

The Future of Work:

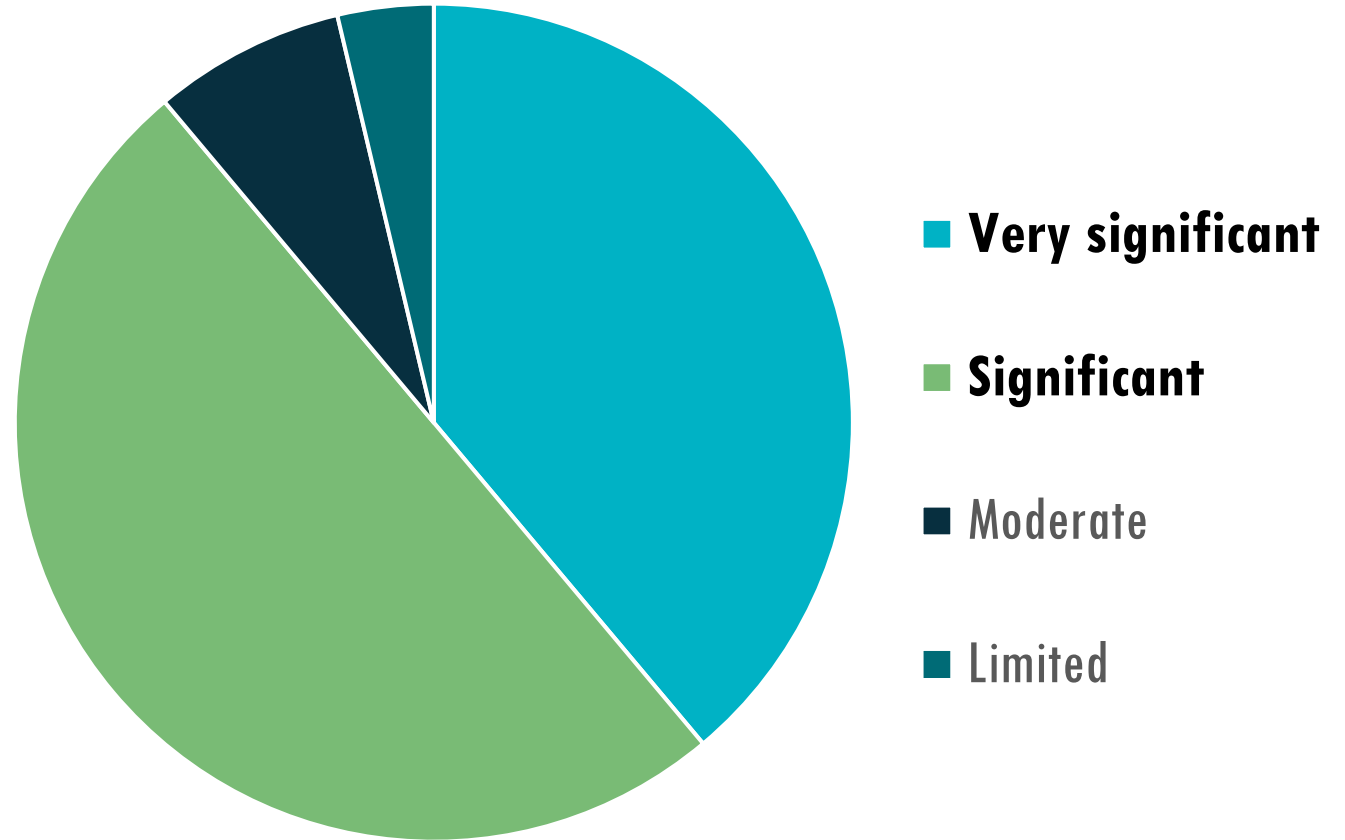
The 3W's of the Future of Work: Together Apart


Barry Winkless, CSO Cpl & Head of Future of Work Institute.



89%

of respondents
said the scope of
changes the
'Future of Work'
will bring, will be
significant or very
significant





The '**Future of Work**' is the purposeful study & the integrated design of **workplaces, workforces and work tasks** across multiple time horizons in the context of **business & society**.

