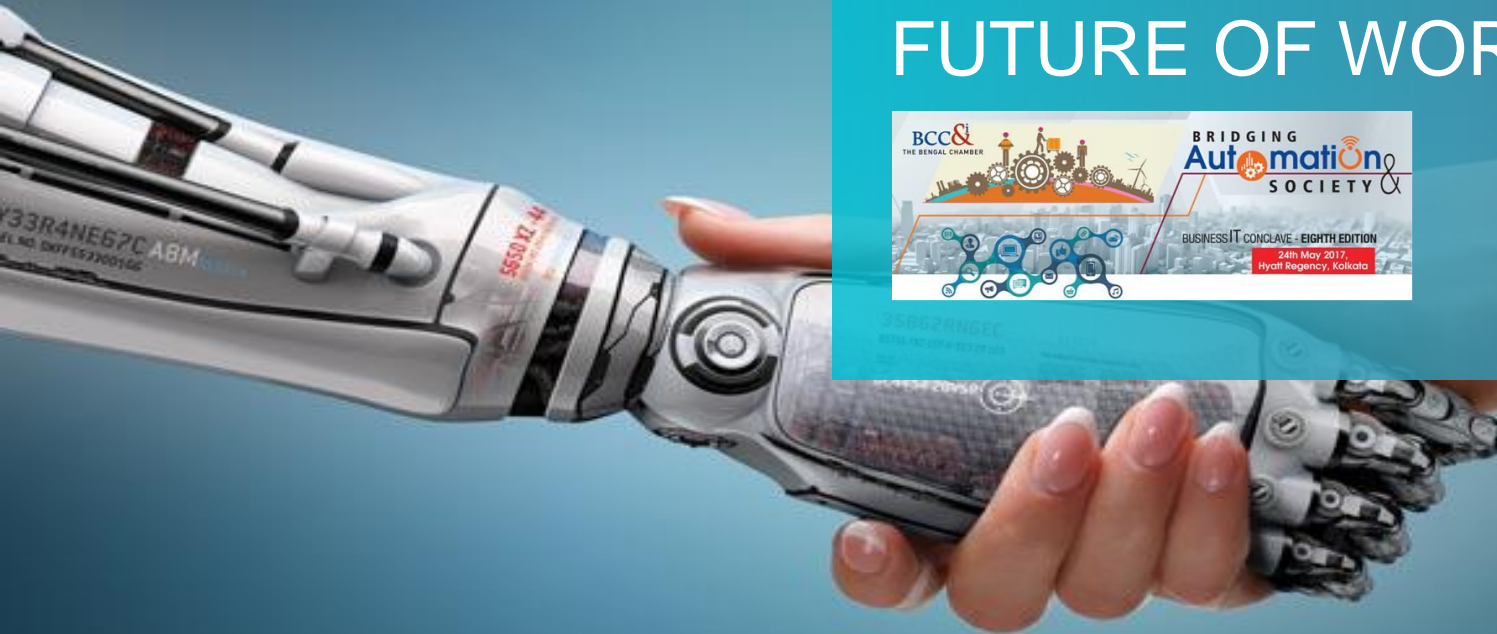


FUTURE OF WORK



CONSIDER THIS....

