



Workplace Trends

What's Driving Workplace Change?

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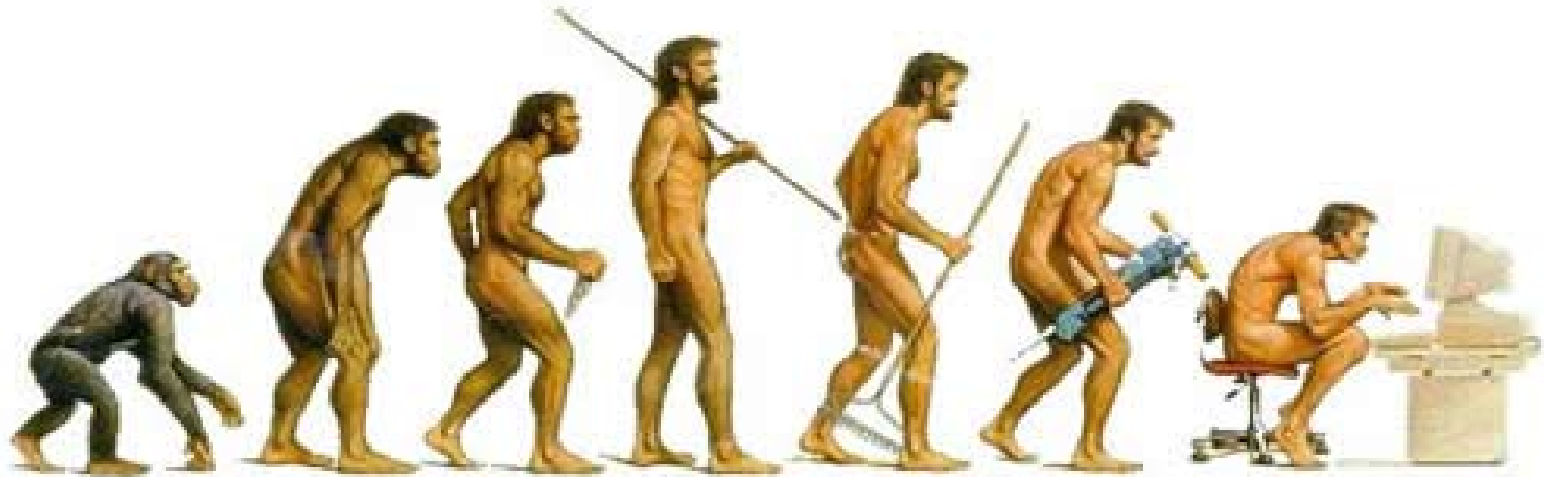
The Future is Here

- A rapidly changing world
 - Keeping pace with the change
- Massive shifts in working practices
 - New working relationships
- Technology driving change
 - New products and markets
- Major implications for management
 - Challenge to survive
- Looking to the future
 - Riding the wave of change

A Rapidly Changing World

- Technology
- Social expectations
- Environmental concerns
- Economic pressures
- Work/life balance
- Organisational changes
- Labour market

Evolution?



The Information Age

- Life dependent on computers
- Exponential growth in computing power
- Computers replace increasingly complex human tasks
- Organisations win through technology not people
- Computers make better decisions than humans
- Humans lose control?

Nintendo Generation



*'Thanks for coming in.
Could either of your children
work our computer?'*


Social Change

- Home/work balance
- Quality of life
- Economic pressures
- Questioning traditions
- Equal opportunities
- Sense of enterprise
- Environmental awareness

New Challenges



Demographics

- Ageing population
 - Low birth rate
 - Skill Shortage
 - Early Retirement?
 - Pensions crisis
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- A large, faint, light-colored graphic in the background of the slide, resembling a stylized leaf or flame shape, similar to the Henley logo.

New life patterns?



Business Changes

■ P-business

- Peopled
- Placed
- Papered
- Policed
- Procedural
- Planned
- Predictable

■ E-business

- Electronic
- Extended
- Effective
- Efficient
- Empowered
- Erratic
- Exciting

Work Life Balance?



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19th Century Work

- Job
- Position in Organisation
- Paid Employment
- Lifetime Dedication to one Employer
- Obedient Servant
- Rigid Structure
- Stable Environment

Enlightened Management?

CATBERT: EVIL DIRECTOR OF HUMAN RESOURCES.

I NEED HELP BALANCING MY CAREER WITH MY PERSONAL LIFE.