Work place- where work takes place across physical digital & virtual space

Work force- how the overall workforce is designed, managed & motivated

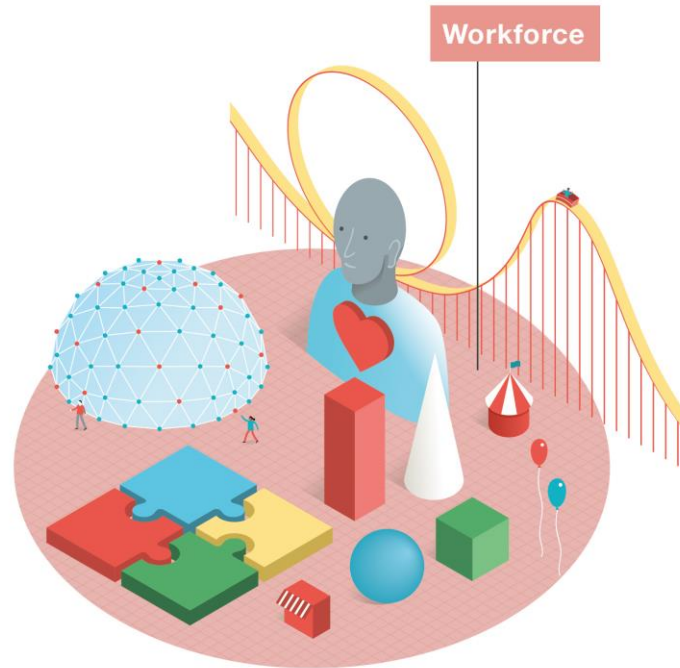
Work task- the methods, tools and mindsets that deliver the work



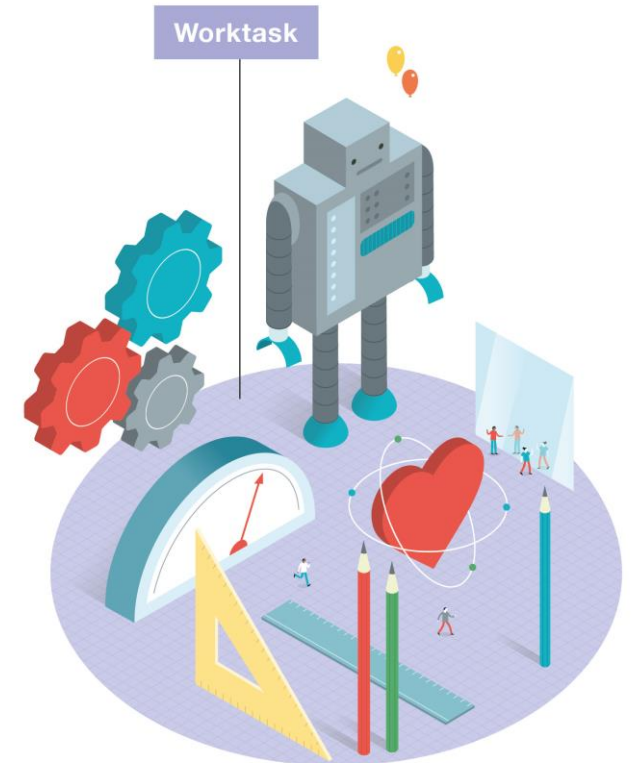
3W 'REMOTE'




Where work will take place in terms of location and distribution & associated models



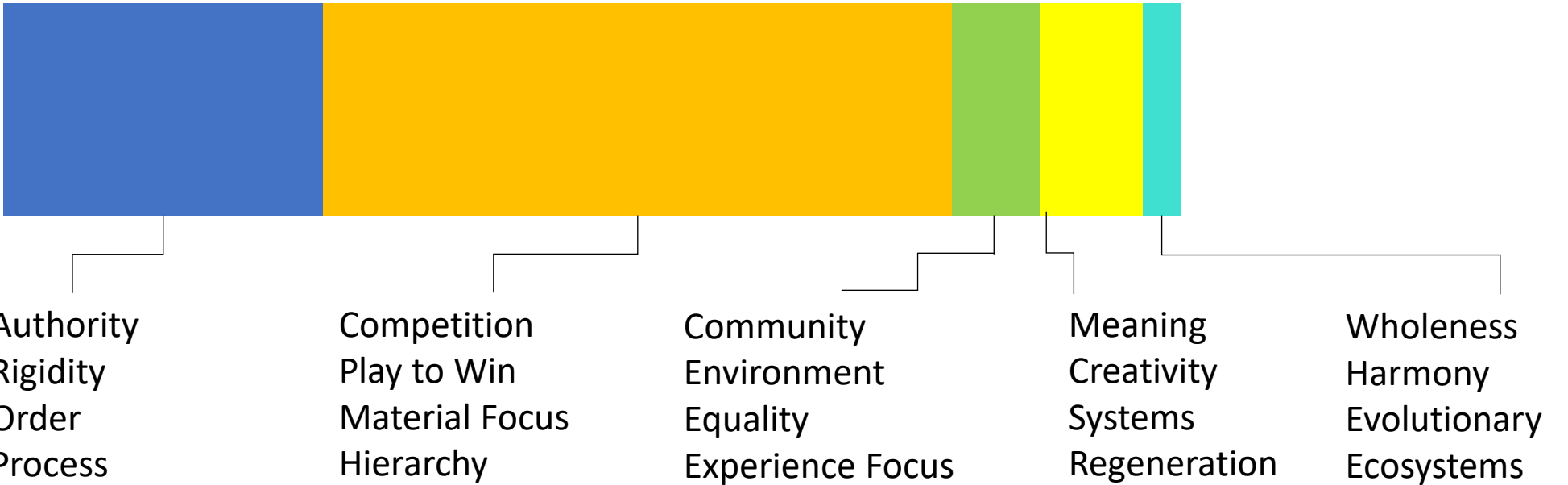
Degrees of separation from core talent groups within organisations and ecosystems

