

Workforce of the Future: The Competing Forces Shaping 2030



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The global megatrends

The Workforce of the Future

Nigeria and the Workforce of the Future

No-regrets moves

At the beginning of the century, the Chief Engineer at Google predicted that 20,000 years of progress would be crammed into the next 100

How have you seen this play out?

What has happened when you weren't looking...



2012

North Korea successfully launches a rocket capable of intercontinental attacks



2013

Number of mobile devices & connections surpasses the number of people on the planet



2014

Scientists create primates with intentional mutations to provide new ways of studying complex brain disorders



2015

Aeromobil has designed a plane that can fold into a car



2017

Face detecting systems in China now authorise payments, provide access to facilities and track down criminals

A man in a light blue shirt and dark pants is sitting in a blue office chair, wearing a white VR headset. He is looking forward, seemingly immersed in a virtual environment. The setting is a modern office with large windows in the background, showing a bright, sunny day. In the foreground, there are several computer monitors on a desk, some of which are blank. The overall atmosphere is professional and futuristic.

The global megatrends changing the world of work

Global Megatrends...



Technological breakthroughs

Rapid advances in technological innovation



Demographic shifts

The changing size, distribution and age profile of the world's population.
Millennials make up **39%** of Nigeria's consumer market



Shifts in global economic power

Power shifting between developed and developing countries



Rapid urbanisation

Significant increase in the world's population moving to live in cities.
Increased migration of Nigerians to developed worlds.

