



President / CEO
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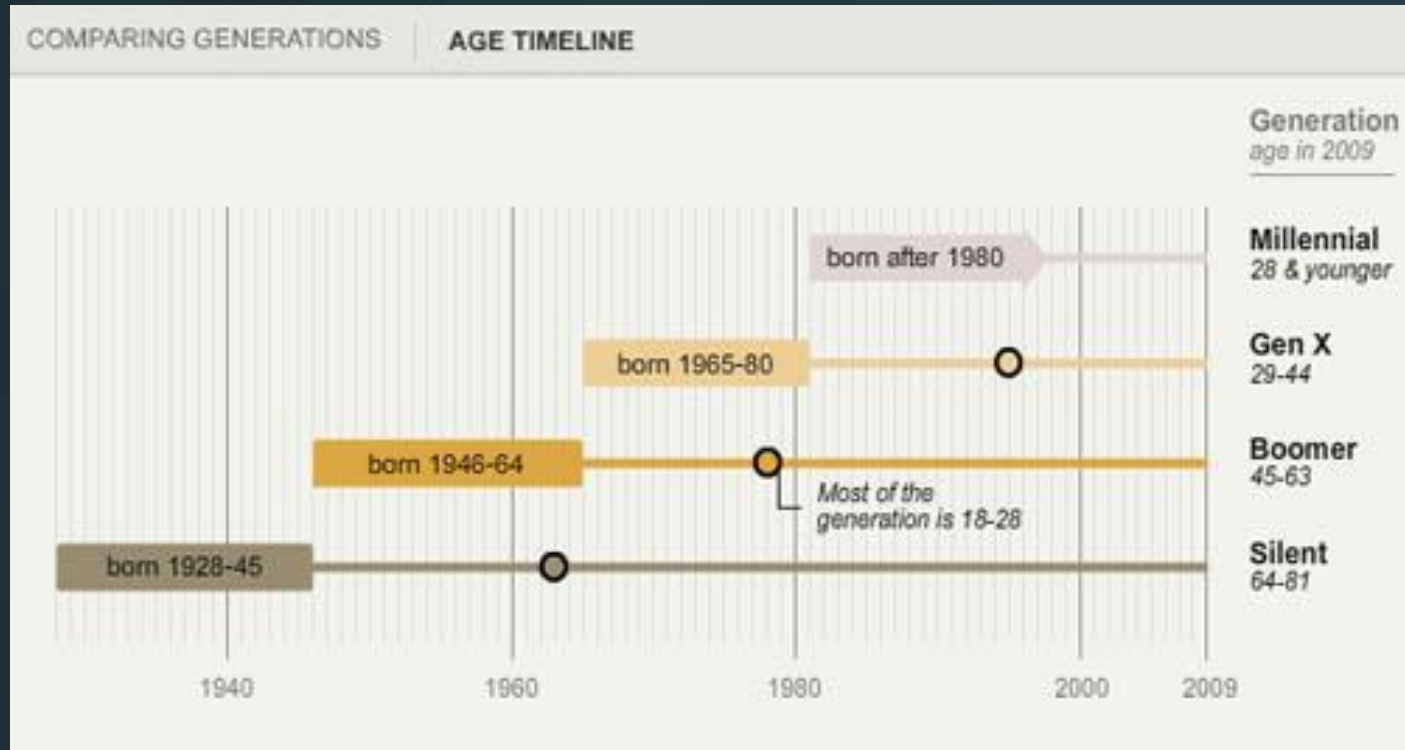
The Future of Work

Today's Professionals working
with/for/among
Millennials and Gen Z

Today's Topics

- Millennials ~ are the Largest Generation of the Work Force
 - **How do they define Success?** It's different today
- Future of Work Trends for Business Leaders
- Work Places and Organizations are evolving...Are you?
- Mobile Worker
- Freelancing is the new NORM
- The Future of Work in a Global Economy
 - Are you ready to be Boss? Maybe...Maybe Not?
 - When you Run the Show
- **The Future is Yours!**
- Generation Z or the "I" Generation