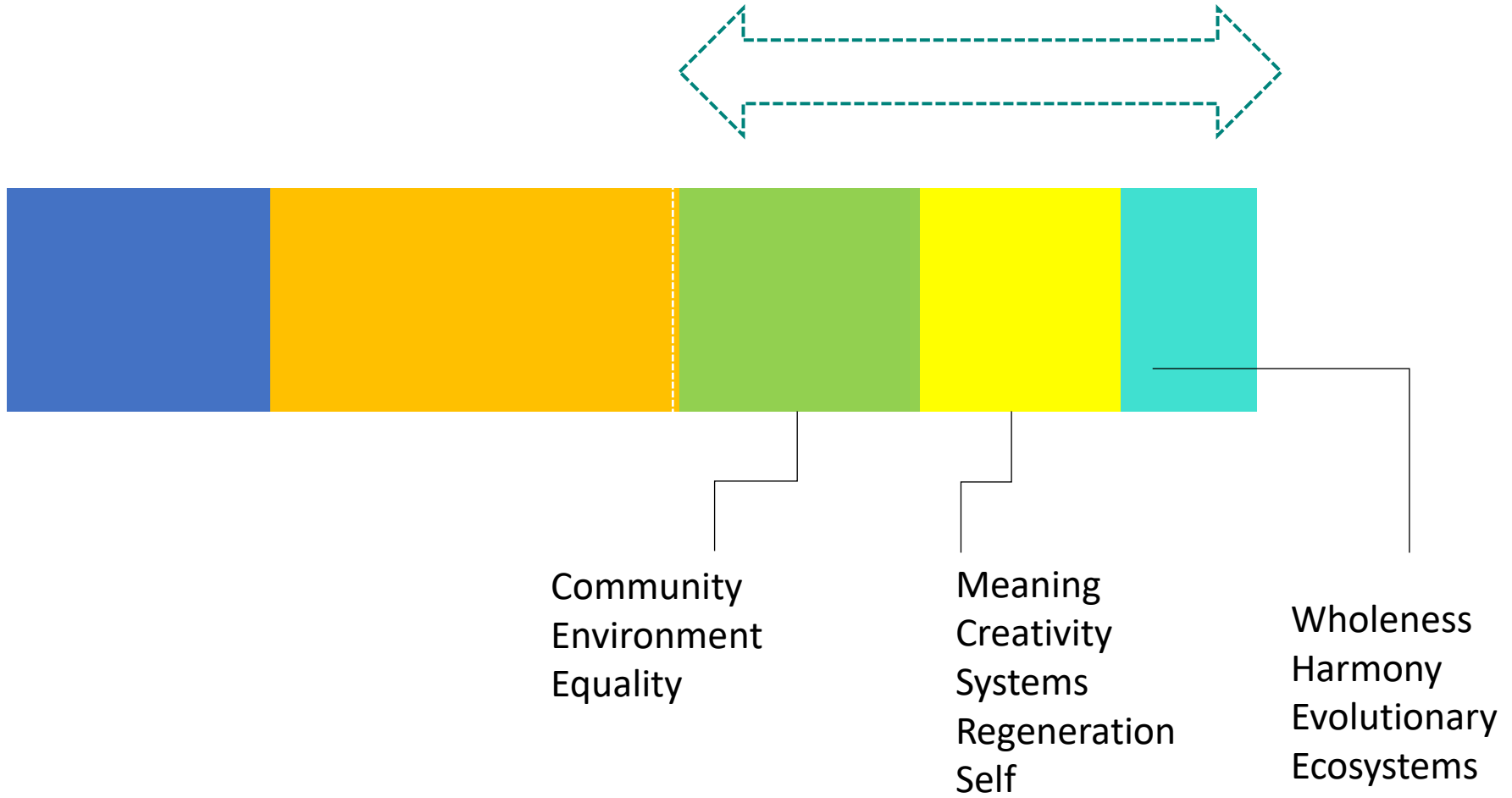


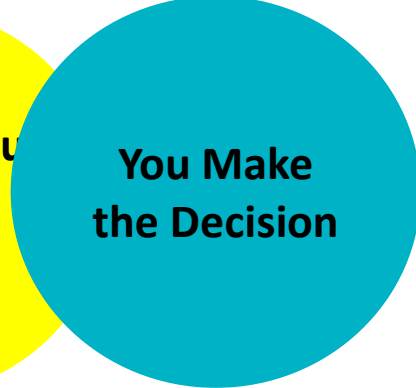
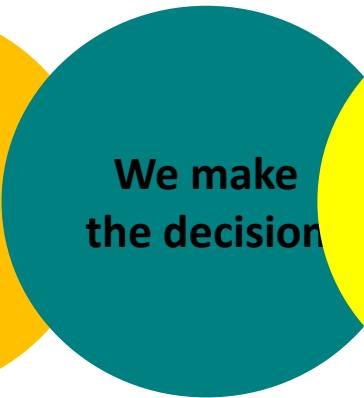
The mindsets, leadership styles and tools that promote belonging & defeat remoteness




A **conscious effort** to defeat 'remoteness' and drive towards **inclusivity, participation and co-creation** at an organisational, network and community level

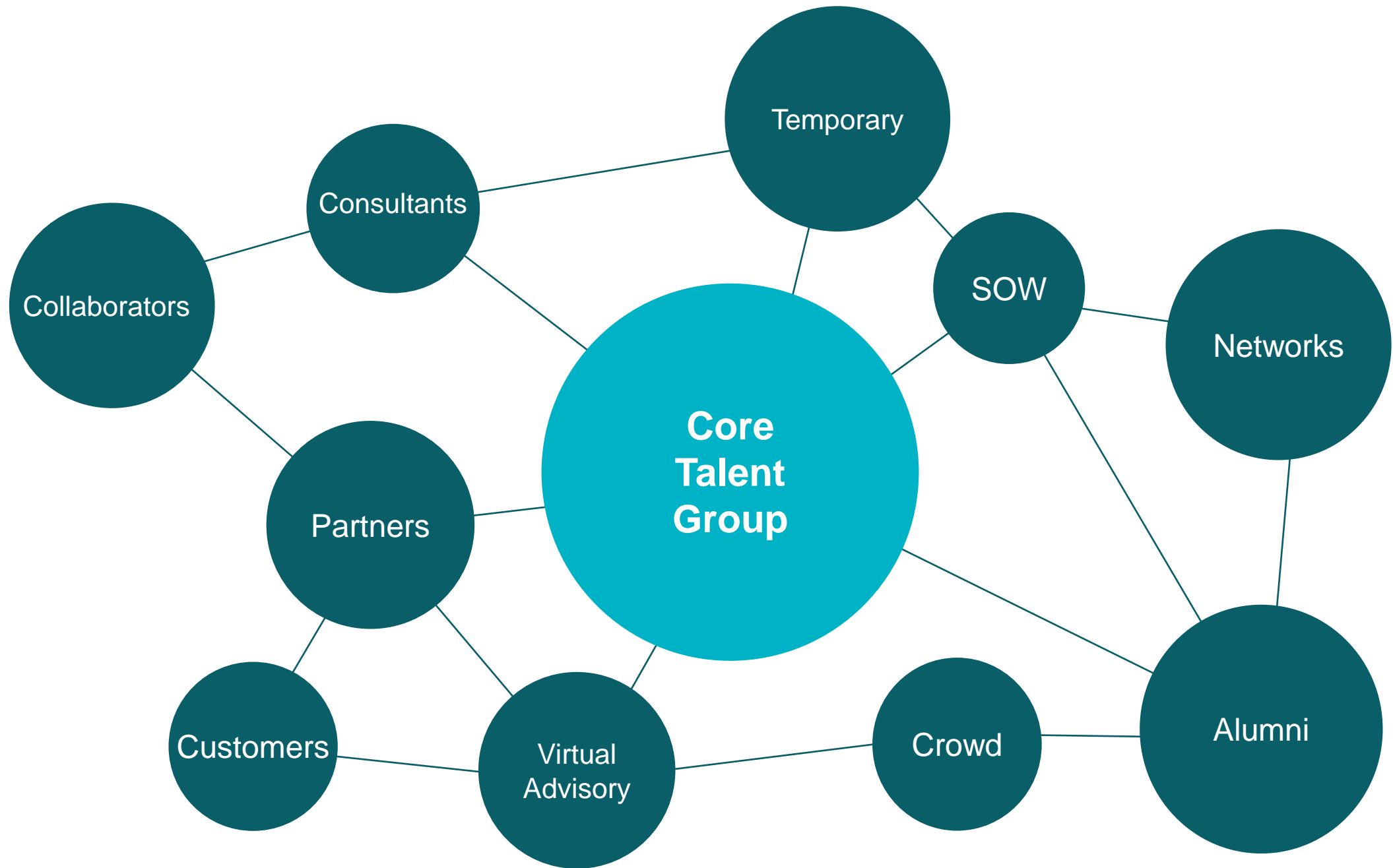








An absolute **disruption** of what a
'Workforce' and 'Employee' is due to
platforms, democratisation and
new organisational forms.



