

We are seeing a growing curiosity about the topic ‘the future of work’ but how do you make career and lifestyle choices in this unknown context?



Two main Disruptors...one more talked about than the other

1 Technology

Technology, including artificial intelligence and augmentation, is **radically changing the type and way we work.**

Workforce adoption of technology means these capabilities become business critical:



Complex problem solving (intuition, creativity and persuasion, adaptability, empathy)



Situational sensing & building trust



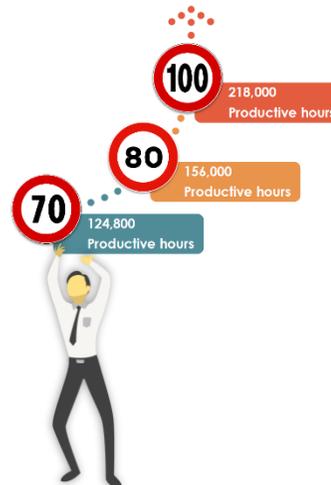
Interpersonal skills and relationships

2 Longevity

Longer working lives, the end of lockstep, the emerging of a multi stage life, more time to stop and explore and the quality of retirement determined by your health and wealth.

Most organisations are designed to accommodate the generation that is currently retiring rather than the generations coming through.

Intangible assets are critical:



- *Productivity* (interesting meaningful work, being developed, developing others, creating fulfilling networks)
- *Vitality* (sleep, diet and exercise, me time, connection including long term deep friendships)
- *Transformation* (capacity to transform yourself, foster and belong to high quality networks...those most like you will resist your growth and development)

What could we consider to better align our work and lifestyle with quality longevity?

We *work longer*, we *live longer*, but the environment we live and work in, with...



poor posture



nutrition and eating habits



“always on” technology



disruptive sleeping habits



*pressure from our expectations in
multiple aspects of life, including work*

...are having a ***irreversible impact*** on our quality of long-term health.



Our **physical, mental, environmental and emotional wellbeing** are being affected by our work and lifestyle, which is in turn affecting our quality of life.

Two hidden Disruptors...



Society & Community

Based on research from the London Business School, we believe:

- Society changes and social trends often change well before organisations and governments catch on. How flexible are your people systems?
- There is no work/life balance, but rather ***a reality of it being interchangeable***. This juggle is creating a myriad of emotions and feelings, some positive and some negative. **What happens at work and home impacts productivity and performance (routine vs non routine).**
- A workplace that **creates and fosters helpful feelings** i.e. resilience, inspiration, support, networked and connected, work with purpose, **can maximise its ROI on its workforce.**
- Organisations are under scrutiny as society is developing a **low tolerance for toxic/bad behavior.**

Two hidden Disruptors...



Environment & Climate Change

Based on research from the World Economic Forum, IPCC and David Attenborough and the UN climate change summit, we believe:

- Managing the impact of climate change on business and community is potentially an emerging **new capability** sort after in business.
- Rising temperatures, changes in precipitation, increased droughts / heat waves & rising sea levels is likely to ***influence societal & environmental systems to adapt.***
- Issues such as clean and sufficient water supply, food, disease control, health are potential disruption risks to business and communities.
- New capabilities are likely to emerge with the environmental changes (engineers, urban planners, city planners and architects, doctors, farmers, financial planners).

Considerations for navigating a career over the next decade....



High Performers have
Intelligence Quotient (advanced technical skills); *Emotional Quotient* (uniquely human skills) ; *Adaptability Quotient* (mindset that thrives with complexity in a changing environment).



There is an 'I' in team
Individuals who are aware and can showcase who they are, what they stand for consistently including social media are an asset to an employer.



Match the job to your personality and temperament
Understand your strengths, weaknesses, intelligence level, stress tolerance and align a work and lifestyle that suit (how open, conscientious, agreeable, extraverted you are).



Value Reflection
Many of our most creative insights arise from the activity of the brains default mode network and activating it requires deep internal reflection.



You turn out like the people you hang around
A key part of development is influenced by the company you keep. In order to develop and grow start hanging out with the people you wish to be like.



Be able to ask good questions and tell good stories
A key component of dealing with complexity and solving problems is being able to influence and work together at speed.