

As Worlds Collide

The Impact of Today's HR Technology on the Future of Work

The future of work is now and your high performing, hyper engaged employees are demanding changes. Business leaders are struggling to match the pace of change using current HR technology with three key problems: current HR technology isn't simple, it isn't personalized and it isn't addictive.

Leaders need to rethink the experience of work, create an agile organization and adapt to the changing demands of employees.

"Jobs of the future will be very different than jobs of the past."

— Jason Averbook



10 SIGNIFICANT TRENDS DRIVEN BY HR TECHNOLOGY THAT WILL INFLUENCE THE FUTURE OF WORK

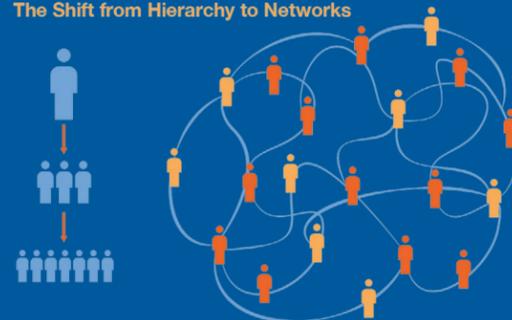
1 WORK IS AN EXPERIENCE

To attract and engage talent, employers must reinvent themselves to create work that is highly experiential and focused on the moment.

2 DYNAMIC TEAMS

Organizations with hierarchical command-and-control structures won't be able to compete. Successful organizations will be able to quickly form cross-functional global teams. Team leaders will become even more important.

The Shift from Hierarchy to Networks



3 SELF-ORGANIZED TEAMS

Businesses have to be more agile. Agile organizations are composed of networks of self-organized, short-term teams that can come together quickly. These teams need a sense of purpose, the right skills, and the ability to collaborate.

4 TRANSPARENCY

Organizations need visibility throughout the company and cultures of transparency, where reliable information is shared.

5 MEASURE OF NOW

Measurement must take place in real time and yield statistically reliable insights that can be acted upon.

6 COACHING CLOUD

The one-size-fits-all model for coaching is outdated. A new approach is emerging of technology-based, real-time, anytime/anywhere, personalized, in-the-moment coaching.

7 THE ATTENTION ECONOMY

Employees crave attention, not feedback. Feedback focuses on weaknesses and doesn't motivate performance. Coaching is future focused, emphasizes strengths, and is better at fueling engagement.

8 THE OPEN ORGANIZATION

Open organizations will be composed of contractors, contingent workers, vendors, and freelancers, linked by processes and technology.

9 24X7 EMPLOYEE

People today work 24x7, but have flexibility to work when, where, and how they choose.

10 SKILLS FOR THE FUTURE

A new set of skills will be required which include being able to focus, solve problems quickly, synthesize, and be future focused.

The world of work is changing rapidly and dramatically. Changes are occurring in how teams and organizations are structured, the relationships between companies and employees (or contractors), the culture of organizations, the way coaching is approached, what is measured and how it is measured, the approaches used to engage people and improve performance, and HR technologies. Those organizations and leaders that understand these trends, engage in experiments, learn, and improve will have a distinct advantage.

For additional information, see www.tmbc.com.