Network

Eco-system

Blend

Organism

MOOC

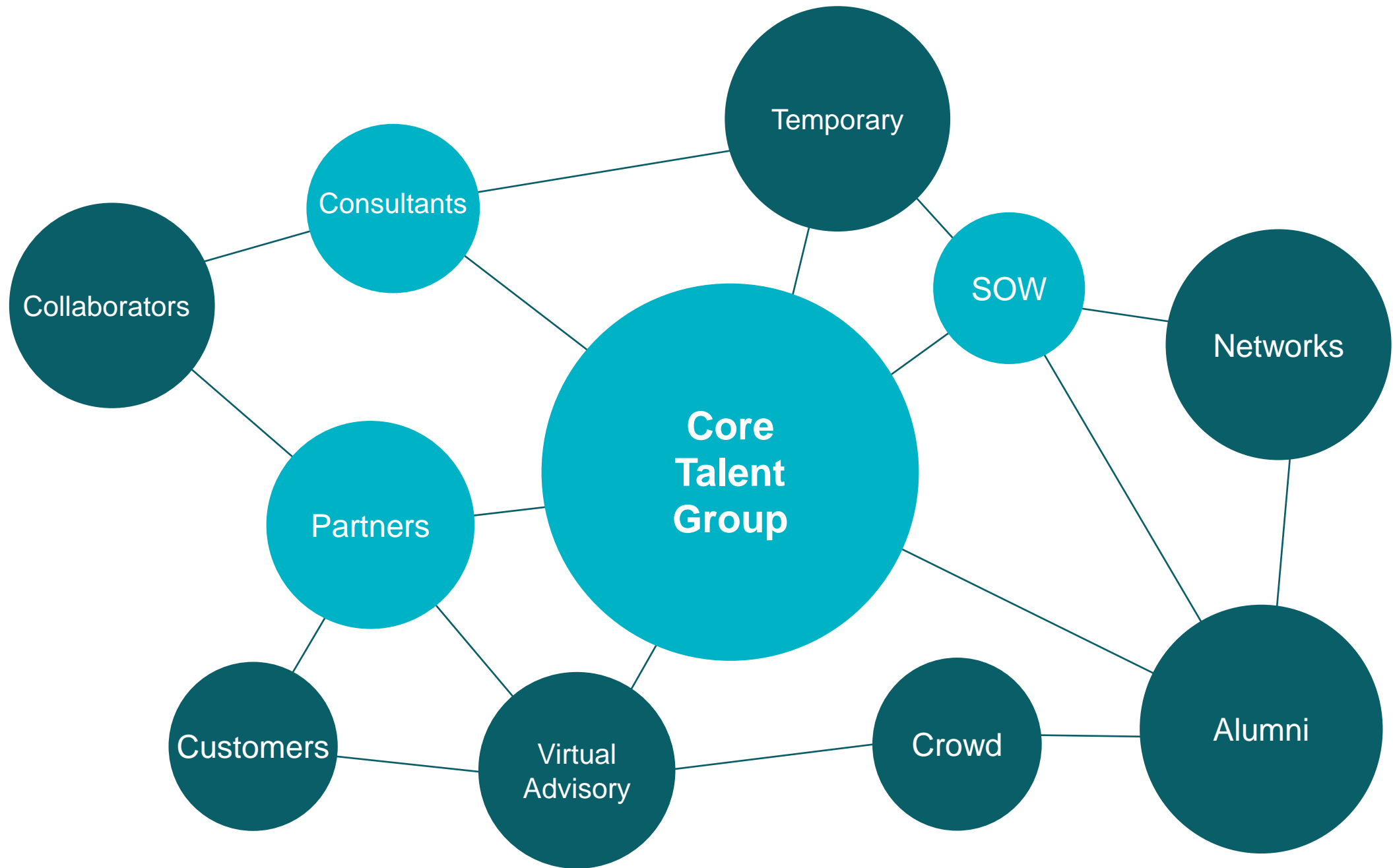
Club


Community

Crowd

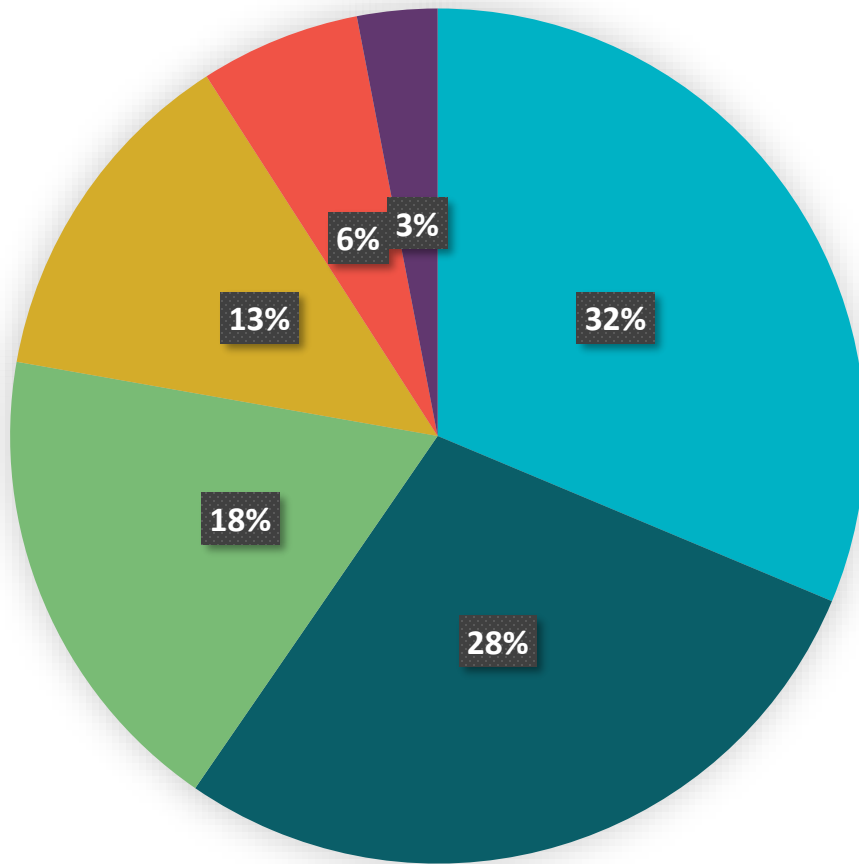
Gig





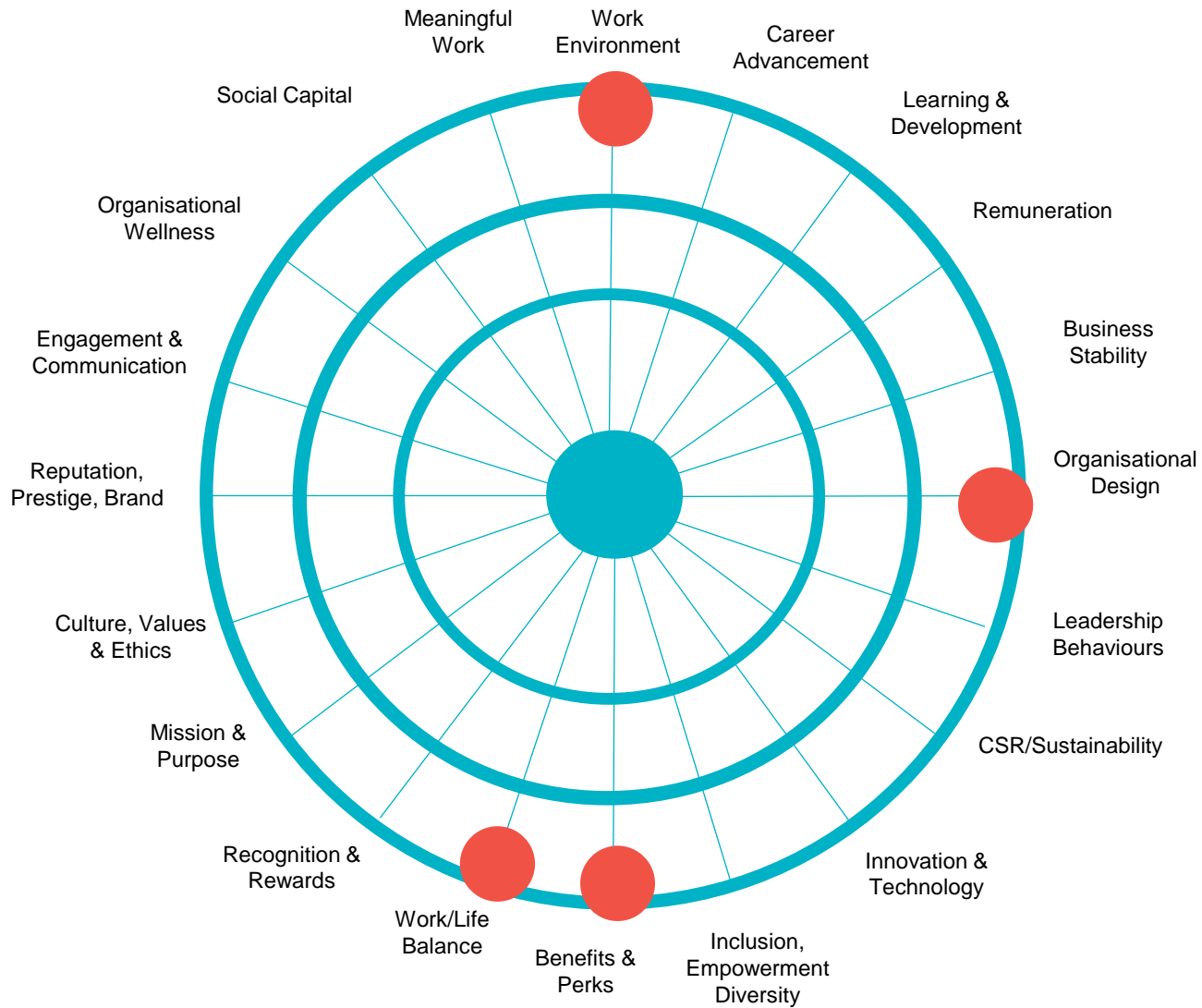