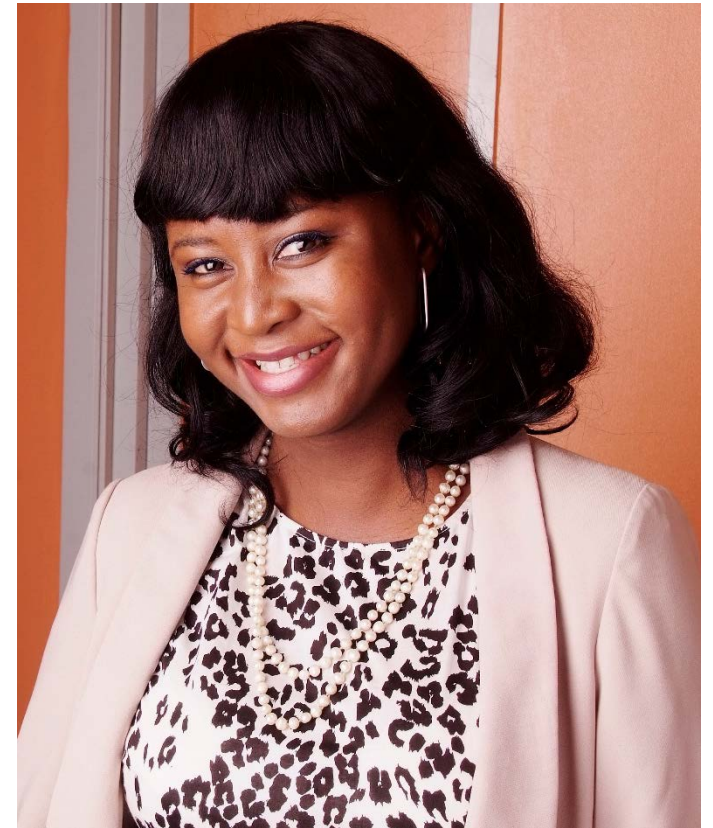


Resource scarcity and climate change

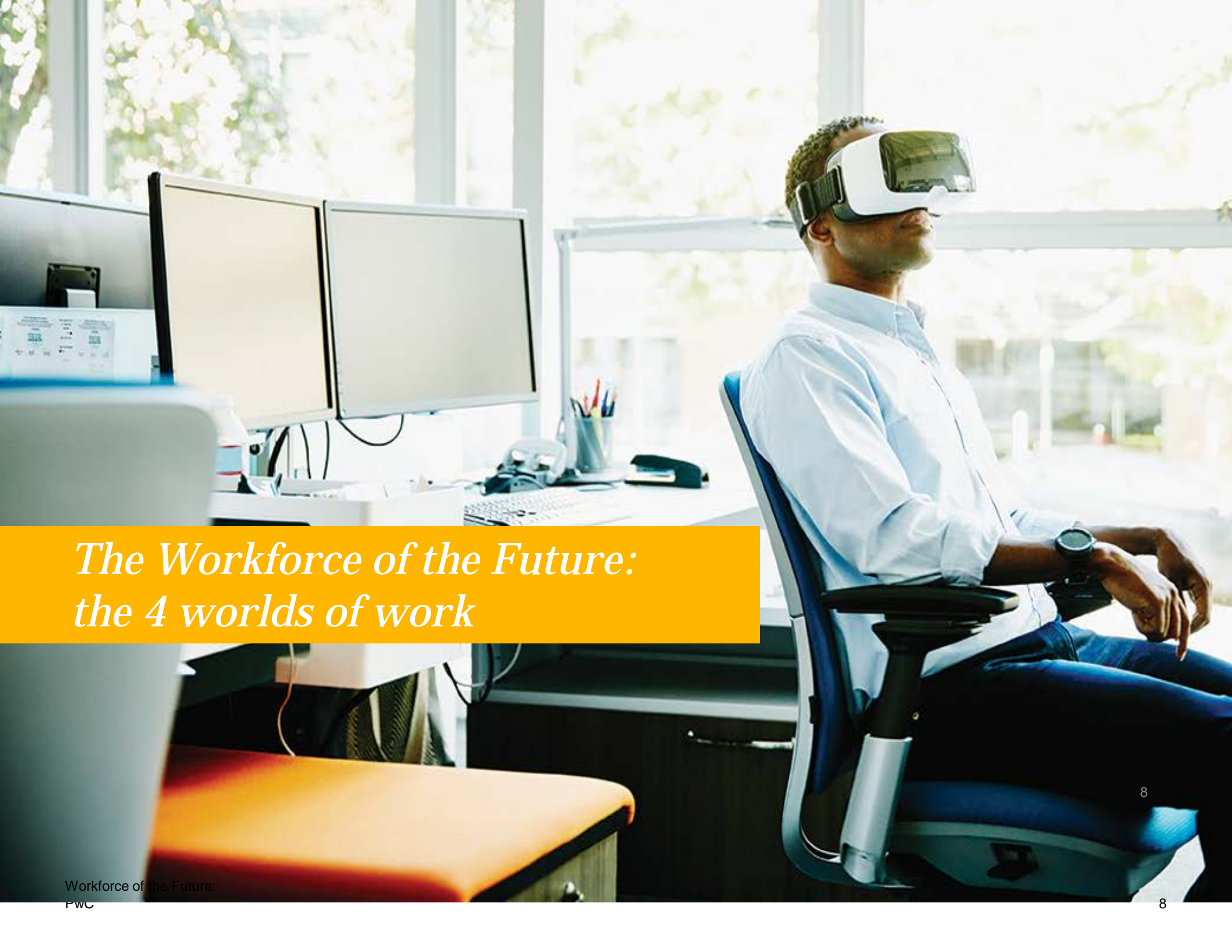
Extreme weather, depleted fossil fuels, rising sea levels and water shortages

The global megatrends will shape the workforce of the future

When you think about the future world of work, what opportunities and risks do you see for your career and business?



“How will you respond to the emerging challenges and opportunities brought about by the megatrends?”

A man in a light blue shirt and dark pants is sitting in a blue office chair, wearing a white VR headset. He is looking forward, seemingly immersed in a virtual environment. In front of him is a desk with two large computer monitors, a keyboard, and a mouse. The office is bright, with large windows in the background showing a view of trees and buildings. A yellow banner is overlaid on the image, containing the title text.

*The Workforce of the Future:
the 4 worlds of work*

THE FOUR WORLDS



The Blue World – HR becomes a hard business discipline

Workforce will be impacted by a highly influential metric-driven and performance management strategy



Blue World

Corporate is king
Where big company capitalism reigns supreme.
Driving goal: Profit, growth and Market leadership
EVP: Job Security & Long term service



Up 70% would consider using brain/body enhancement treatments to brighten future employment prospects

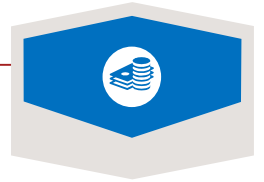


People Strategy led by the Chief People Officer (CPO), a powerful and influential member of the leadership team



A key enabler of the Blue World is the use of big data and analytics

Trend: Companies investing heavily in developing analytical capabilities

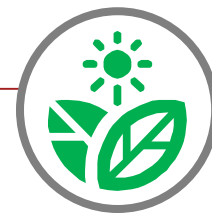


The Blue World: Big Data World



Questions to think about...