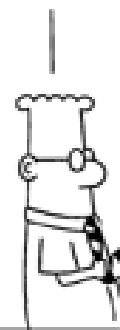
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I RECOMMEND A BOOK CALLED "NO ONE WILL EVER LOVE YOU." IT'LL CRUSH YOUR HOPE FOR A PERSONAL LIFE AND FREE UP MORE TIME FOR WORK.



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THAT SOUNDS UNHEALTHY.



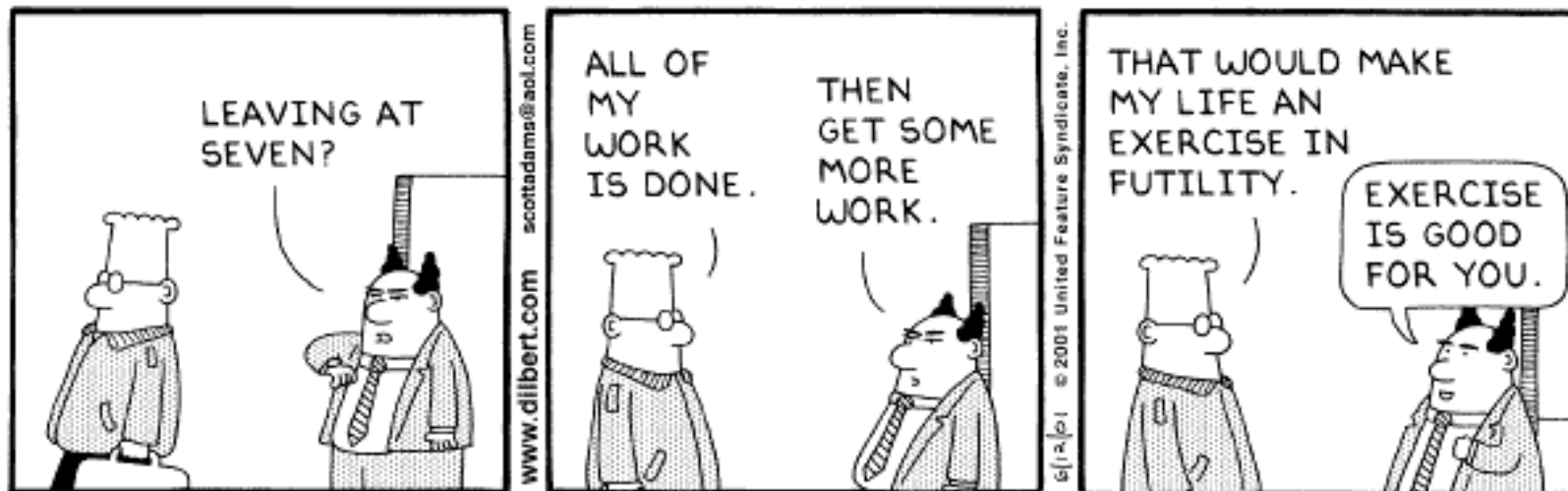
TAKE A PILL, CRYBABY.



20th Century Work

- Job and Career
- Specialisation
- 2 or 3 Employers
- Fixed Patterns
- Tasks in Business Process
- Remunerated Employment
- Limited Personal Development

Work not Jobs



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21st Century Work

- Providing service
- Adding value
- Adapting to customers needs
- Contracting
- Multiple clients
- Integrated with social needs
- Personal growth

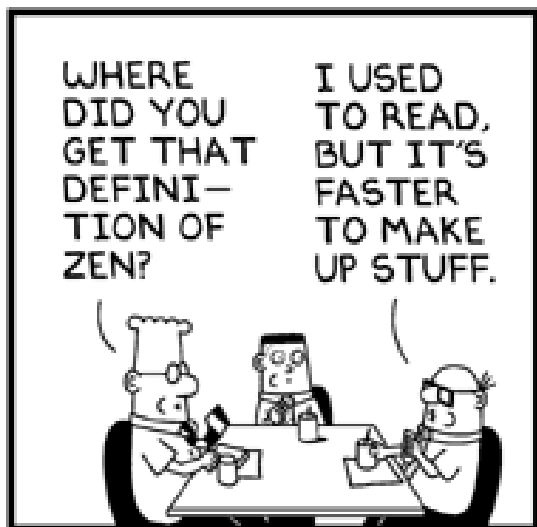
21st Century Values?