A recognition that flexibility & distributed working is part of an **organisations EVP competitive advantage** for attracting the best talent and now an established **'expected'** by most



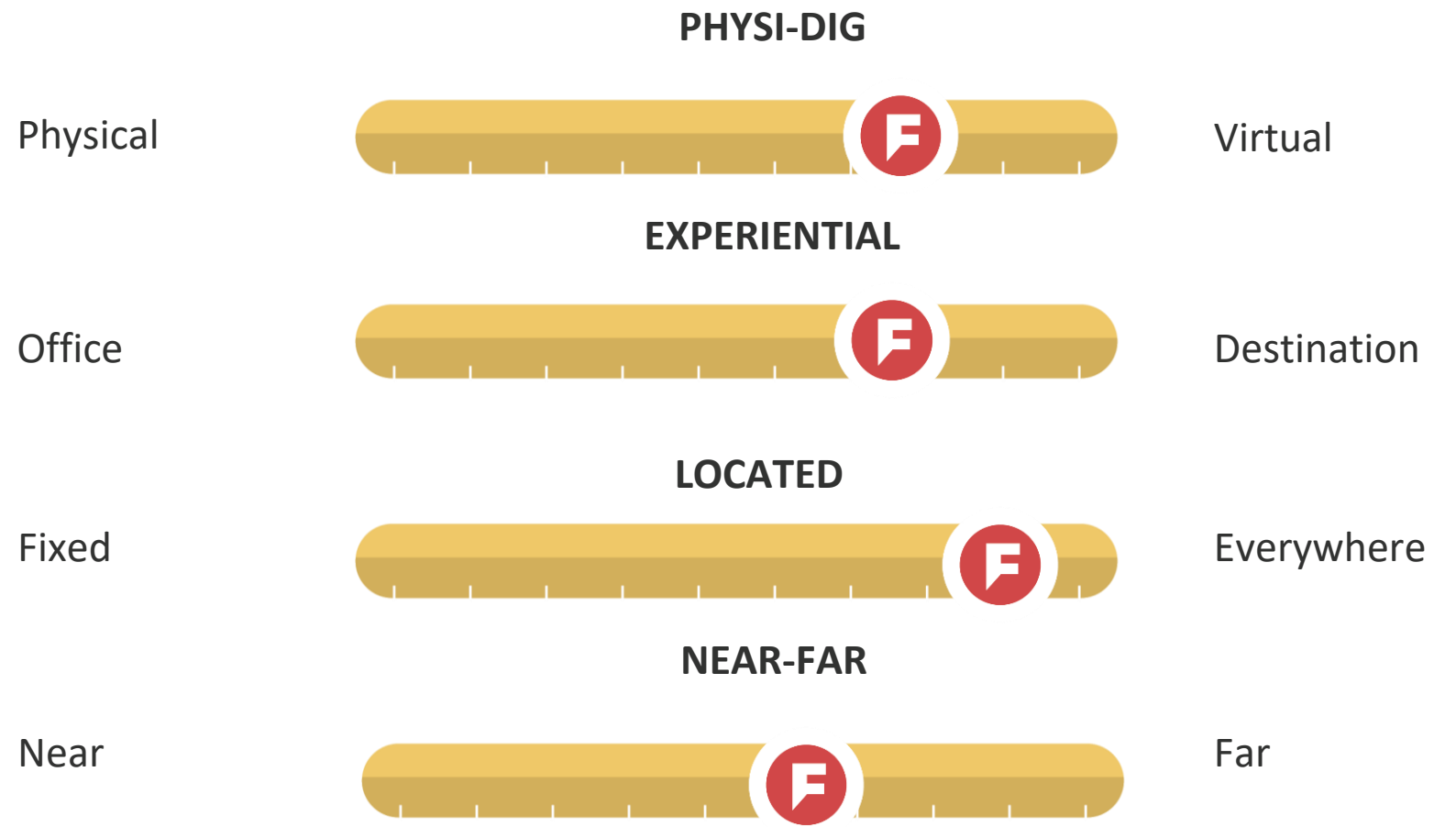
- 2 Days WP 3 Days Remote
- 3 Days WP 2 Days Remote
- Fully Remote
- 4 Days WP 1 Day Remote
- 1 Day WP 4 Days Remote
- Return to Full WP