- Do you have a plan to use the HR big data that already exists in your organisation?
- Have you considered what analytical capabilities you will need to manage your people?



The Green World – Companies care

Consumers and employees force change

Companies develop a powerful social conscience and green sense of responsibility.

Consumers demand ethics and environmental credentials as a top priority.

Driving goal

Positive social and environmental impact

How to compete

A social and environmental conscience is demanded by customers and employees

Employee Value Proposition (The 'deal')

Ethical values and work – life balance in return for employee and customer loyalty.



75% said that they preferred to work for a company committed to a positive social and environmental impact

Nielsen Indonesia



Sustainability drives employee engagement

75% of employees would recommend their company if they feel it is environmentally responsible vs fewer than 50% if it is not ¹

86% of 'millennials' would consider leaving an employer whose corporate responsibility behaviour no longer meets their expectations ²

87% Employees most committed to their employer perform 20% better and are 87% less likely to leave the organisation ³

Two “rules” to consider

1. Employee engagement drives business performance
2. Sustainability drives employee engagement

Close collaboration between employers and employees in designing jobs around aspirations and lifestyles.



The Red World – Innovation Rules



Red World

Innovation outpaces regulation

Specialism is highly prized and workers seek to develop the most sought-after skills



Innovation and people are inseparable



Technology and Digital are key enablers of the Red World

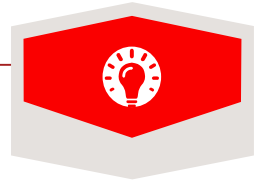


Digital platforms give wide reach and influence to those with winning ideas



Like-minded workers gravitate towards each other, aided by technology

Trend: Businesses serve individual preferences through technology and big data



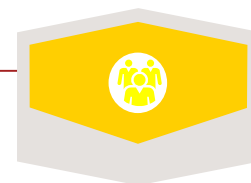
The Red World: Innovation Rules



Red World

Questions to think about...

- Does your decision-making process/ hierarchy promote or delay innovation?
- What importance does your organisation place on innovation and technological advancement?



The Yellow World – Humans Come First



Yellow World

Humanness is highly valued

The Yellow World promotes fairness and social good.

Workers and companies seek out greater meaning and relevance in what they do



Collaboration is key - Individuals come together to deliver on ideas

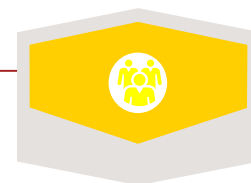


Technology creates a vibrant Yellow World by lowering barriers to entry



Work is a fluid concept

Trend: Entrepreneurial companies compete in areas previously dominated by large organisations



The Yellow World: Humans Come First



Yellow World

Questions to think about...

- Have you considered what fairness and social good means to your people?
- What employee wellness programmes can your organisation explore?
- Can your organisation explore flexible working policies?



How are you planning for the future?