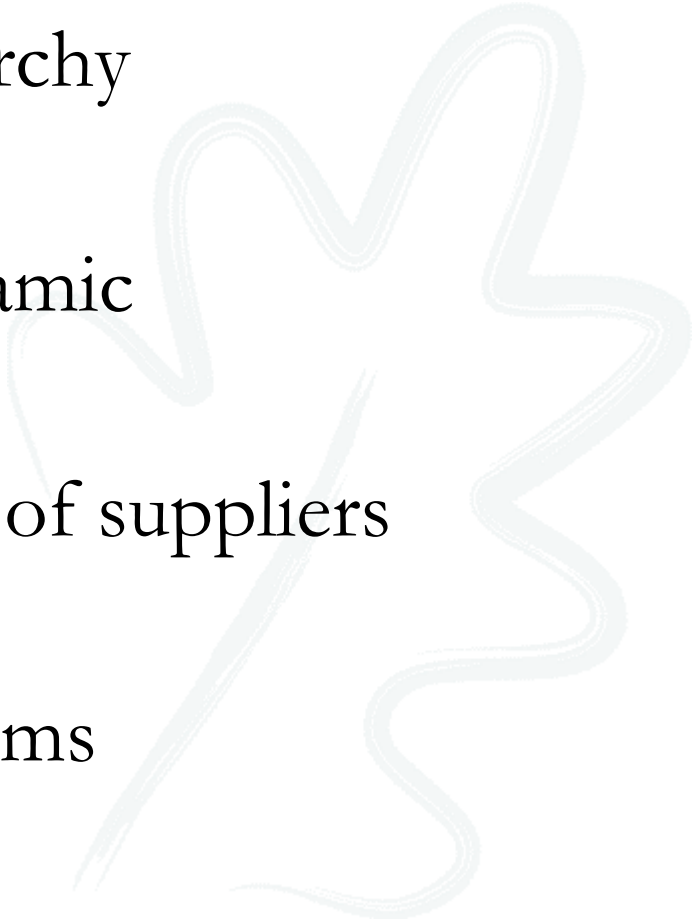
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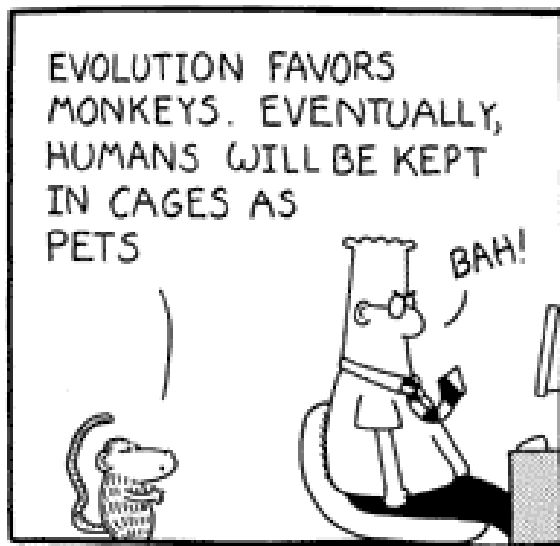
21st Century Organisations

- Less hierarchy
 - More dynamic
 - Networks of suppliers
 - Virtual teams
- 
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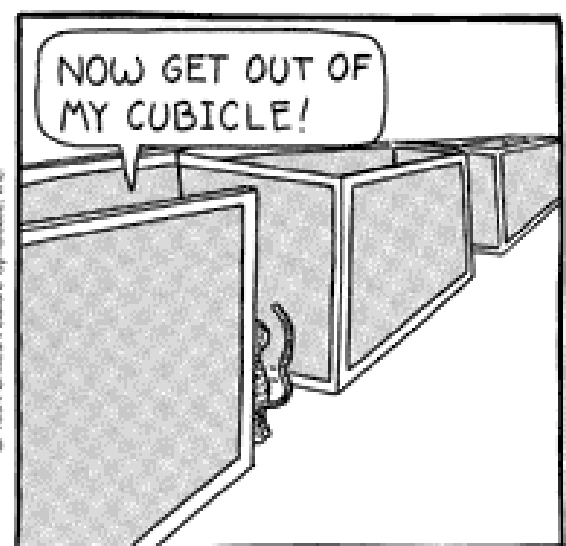
21st Century Management

- Management has moved from ‘command and control’ to ‘trust and empower’
- Managers are learning to reward results not effort
- The workplace has to support this new management style

21st Century Workplace?



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More Information

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