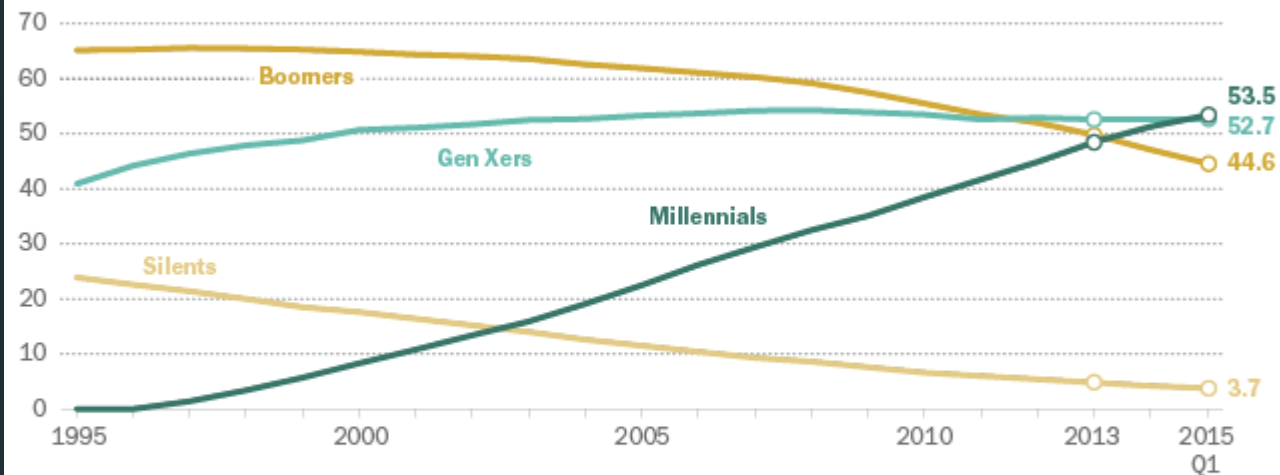
Who are the Millennials?



US Labor Force by Generation

U.S. Labor Force by Generation, 1995-2015

In millions



Note: Annual averages plotted 1995-2014. For 2015 the first quarter average of 2015 is shown. Due to data limitations, Silent generation is overestimated from 2008-2015.

Source: Pew Research Center tabulations of monthly 1995-2015 Current Population Surveys, Integrated Public Use Microdata Series (IPUMS)

PEW RESEARCH CENTER

How do you Define Success?



"Paying your dues, moving up slowly and getting the corner office — that's going away. In 5 years, it will be gone,"

"Instead, success will be defined not by rank or seniority but by getting **what matters to you personally**,"

- Whether that's the chance to lead a new-product launch or being able to take winters off for snowboarding.
- "Companies already want more short-term independent contractors and consultants and fewer traditional employees.
- Seniority matters less and less as time goes on, because it's about the past, not the future."

So What Will
Be The Future
Work Trends in
the next 10
years?





Throw away the briefcase;
you're not going to the **OFFICE**.
You can kiss your **BENEFITS**
goodbye too! Your **NEW BOSS**
won't look much like your old
one. There's no longer a
Corporate Ladder. You may
NEVER RETIRE, but's there's a
World of **OPPORTUNITY**; IF you
figure out a new Path...

KEY TRENDS FOR BUSINESS LEADERS

- When it comes to the future of work there are a few key trends which business leaders need to pay attention to.
- Understanding these trends will allow organizations to better prepare and adapt to the changes which are impacting the way we work.



Future Trends Are

- Changing behaviors which are being shaped by social media entering the enterprise.
- New collaborative techniques and technologies
- Flexible Workplaces
- Support your Personal Mission
- A shift to the “cloud” for your work effort
- Mobility and “connecting to work.”



Behaviors Shaped by Social Media

- We are seeing inside our organizations as it relates to “social” collaboration is being fueled by what is happening on the web.
- Facebook, Twitter, LinkedIn, Google+ and many others have given rise to more robust and business oriented counterparts such as Jive, Yammer, Chatter, and dozens of others.
- **The web helps encourage and support new behaviors such as creating communities, being open and transparent, sharing information and ideas, easily being able to find people and information, and collaboration.**
- These behaviors (and technologies) are now making their way into our organizations and are helping shape the future of work.



Workplaces Must Empower Collaboration and Innovation



- The millennial generation essentially demands a corporate culture anchored in collaboration.
- Recent studies show 82 percent of millennials believe collaboration is the key to innovation and aspire to work in companies that agree.

BUSINESS INNOVATION
MEETS
SOCIAL TRANSFORMATION

- This means organizations should invest in technology and spaces that encourage and drive collaboration while also enabling the type of work their people need to get done.