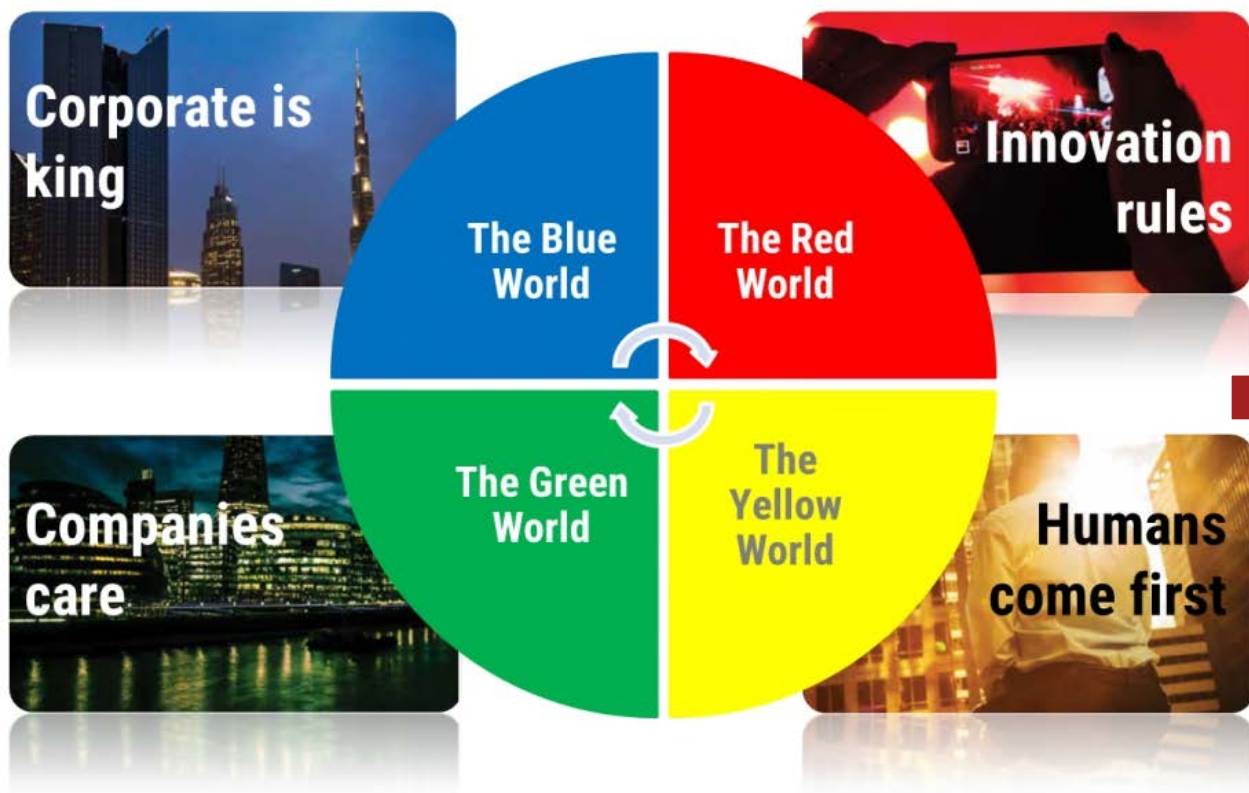


Workforces are changing

Purpose
Ageing
Talent mix
Diversity
Generations
Soft skills
Flexibility
Work/life
Global
Discretionary effort
Brains+boots

Each of our 4 Worlds of Work are very different - but share the threads of automation, robotics and AI.

THE FOUR WORLDS



What influence will the continuous advancement of technology have on where we work and how we work?



What does it all mean for jobs?

A new balance.

Automation will not only alter the types of jobs available but their number and perceived value.

Pivotal talent – the ultimate prize.

Workers performing tasks which automation can't yet crack, become more pivotal – and this means creativity, innovation, imagination, and design skills will be prioritised by employers.

Adaptability – the key to the future.

One clear lesson arises from our analysis: adaptability – in organisations, individuals and society – is essential for navigating the changes ahead.

CEOs agree.

Human talent is a top 3 business issue for CEOs

A peek into the future – The possibilities are endless...



2018

Augmented reality that helps anyone conquer public speaking



2019

Doctor in China carries out 'remote' surgery on patient in Ghana



2020

Licenses granted for driverless cars



2025

World's first fully automated and robot-served hotel opens

How are digital and artificial intelligence changing the world of work?



Assisted Intelligence

Today

- Increased demand for STEM skills to build new tech ecosystem



Augmented Intelligence

Emerging

- Humans & machines collaborate to make decisions



Autonomous Intelligence

Future

- Adaptive intelligent systems take over decision-making

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Nigeria and the Workforce of the Future

No-regrets moves

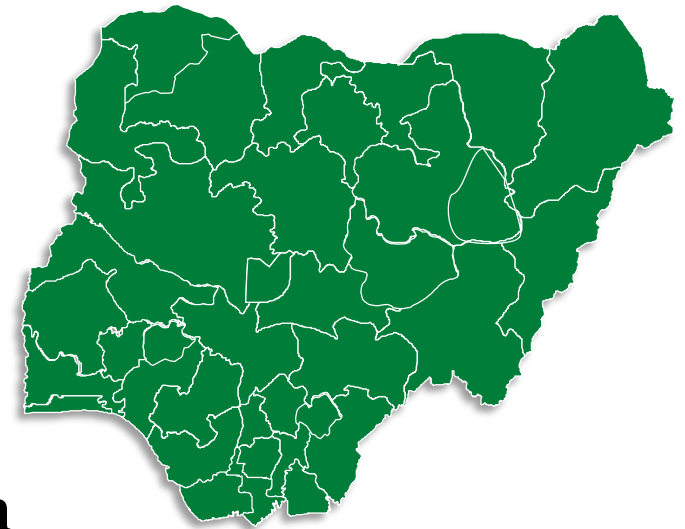


Nigeria has a low capacity to adapt to the future world of work

44% Human Capital Optimisation rate in Nigeria

46% of all work in Nigeria prone to automation, yet hindered by low labour costs and slow technology adoption

