6 TRENDS SHAPING THE WORKING WORLD
1. **People are more connected**

5 billion people will have access to the internet by 2025.

Between 2010-25, internet access will spread to 3 billion people.

*Source: Cisco Global Business Network*
WORK BECOMES MORE COMPLEX

PERCENTAGE CHANGE IN EMPLOYMENT BY OCCUPATION

HIGH SKILL

MEDIUM SKILL

LOW SKILL

MANAGERS
PROFESSIONALS
TECHNICIANS
SALES
OFFICE & ADMIN
PRODUCTION & CRAFT
OPERATORS & FABRICATORS
PROTECTIVE SERVICES
FOOD PREP & CLEANING
PERSONAL CARE & SERVICES

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SOURCE: CISCO GLOBAL BUSINESS NETWORK
Moravec's Paradox

Computer: Easy

Human: Hard

Computer: Hard

Human: Easy
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TASKS

ROUTINE

ANALYTICAL
- Record Keeping
- Calculation
- Repetitive Services

MANUAL
- Picking And Sorting
- Repetitive Assembly

NON-ROUTINE

ANALYTICAL
- Forming Hypotheses
- Medical Diagnoses
- Persuading / Selling

MANUAL
- Janitorial Services
- Truck Driving

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GLOBAL EDUCATION

CHINA
INDIA
USA

2000
3 GLOBAL EDUCATION

2020

USA
INDIA
CHINA
TALENT CLUSTERS

PATENTS FILED
LONGER WORKING LIVES

<table>
<thead>
<tr>
<th>NAME</th>
<th>LIFE-SPAN</th>
<th>HOURS WORKED</th>
<th>RETIREMENT</th>
<th>ANNUAL SAVINGS</th>
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</thead>
<tbody>
<tr>
<td>JACK</td>
<td>1947 – 2017</td>
<td>124,800</td>
<td>65</td>
<td>5.3%</td>
</tr>
<tr>
<td>JIMMY</td>
<td>1977 – 2057</td>
<td>156,000</td>
<td>70</td>
<td>19.3%</td>
</tr>
<tr>
<td>JANE</td>
<td>2012 – 2112</td>
<td>218,400</td>
<td>80</td>
<td>25%</td>
</tr>
</tbody>
</table>
ATTRACTING GENERATION Y

FACTORS THAT ATTRACT GEN Y

- Career Development
- Remuneration
- Nature of Role
- Job Security
- Work-Life Balance

% Rated Important

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SOURCE: MERCER
NEW PARTNERSHIP MODELS:

- BREADWINNER/CARE GIVER
- DUAL CAREERS AND SHARED PARENTING
- DUAL CAREERS AND OPTING OUT OF PARENTHOOD

SOURCE: BABY BUST, STEWART D. FRIEDMAN, 2013

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THE TRENDS SHAPING OUR CORPORATIONS

INCREASING SKILLS GAP

CLIMATE CHANGE

HOLLOWING OUT OF WORK

POVERTY AND INEQUALITY

LONGER WORKING LIVES

EXTREME WEATHER CONDITIONS

TALENT CLUSTERS

HYPER CONNECTIVITY

REBALANCING MARKETS
3 EMERGING THEMES
WORK HOME CYCLE

GUILTY | OVERWHELMED | INSECURE

CAUSTIC CYCLE

ANGRY | UNDERAPPRECIATED | FRUSTRATED
WORK HOME CYCLE
WORK HOME CYCLE

AUTHENTIC | RESILIENT | SUPPORTED

POSITIVE CYCLE

NETWORKED | INSPIRED | KNOWLEDGEABLE
THREE TYPES OF POWERFUL NETWORKS

THE POSSE

THE BIG IDEAS CROWD

THE REGENERATIVE COMMUNITY
COMMON EXPERTISE
DEEP TRUST
CLOSE COMMUNICATION
THE BIG IDEAS CROWD

DIVERSE INPUT
BUILT THROUGH NETWORKS
VIRTUAL COMMUNICATION
THE REGENERATIVE COMMUNITY

CLOSE TIES
PHYSICAL PROXIMITY
IMPORTANT FOR WELLBEING
IMITATING LEADERS
REIMAGINING LEADERSHIP

- SHORT TERMISM
- EMBOLDENED FOLLOWERS
- CITIZEN ACTIVISM
- INCREASED TRANSPARENCY
- WORLD VIEW
- AUTHENTICITY
- INFORMED FORESIGHT
- BROAD ALLIANCES
- SELF KNOWLEDGE
- CRUCIBLE EXPERIENCES
THANK YOU

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