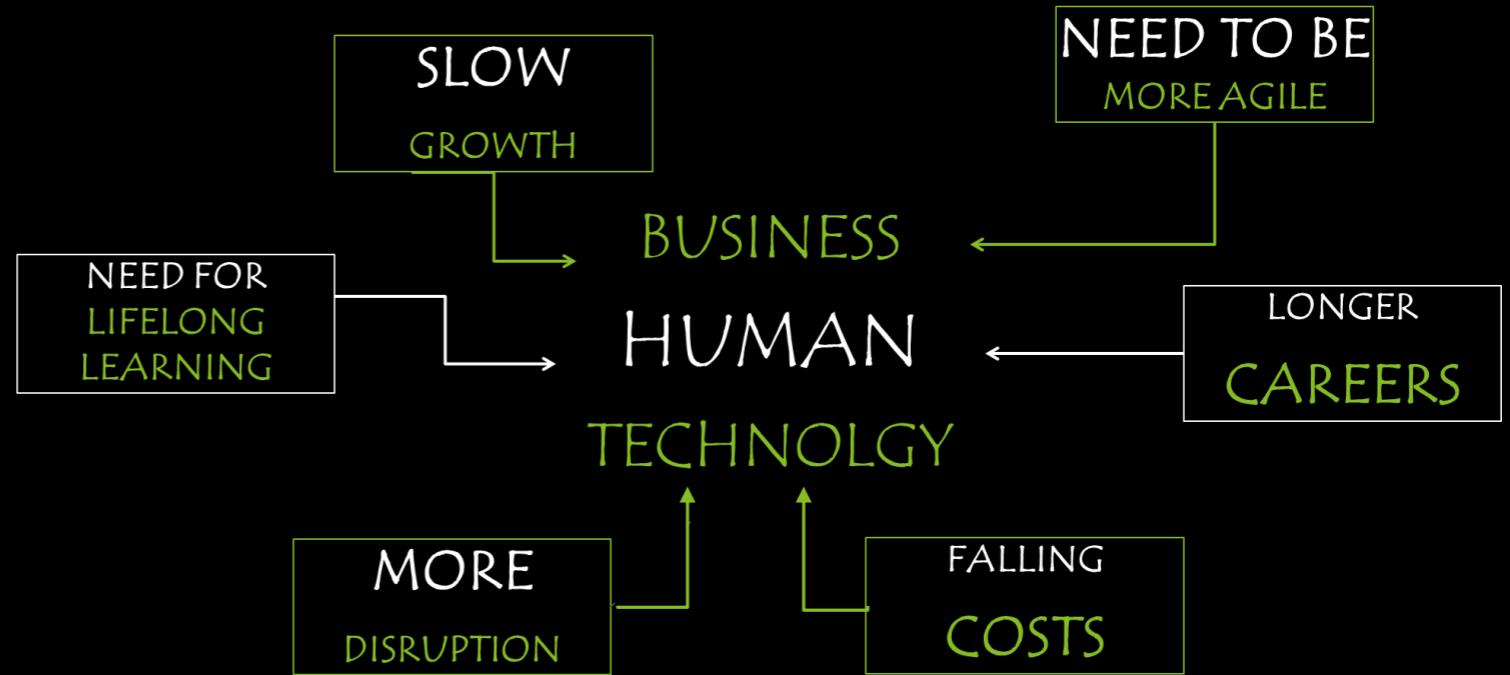
Reality 1: Everything is on the Table

Automation



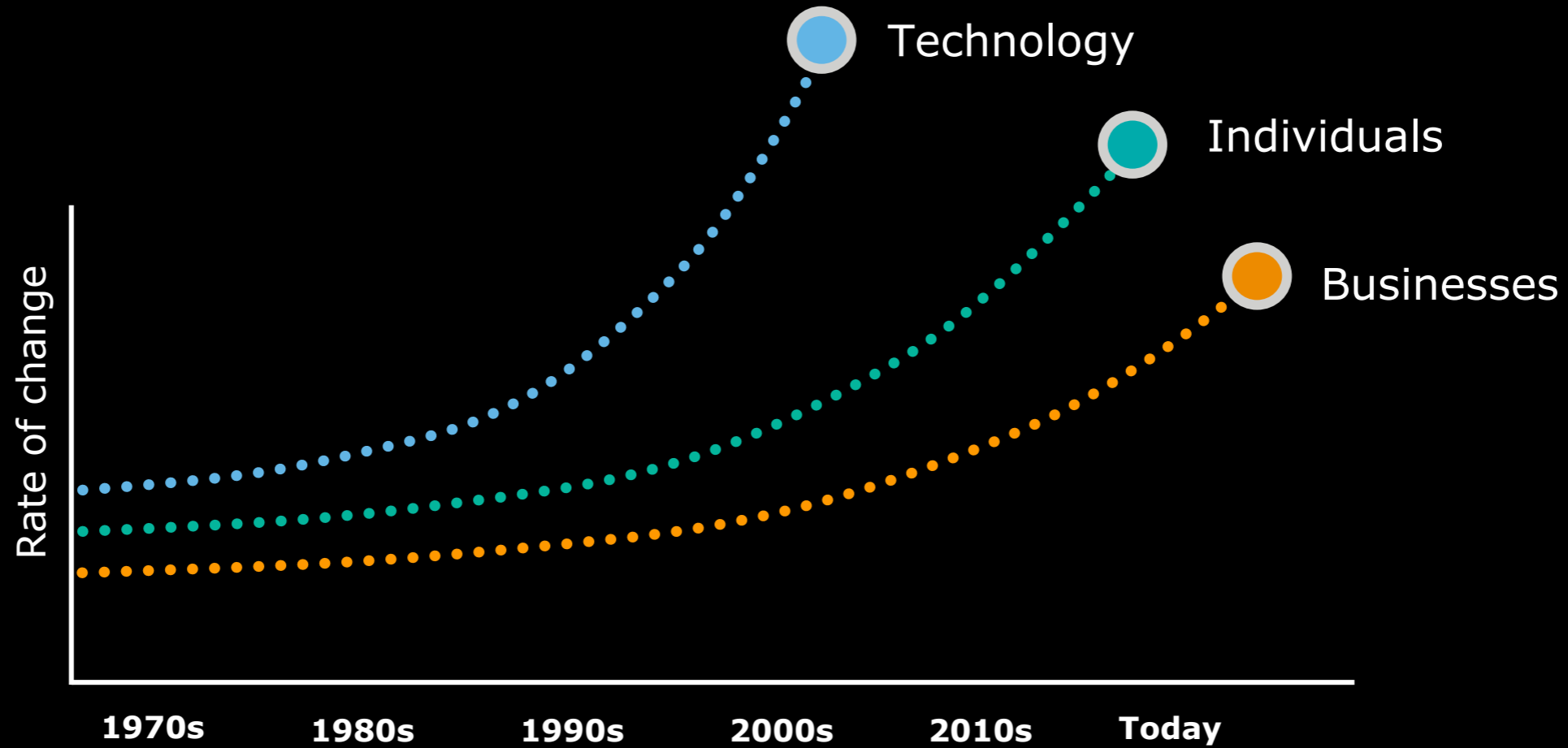
57%

of jobs are vulnerable to Automation



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Reality 2: Technology learns faster than we can



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Reality 3: The new workforce will be highly diverse