20% of the Nigerian working population is unemployed



Adaptability – Key to the Nigeria’s workforce of the future

Adaptability – in our people, organisation and society

- Need to acquire new skills and competencies relevant to the future

**Employees &
Organisations**



- Should encourage skills development in leadership, creativity and innovation

**Government &
Organisations**

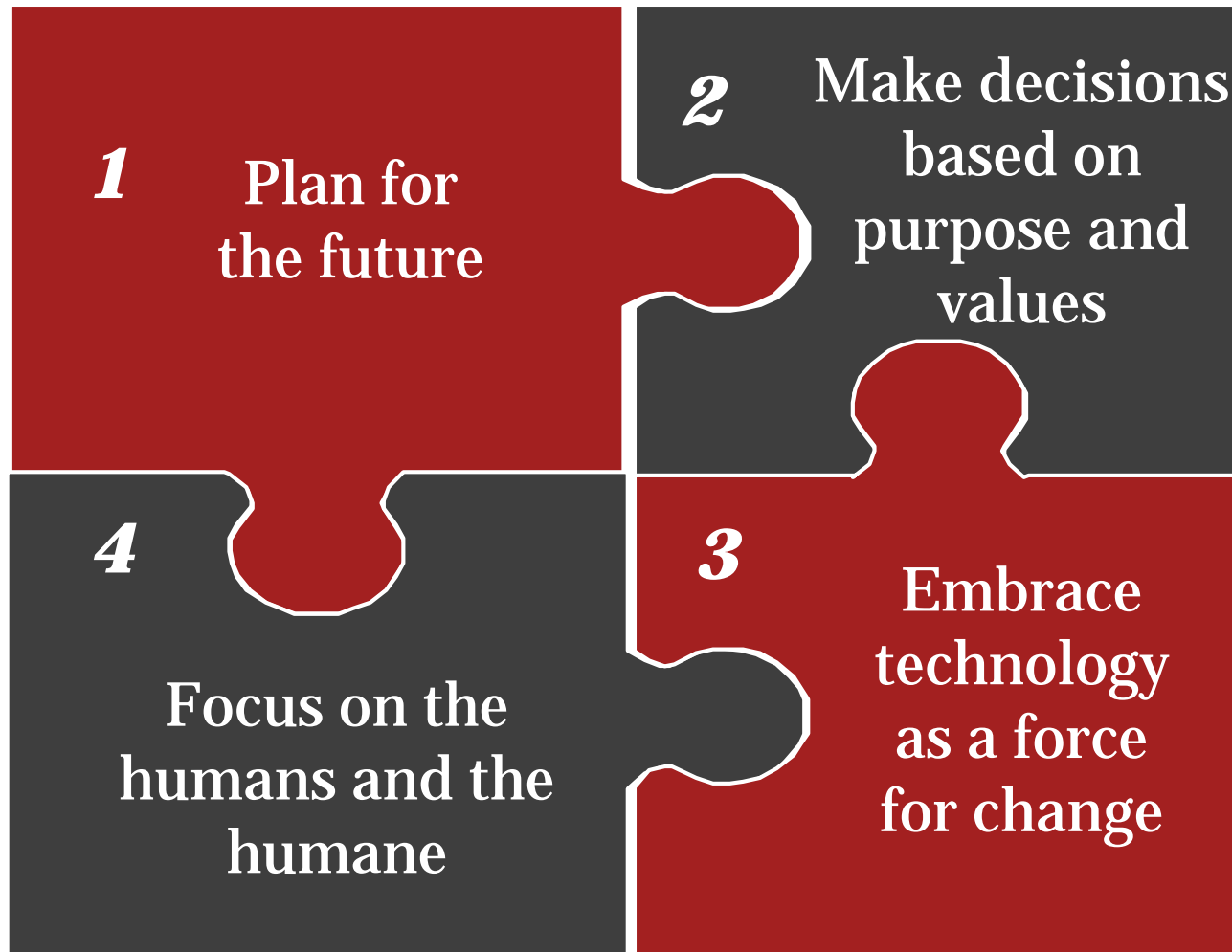


- Needs to address the issue of unemployment driven by technology – policy development