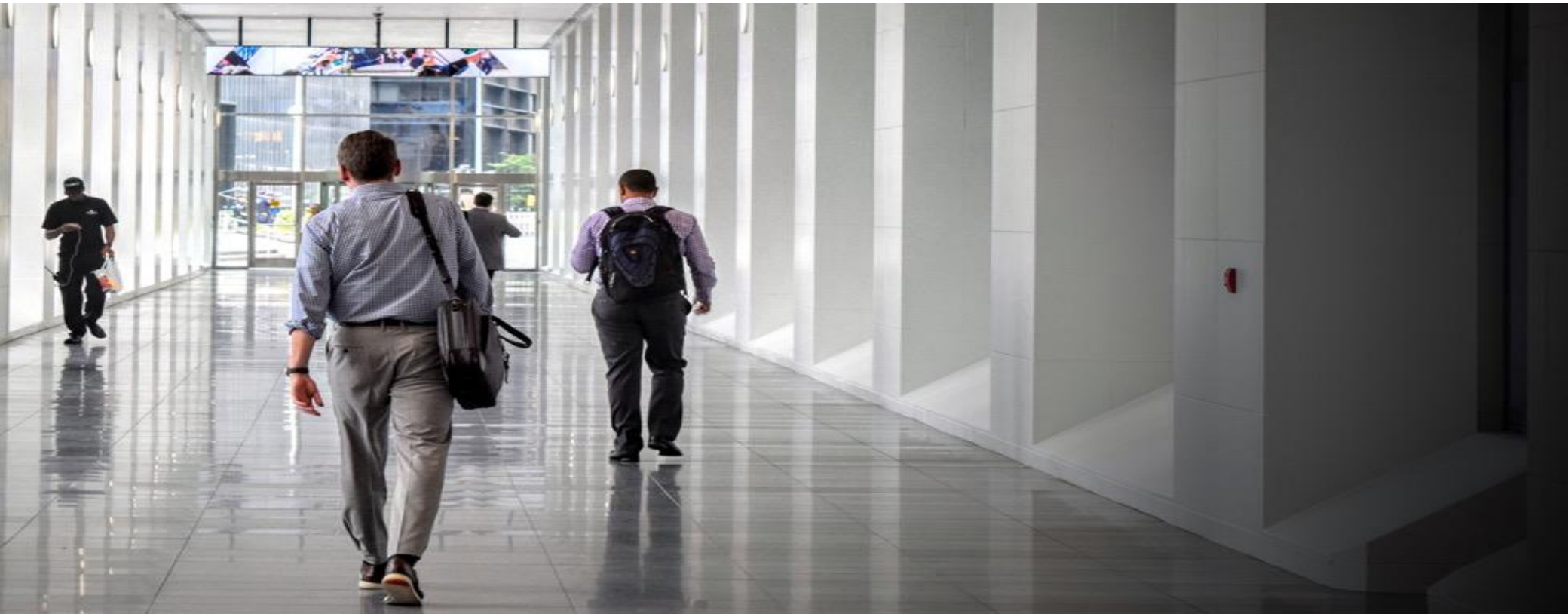
Before 2000 **social media** was at it's infancy



Before 1990 the **internet** was commercially not available



If you work today in **web development, ecommerce, digital marketing** industry.....



Your job **did not exist 30** years ago !

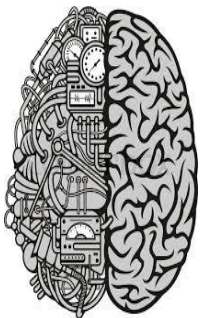
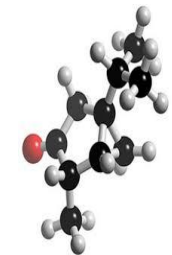
POINTS TO PONDER

Automation is expected to displace 22.7 million US jobs by 2025. (= job loss of 16% between 2015 and 2025)

On the flip side, automation will create **13.6 million new jobs in the next decade.**

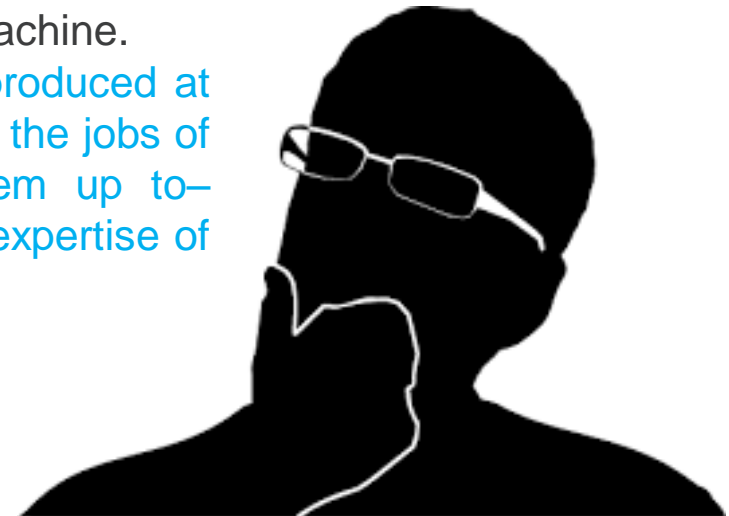
Machine learning is getting quite agile at providing recommendations and decision-making assistance to humans as well.