75

100

40

70

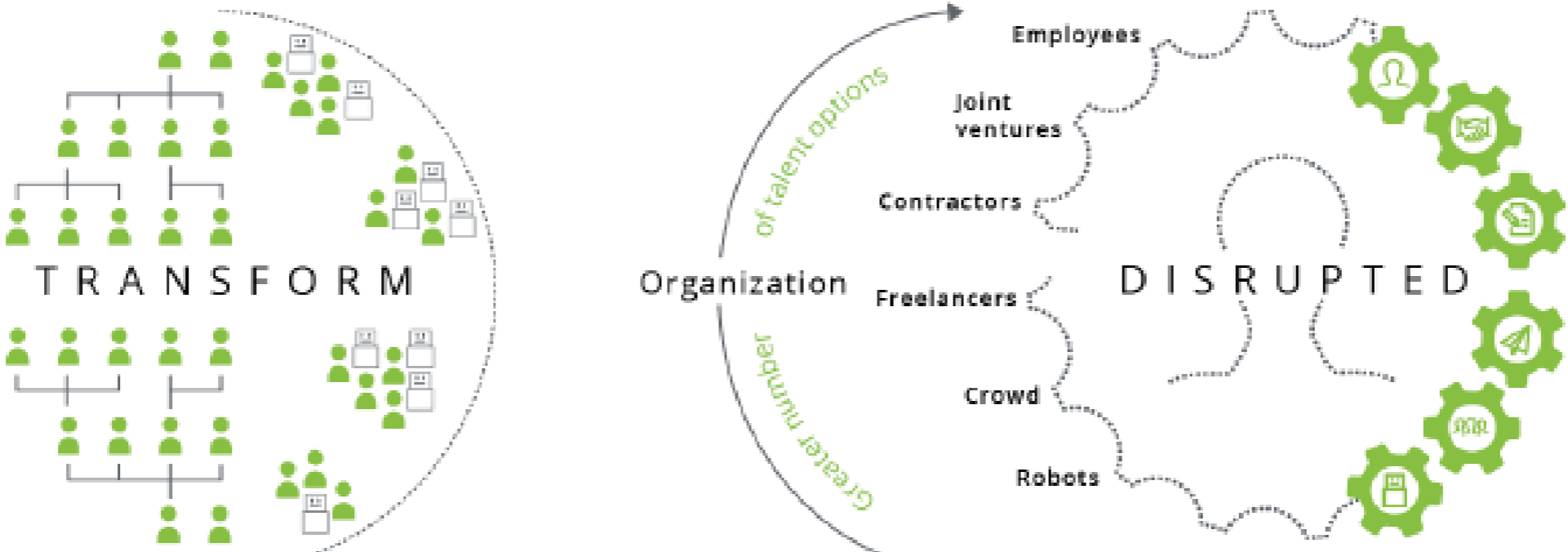
70

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Reality 3: The new workforce will be highly diverse

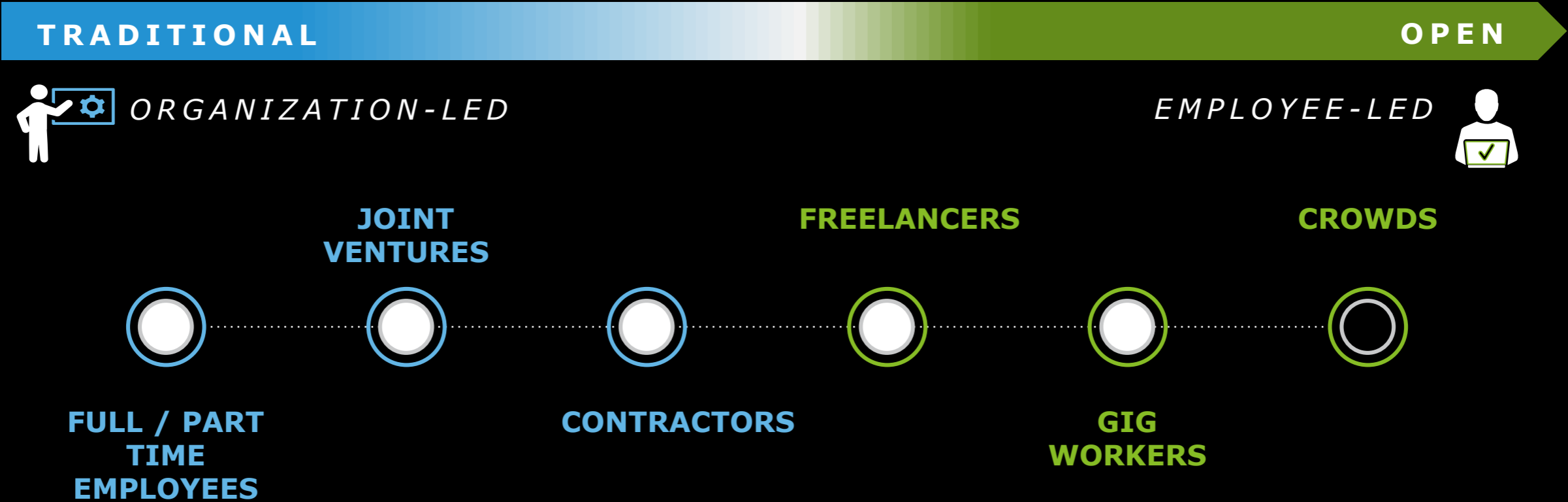
Open talent

Technology and new talent and organization arrangements are expanding and extending work