New collaborative technologies

- New collaborative technologies are dramatically impacting the way we work.
- These technologies give us the **freedom and flexibility** to work from anywhere, anytime.
- Being able to find **subject matter experts** and connect with colleagues (known or unknown) across the globe is now a possibility that didn't exist.
- **Hierarchies are being flattened** regardless of seniority and information is being opened up instead of being locked down.
- **Systems are being connected** and opportunities for business process improvement, customer experience, and overall efficiency improvement abound.



Workplaces must be flexible



- When it comes to where and how work gets done, the millennial generation loves freedom of choice.
- Able to get work done on laptops, smartphones and tablets, employees are no longer tethered to their desks as they were a decade ago.
- Employers need to offer flexible workspaces that allow people to move, change positions and work in different areas throughout the day.
- Organizations at the forefront of responding to this demand are introducing “hubs” of flexible office space that can offer up to 10 different types of work settings.
- These hubs then allow employees to sit, stand, lean, gain privacy and move around throughout the day as they feel necessary.

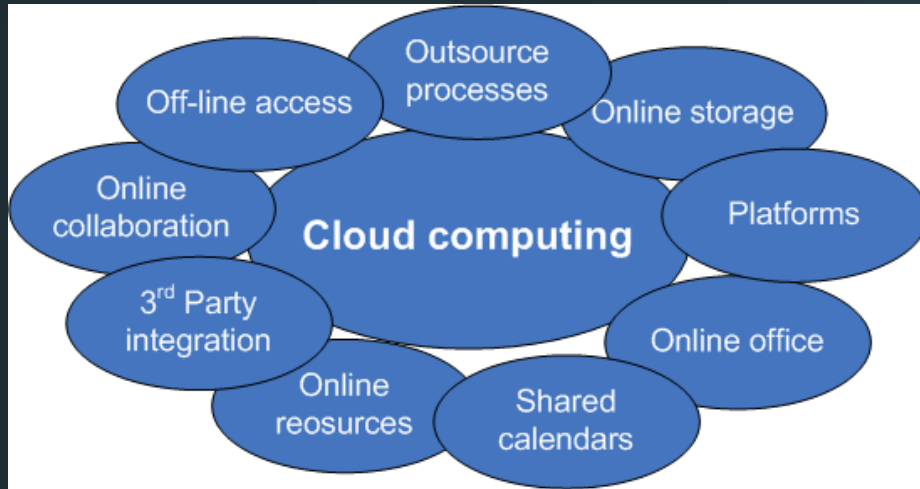
Companies Must Support Their Mission

- The millennial generation believes business should do more than generate profit, it should also change the world.
- The 2015 Millennial Impact survey indicates that 97 percent of millennials want to use their skills to help a cause.
- This means organizations must do more than simply draft new values and mission statements, they should also consider aligning their workspace around their mission.



Your Company
Your Cause **DOING GOOD
IS GOOD
BUSINESS**

Shift to the “cloud”



- Virtually every collaboration platform today has a cloud-based deployment option. This means that the barrier to entry is virtually zero.
- Business units no longer need to wait for corporate approval or the blessing of IT to make investments in these areas.
- This is a huge shift inside of organizations which traditionally had to rely on IT to deploy any type of new technology, the costs used to be high and the deployments complicated.

Mobility and “Connecting to work”

- Mobility is not just about being able to work and get access to people and information from a mobile device.
- It's also about being a mobile worker which means you can work from anywhere, anytime, and on any device.
- The idea of “connecting to work” is become more prevalent within organizations as they are starting to allow for more flexible work environments.
- The notion of having to work 9-5 and commuting to an office is dead.



How will this affect you Professionally?



Traditional Work is Dying...

FREELANCING is here

- We've seen glimpses of the looming changes already: freelancers now make up 34%—that's 53 million people—of the U.S. workforce, according to a 2015 survey by Edelman Berland.
- **In the next 10 years, this shift will accelerate in a major way towards entrepreneurship, independent contracting, and "peer-to-peer" work** on platforms like TaskRabbit or TopTechJobs.
- There will be major diversification of entrepreneurship as new platforms like crowdfunding and relocalized production become increasingly popular.



Work Will Consist Of Many "Short-Term" Assignments

- A career will be hundreds of short-term assignments spread out over a lifetime.
- By 2025, the majority of the job market will consist of part-time assignments, portfolio careers, and entrepreneurialism.
- Instead of day-in, day-out work consisting of much of the same responsibilities, a "career, then, will be composed of hundreds of [short-term] assignments spread out over a lifetime".
- In other words, workers will work on short-term assignments ranging from several days to multiple years, and will become employees for their own firms.
- As this becomes the norm, the vast majority of job growth in 2030 will come from small businesses.



