## Three megatrends shaping the future



Technology

- Adoption of  $AI^{x}$
- Task automation
- Wearables/Sensors
- VR, AR learning
- Co-creation tools
- Real-time data



## Workforce

- Five generations
- More seniors
- More gig workers
- Millennial leaders
- Strategic advisory
- Skill-based model

) Workplace

- WFA, fewer offices
- Hybrid normalised
- Flexible hours
- Asynchronous teams
- Wellbeing support
- DEI oversight

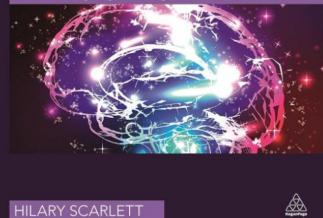
#### Macro environment (polarisation, conflict, climate change)

## But human psychology is a constant.

"This book is a great synthesis of scientific research and practical implementation." Vincent Walsh, Professor of Human Brain Research, University College London

#### Neuroscience for Organizational Change

An evidence-based practical guide to managing change



Employees with positive psychological wellbeing are:



31% more productive

46% more satisfied with their job

3x more creative

32% more committed to the organisation

Based on: Lyubomirsky, King, & Diener (2005), Porath et al (2012).

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# Employers will need to balance the wants of the employee with the needs of the firm

| The 2030 employee wants                         | The 2030 corporation needs               |
|---|--|
| A stable role, access to developmental projects | Tasks, processes, agility                |
| Being part of a community                       | Dynamic workforce resourcing             |
| Work-life flexibility, WFH on-demand            | Collaboration and innovation             |
| Individualised contracts and learning plans     | Consistent application of policies       |
| Privacy and work/life boundaries                | Real-time data on individual performance |
| Medium term career paths                        | Short term results mentality             |
| An opportunity to influence and be heard        | Speed of execution                       |
| A skilled line manager, a committed mentor      | Minimal organizational layers            |

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