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Reality 3: The new workforce will be highly diverse



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Reality 4: Work to Learn, not learn to work

Change in nature of a career



2.5-5

years half-life of skills

Flexibility

Multiple Careers

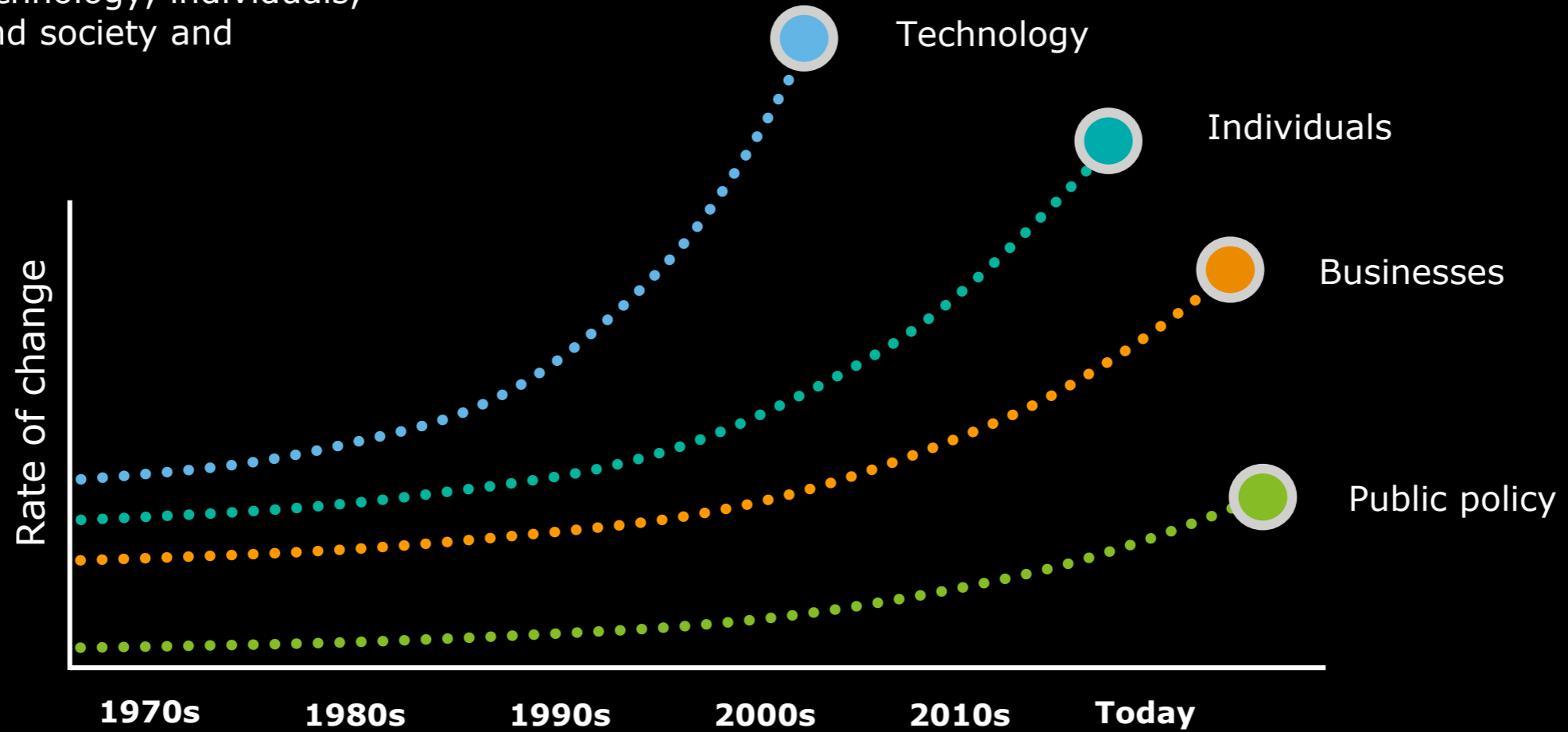
Mentoring

Lifelong Learning

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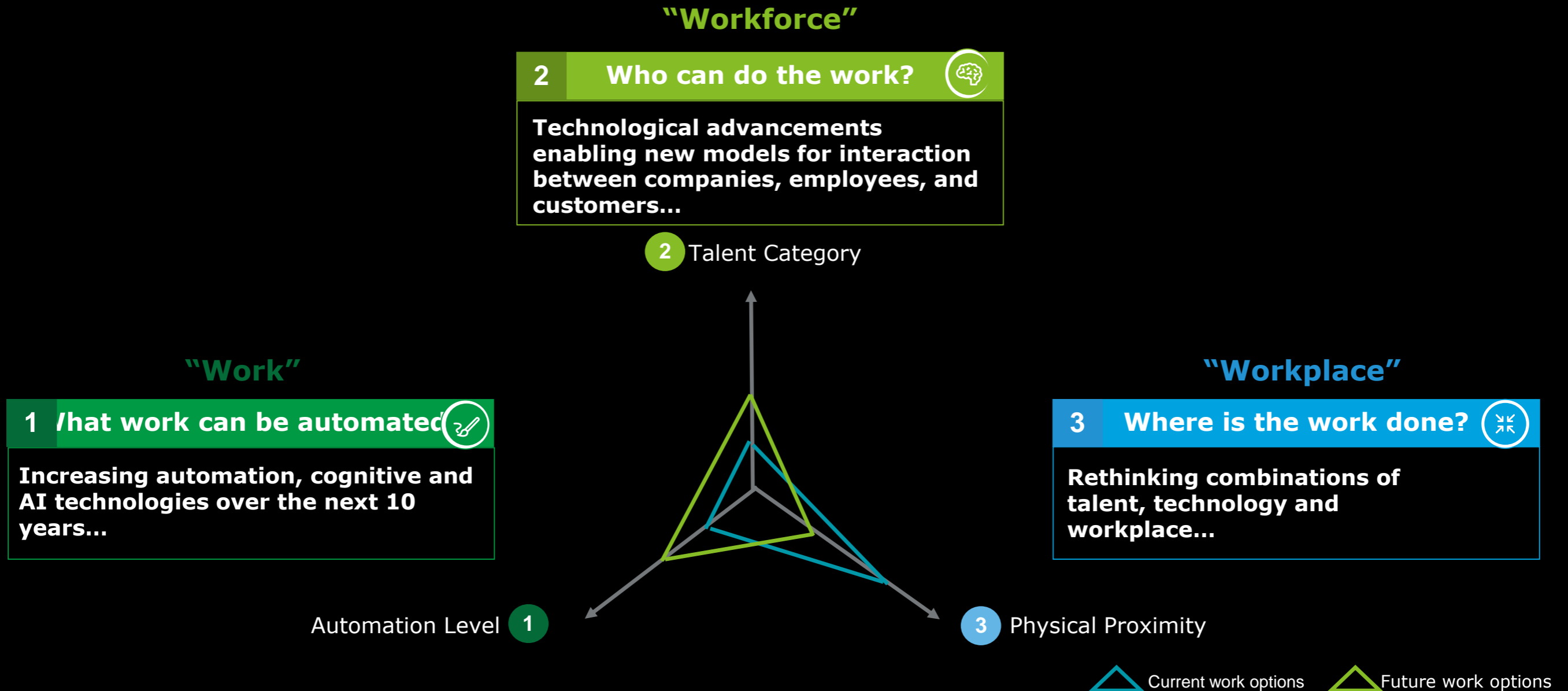
Reality 5: Public Policy needs to catch up

FoW opportunity: help close the gap among technology, individuals, businesses, and society and governments



The Future of Work is happening NOW

Three levers changing the future of work



The Future of Work is happening NOW

Rewriting the Rules to succeed in the Future

The organisation of the future is arriving.

90% of companies are redesigning their organisations to be more dynamic, team-centric, and connected.



The Future of **Work**

Invent the future through the **augmented workforce** of both on and off-balance resources

Push the **leadership and work boundaries** into the digital world

Cultivate the **employee experience** for productivity & growth



The Future of the **Workforce**

Create a more **diverse & inclusive** workforce

Build a culture of **continuous learning**, adaptability & career growth

Establish **continuous** performance and **development** processes



The Future of **Workplace**

Leverage **digital technology** to design and improve the work, the workplace, and the workforce

Create a **nimble and networked organisation design** that is focused on maximising business outcomes

Demonstrate a **clear purpose** that current and future talent can identify your organisation as a place they want to work

Are the BMCs ready for the fourth industrial revolution?