Algorithms help companies shift through the noise and find a signal. For HR and recruiting, this means modeling historical patterns of hiring and taking informed decisions.



AI has the ability to distill expertise into the machine.

Knowledge work, for the first time, can be produced at volume from NLG-AI systems; far from killing the jobs of knowledge workers, this tends to free them up to—innovate, model, refine, and improve on the expertise of their business.”



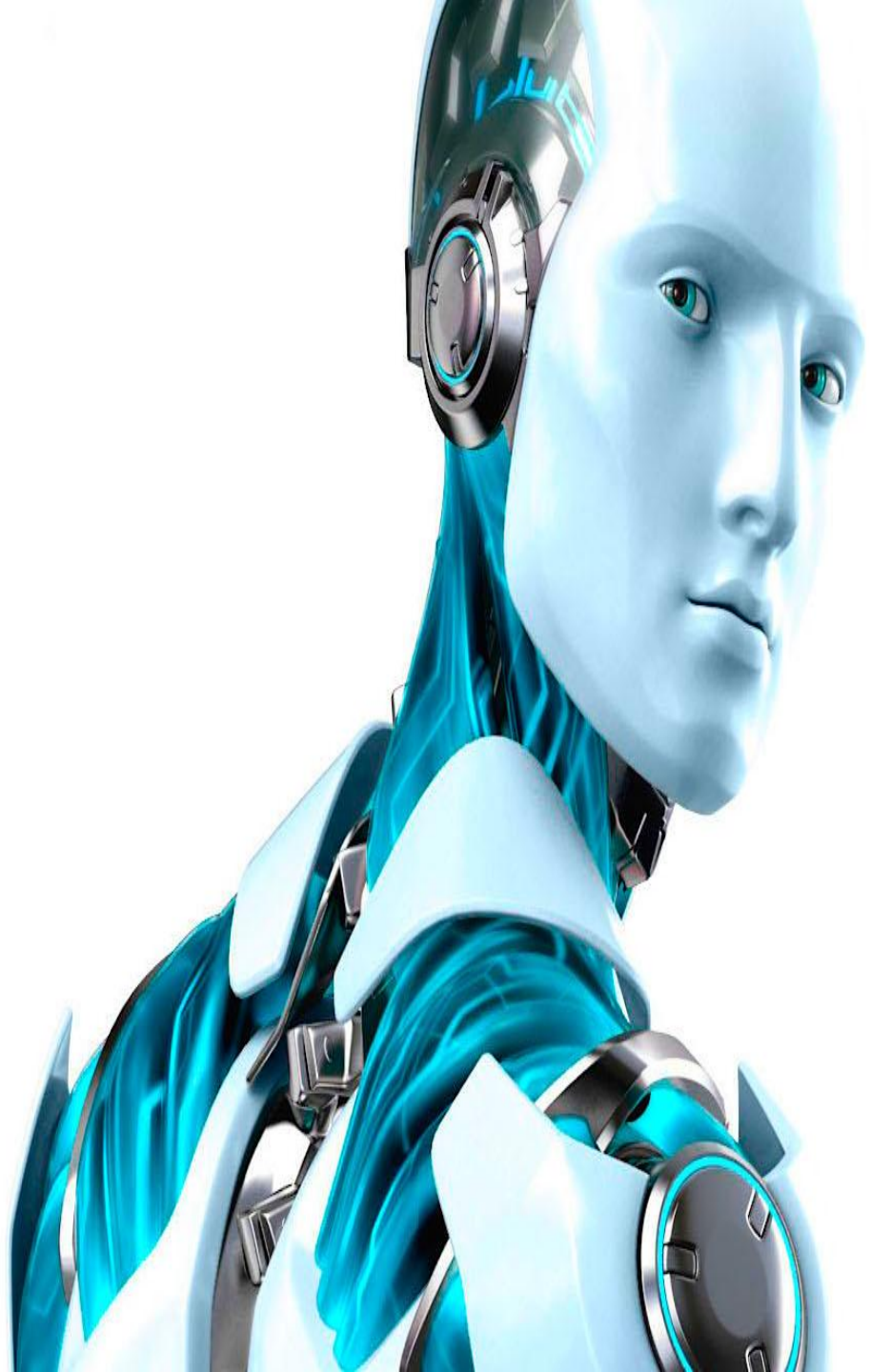


Who knows what jobs will be there tomorrow?