There Will Be More Talent Agencies Looking For The Standard Worker



- In the past, talent agencies were reserved for performing artists and athletes, but in the next economy, talent agencies and headhunting firms will start to play a bigger role in the lives of the everyday professionals looking to further their career.
- It is evident that the profoundly different nature of jobs and work in the emerging new economy will require profoundly different platforms for organizing work and careers.

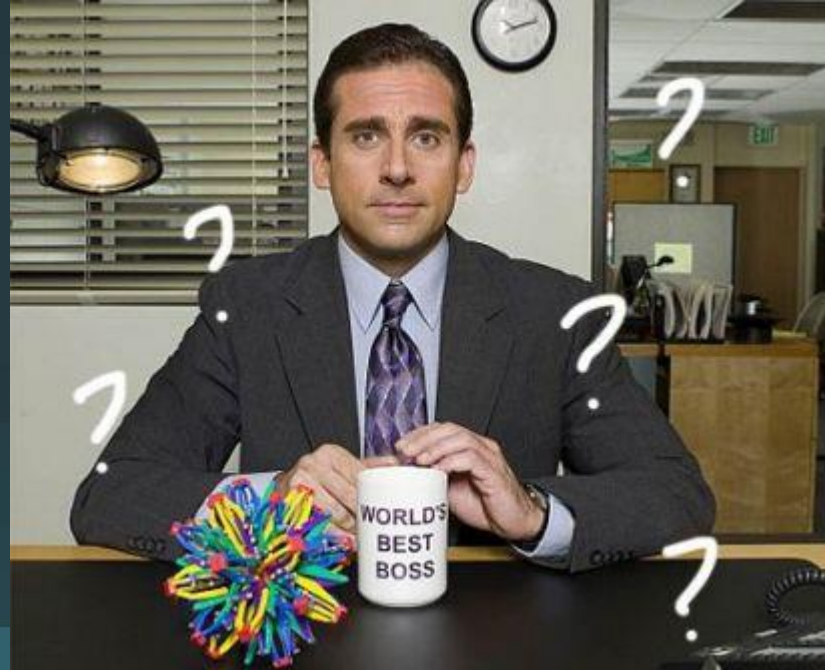
Small-Business Growth Will Lead To A Boost In Wages

- The rise in self-employment will inevitably increase wages.
- Additionally, as the aging population retires and with a birthrate below replacement, the labor supply will decrease, which will also play a role in boosting wages.
- Just remember, now you are paying for your own insurance, benefits, PTO, 401k, training, etc.



The New Boss in a Global Economy

- Businesses have the ability to grow insanely fast these days, going from relative obscurity to viral status sometimes overnight.
- Managers need the ability to act quickly when it comes to putting together the perfect team needed to tackle whatever new challenge is at hand.
- A leader is going to identify a new project—maybe it's entering a new line of business or a new part of the world—and this is going to require a team with a new skillset.
- Cobbling together the leanest, most experienced team of people will require not just hiring, but overseeing a mixture of full-time and freelance people.



What Will Be The Traits of Success?



- **Finding More Immediate Ways To Communicate**
 - Managers will need to be far savvier about how they connect and communicate.
 - Collaboration platforms like Yammer, Chatter, and Slack are starting to make their way into workplaces as the main form of communication, replacing email.
 - This population of employees think email is dead!
 - That means the boss of the future **must prioritize and be hypersensitive** to how they adapt the technology themselves.
 - With employees scattered around the world and often working remotely, making sure everyone is on the same page will become increasingly tricky and important.

The Boss will answer to Everyone...Yay!



- In five years, no one will be able to escape the immediacy and accountability that social media and online reviews have created for businesses. How transparent you are is increasingly important.
- **The boss of the future must be well adept at leading under a microscope, taking people's feedback—harsh as it may be—and responding to it in their stride.**
- Transparency will also require bosses to include their team in big decisions rather than just taking a top-down approach to leadership. People look at leadership as a side-by-side relationship or a partnership relationship.
- Managers need to be much better listeners rather than talkers. They need to be much better servant leaders."