Top **5** and in many instances **Top 2** part of **EVP** for any organisation wanting to be seen as a destination for talent



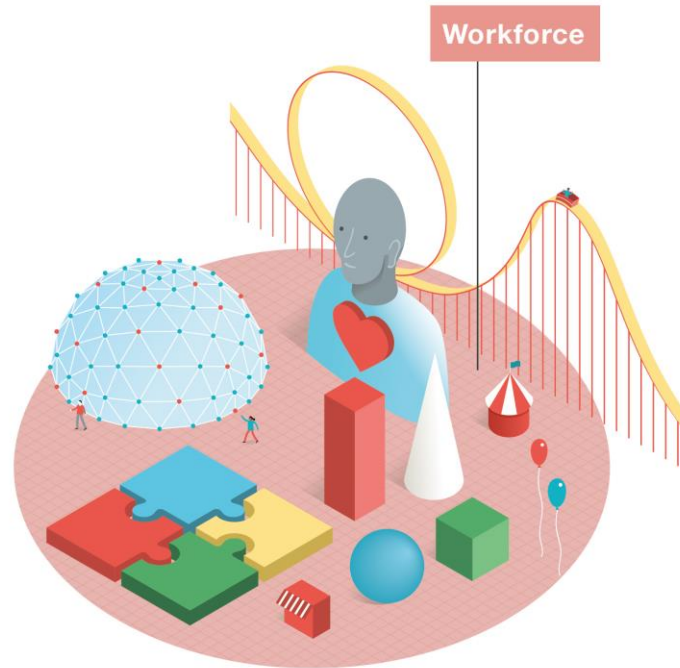




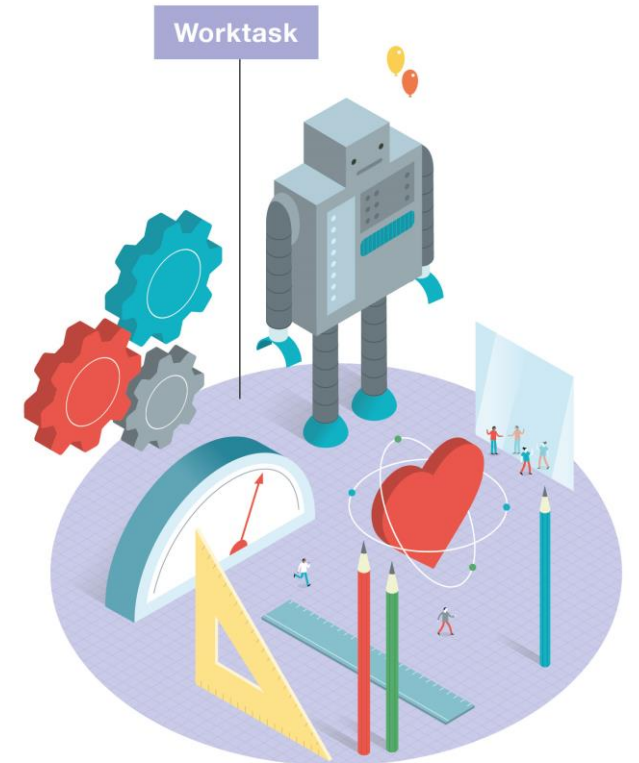
'REMOTE' POLARITIES



Concentrated V/& Distributed
Macro V/& Micro
Here V/& Everywhere



Some V/& All
Ownership V/& Access
Core V/& Ecosystem



Leadership V/& No Leadership
Empowerment V/& Control
Myopic V/& Holistic