But, people out of job today will find a job tomorrow

But the work won't
be the same !



What is
future of
work?

Future of work is...
transparent



BEING TRANSPARENT

No one is going to take your word for it; anymore

In the past productivity was difficult; if not impossible to measure

Business wasted lot of money due to employee downtime

Now **time & task tracking technology & analytics** is revolutionizing **productivity measurement**

Each employee's **work** can be **directly tied to the bottom-line**



More **productively** you work; **more money** you make...and **vice versa**. It's all **transparent**

A hand is holding a clear, square, transparent object in front of a brick building. The object is held up to the light, and the text 'transparent' is overlaid on it.

Future of work is...
transparent

A long, straight road stretches to the horizon under a clear blue sky. The road is flanked by green grass and a white line on the right side.

Future of work is...
flat

BEING FLAT

Work was a 'place'

In the past commute time to office location mattered

Mantra has now changed to 'effective and timely communication'

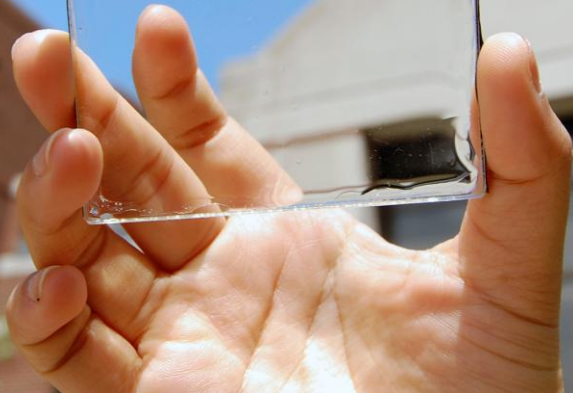
There are **amazing web enabled collaborative technology** to revolutionizing **work paradigm**

Tools like **Skype, Lync etc.** and **fast internet speeds** is **redefining workplace**



In the future **location will not matter**; **how timely you communicate**, will.... It's all **flat**

Future of work is...
transparent



Future of work is...
flat



Future of work is...
competitive



BEING COMPETITIVE

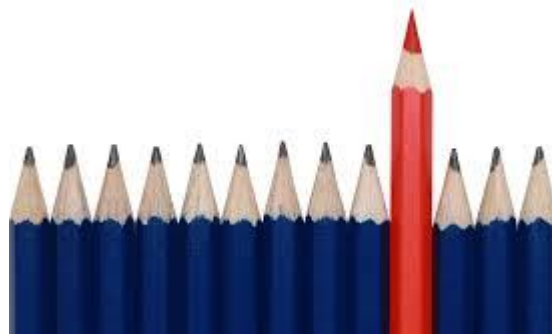
Competition for jobs was limited to where one lives

Specialized skill needed specialized courses; sometimes they were expensive

There was an excuse for 'not knowing'

Informal education has become **more accessible than ever**; MIT & Stanford courses are also available online

It has become common place to **hire SMEs on contract** from across the globe; **crowdsourcing** has become the order of the day



No excuse for **not learning**; **only innovation**, will make you stand out.... It's **competitive**

Future of work is...
transparent



Future of work is...
flat



Future of work is...
competitive



Future of work is...
on demand



BEING ON-DEMAND

Earlier there was a career guarantee and career options

Companies used to 'hire' and 'retain' employees

The new trend is to **opt for contract relationships** over hiring

Independent individuals with **unique talents** gets together to work on a project; at the end they all go their separate way

This '**virtual**' team **works across time, space, organization, geography** using **collaborative technology**



It is a whole new paradigm; **working from anywhere** , and anyone.... It's **on-demand**

TAKE AWAY



Individuals will have more power & freedom than ever before

One's earning potential will be based on skill & merit and not on being 'local'

