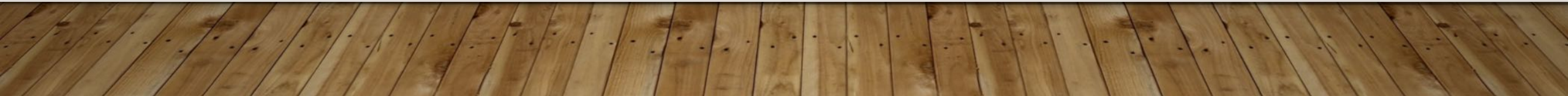


# THE FUTURE OF WORK: AND HOW WE TRANSFORM THE WORKFORCE

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RENEE KASPAR, VP HUMAN RESOURCES

JULY 16<sup>TH</sup> 2018



**GENERAL ELECTRIC**

**CIGNA**

A BIT ABOUT ME:

**eBAY**

# CHANGE LEADER

**FIDELITY**

**THOMSON REUTERS**

**AMAZON**

**20 YEARS**



# OBJECTIVES

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PROVIDE AN UNDERSTANDING AND APPRECIATION FOR THE  
KEY DISRUPTORS HAPPENING IN TODAY'S WORLD AND THEIR  
IMPACT AND EFFECT ON THE WORKFORCE

AND

OFFER A FRAMEWORK TO START YOUR JOURNEY OF  
DISCOVERY WITH AUTOMATION, THE FIRST DISRUPTOR THAT  
IS IMPACTING HR TODAY.