Gen Z @ Work

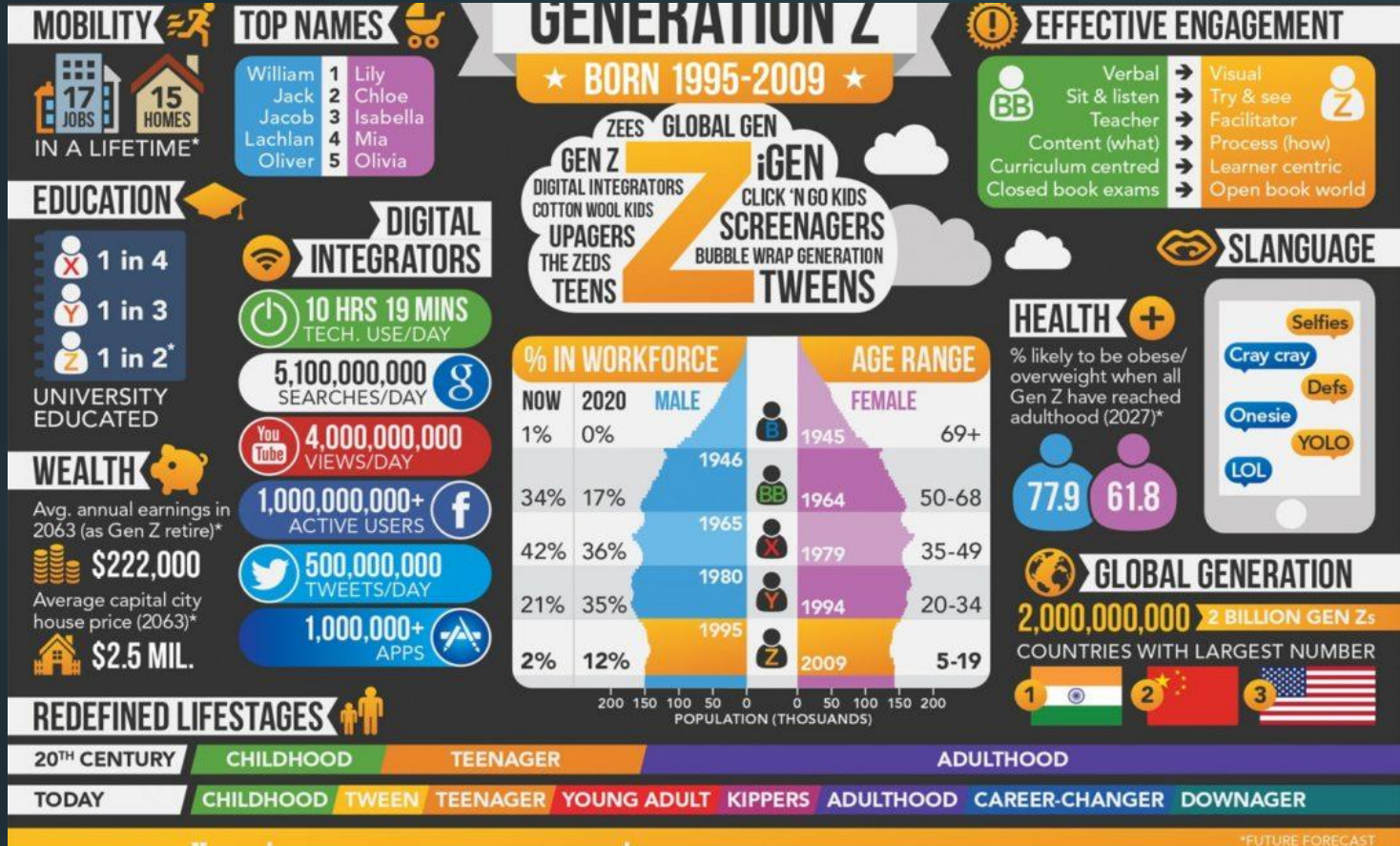


Who is Gen Z (some call the “I” Gen)

- They were born between 1995 and 2012.
- At 72.8 million strong,
 - Gen Z is about to make its presence known in the workplace in a major way.
- They're radically different than Millennials.
- This generation has an entirely unique perspective on careers and how to succeed in the workforce.



Gen Z @ Work



Everyone Is Responsible For Their Own Success

- Your career success relies solely on you.
- Workers will be forced to think constantly about their next assignment, the skills required for that assignment, and the education and credentials required to gain those skills.
- To be successful, individuals will have to be more entrepreneurial in thinking and planning their lives, meaning constantly selling themselves, defining one's own work, and educating themselves for future assignments.



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