

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

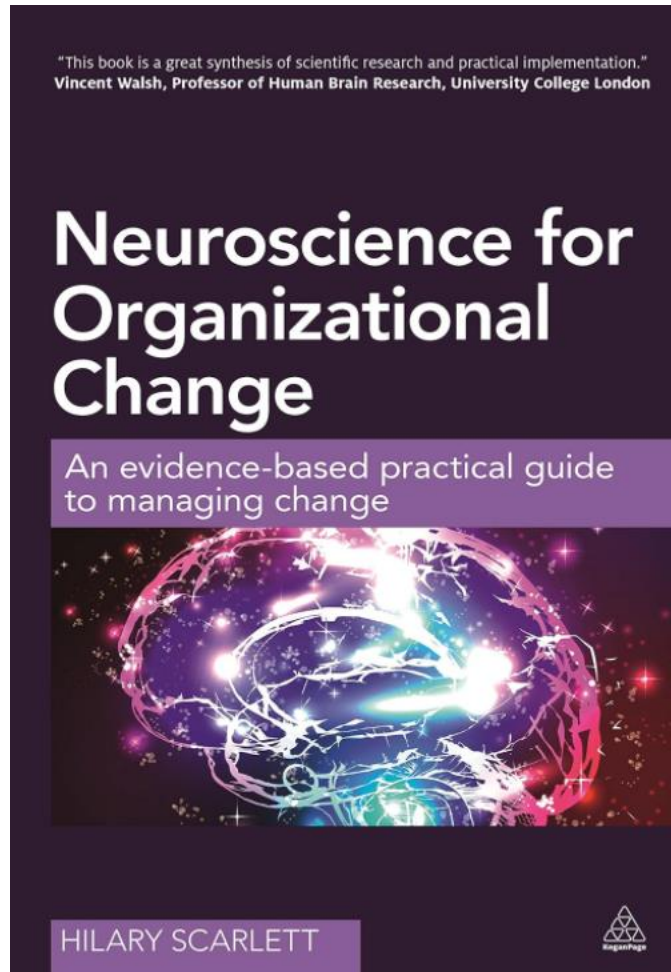


Workplace

- 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.



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