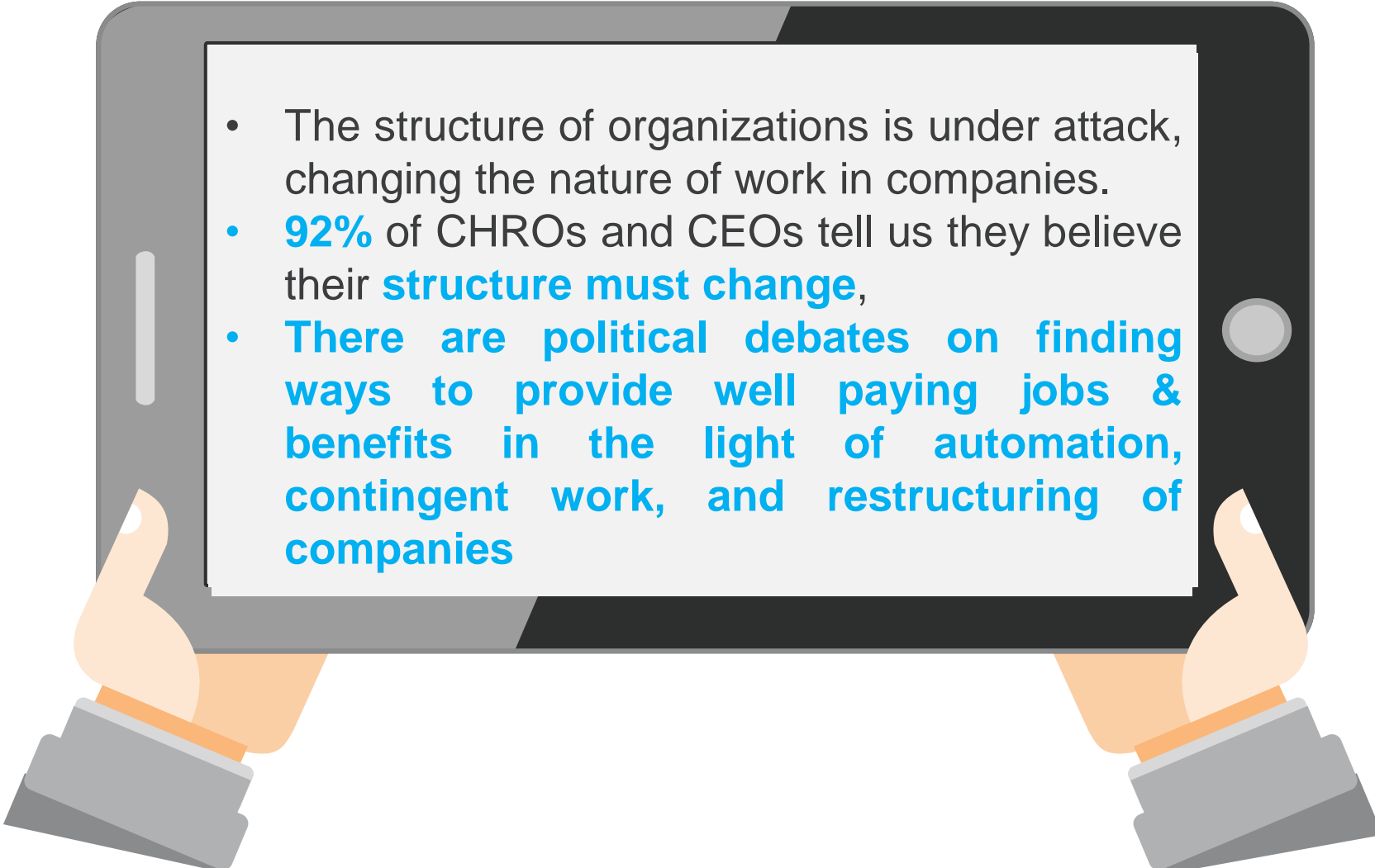


Employers will have access to larger & skilled workforce, across the globe than ever before

Technology & innovation – AI, RPA, NLP, Analytics, ML etc. will drive business; mundane, repetitive work will get redundant



THE 'FUTURE OF WORK' IS *ALREADY HERE*

- 
- The structure of organizations is under attack, changing the nature of work in companies.
 - **92%** of CHROs and CEOs tell us they believe their **structure must change**,
 - **There are political debates on finding ways to provide well paying jobs & benefits in the light of automation, contingent work, and restructuring of companies**



“If you don’t think
about the future of
work **now**, then you
will not have a future”