# AGENDA

SERIES I - BACKGROUND, TECHNOLOGY, PEOPLE

SERIES II – THE EXPONENTIAL 8

BIG DATA

AUTONOMOUS WORLD

INTERNET OF THINGS

BLOCKCHAIN

ABUNDANT ENERGY

OPEN MEDICINE

NANO TECHNOLOGY

QUANTUM COMPUTING

SERIES III - G.R.O.W. & EVOLVING LEADERSHIP  
AND BUILDING FRAMEWORKS

# SERIES I – BACKGROUND, TECHNOLOGY AND PEOPLE

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# ROBOPOCALYPSE





***Don't  
PANIC!***

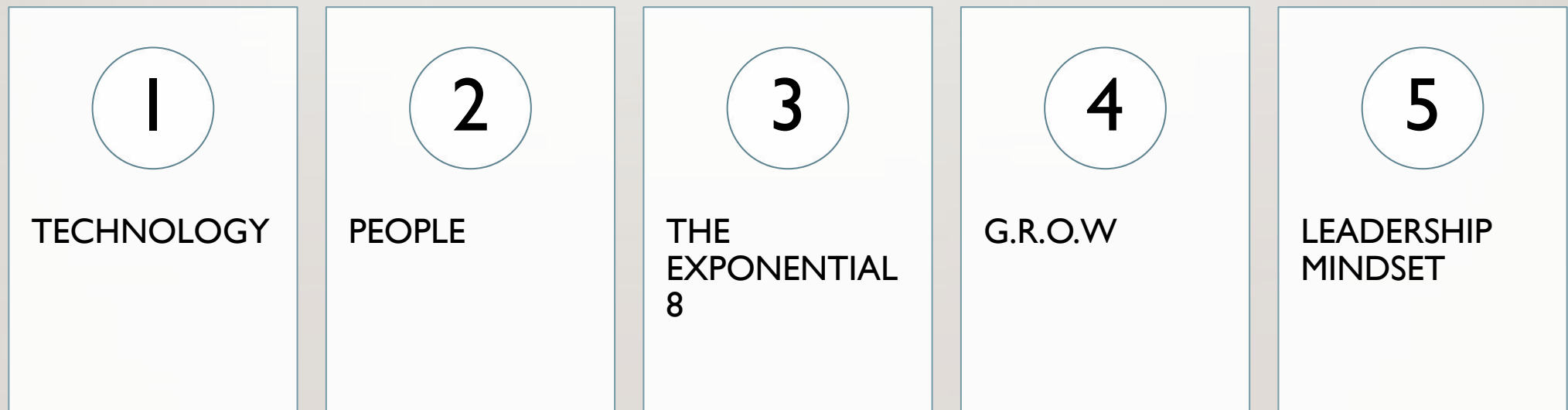


**2018:**  
**THE YEAR OF RADICAL  
CREATIVITY**



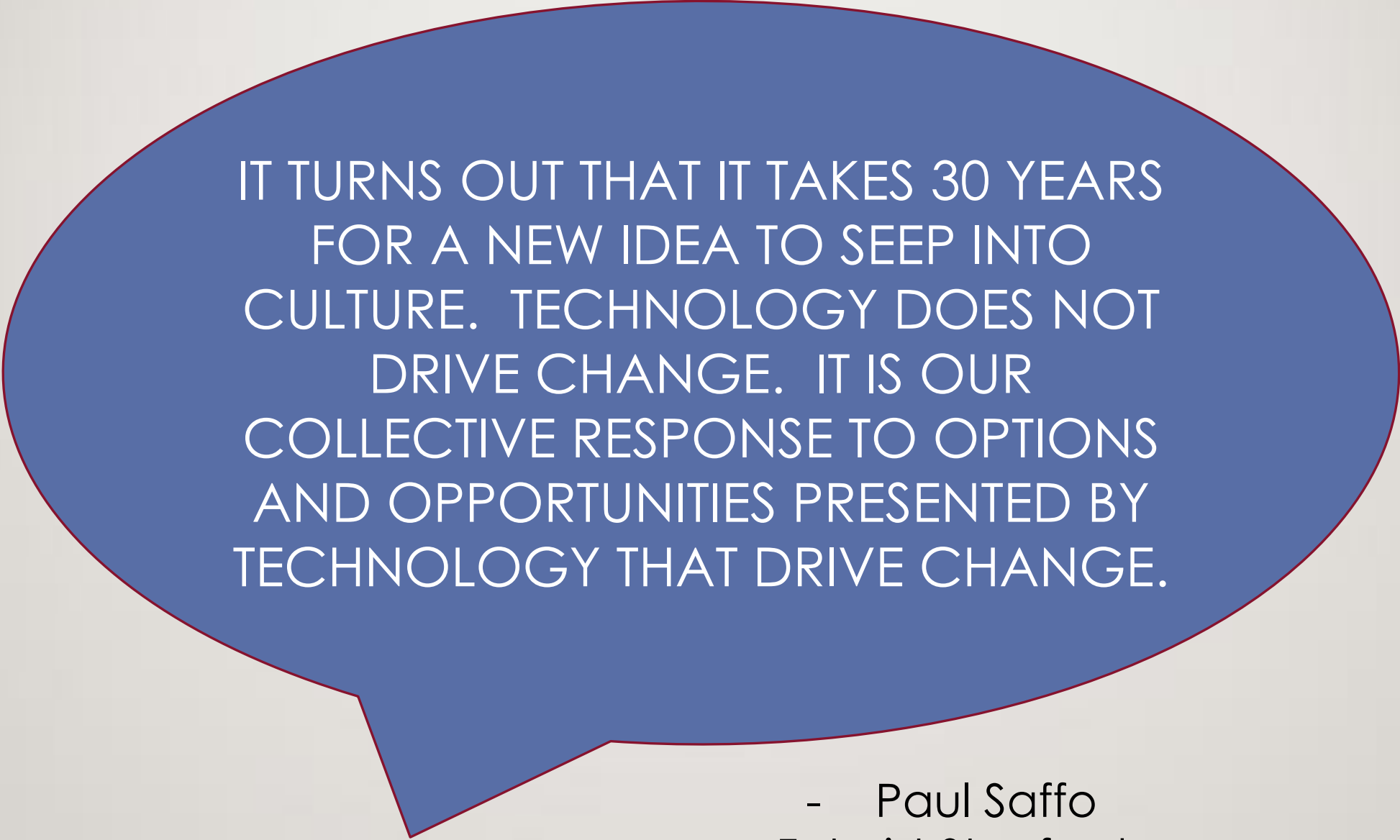
BE BOLD  
BE CURIOUS  
BE CREATIVE





The background of the image is a dense, abstract pattern of overlapping, semi-transparent blue and white geometric shapes, primarily squares and rectangles, creating a textured, mosaic-like effect. In the lower center, there is a solid black rectangular box containing the word "TECHNOLOGY" in white, uppercase, sans-serif font. A thin white horizontal line is positioned above the text within the black box.

TECHNOLOGY



IT TURNS OUT THAT IT TAKES 30 YEARS  
FOR A NEW IDEA TO SEEP INTO  
CULTURE. TECHNOLOGY DOES NOT  
DRIVE CHANGE. IT IS OUR  
COLLECTIVE RESPONSE TO OPTIONS  
AND OPPORTUNITIES PRESENTED BY  
TECHNOLOGY THAT DRIVE CHANGE.

- Paul Saffo  
Futurist Stanford









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7.5 BILLION  
8.5 BILLION  
5.1 BILLION  
4 BILLION  
3.2 BILLION  
1 TRILLION  
5 TRILLION



# Top 5 Publicly Traded Companies (by Market Cap)



Tech



Other



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**DATA IS THE NEW OIL.**

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The background of the slide is a dense, abstract pattern of overlapping, irregular polygons in various shades of blue and white, creating a textured, crystalline effect.

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PEOPLE

A photograph of an older couple, a man and a woman, sitting at a table. The man, on the right, is wearing a blue polo shirt and glasses, and is holding a black smartphone. The woman, on the left, has blonde hair and is wearing a light blue cardigan over a pink shirt. They are both smiling and looking at the phone. In the foreground, there is a white bowl containing a green apple, an orange, and a red apple. A laptop is partially visible on the left side of the frame. The background consists of light-colored horizontal blinds.

# Boomers

The Engaged



# Gen X

*The forgotten*



A hand holds a smartphone in the foreground, displaying a group of young people. The background is a blurred image of a larger group of young people, creating a sense of depth and social connection.

# Millennials

*The Internet of Me*





# Gen Z

The activists

# THE GENERATIONS IN THE WORKPLACE

BASED ON A SURVEY OF 1,200 WORKERS ACROSS DIFFERENT GENERATIONS MEASURING THEIR STRENGTHS & WEAKNESSES

## EXECUTIVE PRESENCE



## GENERATING REVENUE



## ADAPTABILITY



## COST-EFFECTIVENESS



## TECH SAVVINESS



## RELATIONSHIP BUILDING



## PROBLEM SOLVING



## COLLABORATION



## BABY BOOMERS

**BORN:** <1983

**PROS:** Productive, hardworking, team players, mentors

**CONS:** Less adaptable, less collaborative



## GEN X

**BORN:** 1983-1980

**PROS:** Managerial skills, revenue generation, problem solving

**CONS:** Less cost-effective, less executive presence



## MILLENNIALS

**BORN:** 1980-1995

**PROS:** Enthusiastic, tech-savvy, entrepreneurial, opportunistic

**CONS:** Lazy, unproductive, self-obsessed



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