

The social enterprise in a world disrupted Leading the shift from survive to thrive

Exploring the journey from survive to thrive through the lens of five of our 2020 Global Human Capital Trends, here are five workforce trends to watch in 2021.

1. Designing work for well-being: The end of work/life balance



The Trend: Organisations are taking well-being beyond work/life balance by starting to design well-being into work—and life—itsself.

Surviving: Supporting well-being through programs adjacent to work.

Thriving: Integrating well-being into work through thoughtful work design.

2. Beyond reskilling: Unleashing worker potential



The Trend: Organisations need a workforce development approach that considers the dynamic nature of work and the potential of workers to reinvent themselves.

Surviving: Pushing training to workers from the top down, assuming the organisation knows best what skills workers need.

Thriving: Empowering workers with agency and choice over what work they do, unleashing their potential by allowing them to apply their interests and passions to organisational needs.

3. Superteams: Where work happens



The Trend: COVID-19 has taught organisations that teams are even more important to thriving amid constant disruption than they might have thought before.

Surviving: Using technology as a tool to make teams more efficient.

Thriving: Integrating humans and technology into superteams that use their complementary capabilities to re-architect work in more human ways.

4. Governing workforce strategies: Setting new directions for work and the workforce



The Trend: Organisations are looking for forward-facing insights about their workforce that can help them quickly pivot and set new directions in the face of uncertainty.

Surviving: Using metrics / measurements to describe the workforce's current state.

Thriving: Accessing and acting on real-time workforce insights that can support better, faster decisions based on an understanding of what the workforce is capable of in the future.

5. A memo to HR: Accelerating the shift to re-architecting work



The Trend: Thanks to their handling of COVID-19's challenges, HR organisations have earned the right to expand HR's remit to re-architecting work throughout the enterprise.

Surviving: Having a functional mindset that focuses on optimising and redesigning HR processes to manage the workforce.

Thriving: Embracing an enterprise mindset that prioritises re-architecting work to capitalise on unique human strengths.