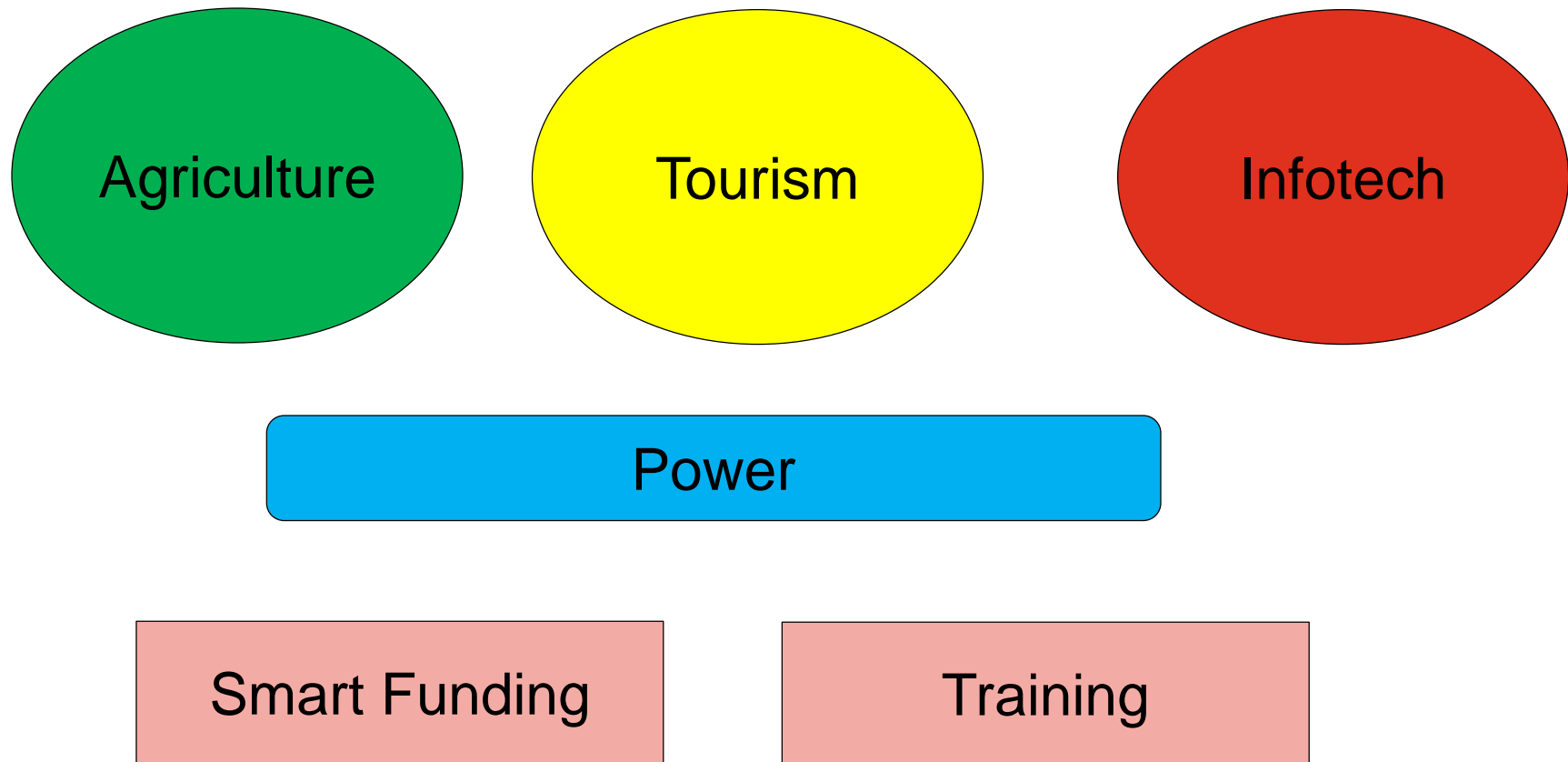
Government



The 'no regrets' moves for Organisations



The 'no regrets' moves for Nigeria



Six key points to take away...

Act now.

Change is already happening, and accelerating.

No regrets and bets.

The future isn't a fixed destination. Make 'no regrets' moves that work with different scenarios

Make a bigger leap.

You might need a more radical change than just a small step away from where you are today.

Own the automation debate.

Deepen your understanding and insight into the changing technology landscape

People not jobs.

Protect people not jobs. Nurture agility, adaptability and re-skilling.

Build a clear narrative.

How your employees feel affects the business today – Start a mature conversation about the future.

Thank You...



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