



CyHRMA

partnering people and business

The Future of HR

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4 Generations working Side by Side

Generation	Born	Age in 2020
Baby Boomers	1946 – 1960	60 – 74
Generation X	1961 – 1980	40 – 59
Generation Y/ Millennials	1981 – 1995	25 – 39
Generation Z	1996 – 2010	10 – 25

Baby Boomers

- Work – Centric
- Independent
- Goal Oriented / Achievement Oriented
- Competitive
- Self – Actualization
- Loyal to employers
- Work long hours

Generation X

- Technology Adapt
- Individualists
- Flexible / Willing to change work
- Work / Life Balance
- Entrepreneurial
- Work smarter with greater output

Generation Y / Millennials

- Tech Savvy
- Ambitious
- Result Oriented
- Demand Flexibility
- Family Oriented
- Team Payers
- Desire to have regular feedback
- Challenging the Status Quo
- Give back to the community

Generation Z

- We still have a lot to understand for this Generation but of what we currently know:
- Technology experts
- Extremely entrepreneurial
- Competitors
- Social
- Risk - averse

Millennials

- By 2025, 75% of workforce will be made up of Millennials
- Top Priorities of Millennials
 - 92% Money
 - 87% Security
 - 86% Holidays / Time off
 - 80% Office Culture
 - 79% Flexible working

Millennials

- Willing to relocate
- Work hard
- Expect to work past age 65
- Want to be held accountable and engaged
- Flexibility and progression go hand-in-hand
- Looking for benefits in addition to salary

Disruptive Innovation

- “in retrospect, all revolutions seem inevitable...beforehand, all revolutions seem impossible” (former US ambassador in Russia)
- We tend to underestimate the significance and speed of disruptive innovation

Disruptive Innovation



Disruptive Innovation



- Cloud Computing – the technology is now used by 70% of US organizations
 - Although not recent technology, it gathered momentum in recent years
 - Business became aware of benefits in term of efficiency and profitability
 - By 2030 cloud technologies will be embedded

Tech. disruptions reaching 50 million users

- Telephone – 75 years
- Television – 13 years
- Internet – 4 years
- Facebook – 3,5 years
- Angry Birds – 35 days
- Pokémon Go – 19 days



Megatrends of the Future

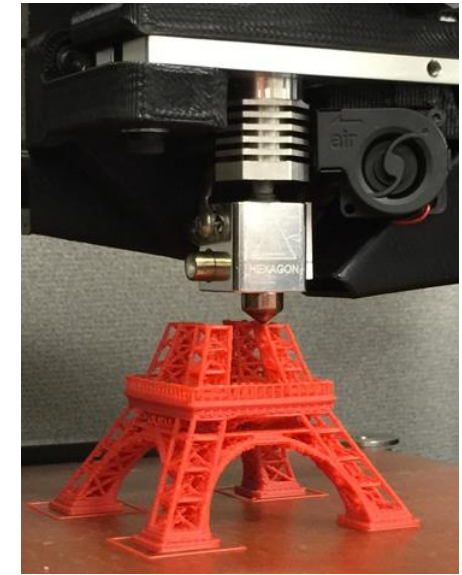
- Megatrends = powerful, transformative forces that drive the change of the global economy, business and society (i.e. electricity, automobile, the Internet)
- Three primary forces that drive the current wave of disruption:
 - Technology
 - Globalization
 - Demographics

Question!

How are these Megatrends going to shape the
Future Working World?

Megatrends of the Future

- Virtual Personal assistant
- 3D Printing
- Home robots
- Drones
- Bionic eyes
- Exoskeletons
- Smart clothes



Megatrends of the Future

- Average life span in 1919 was 34
- Average life span in 2000 was 67
- It is believed that the human to live more than 150 has already been born
- By 2020, the world population of people aged 65+ will exceed the number of children under 5
- Population growth will soon outpace food production

Megatrends of the Future

- Things are changing fast and we need to understand the world around us
- The pace of technological change during the last 30 years is comparable to that during the last 3000 years
- By 2022 the dominant form of employment will be freelance

Recruitment - Work chasing people

- Automation on the sourcing of people
- Use of reputation engines and smart analytics
- Work will be broken into tasks
- Seeking out the best talent for a task
- Companies will be more competitive and will reduce fixed costs = more agile and profitable

Recruitment - Work chasing people

- Companies will need to:
 - redesigned the way they are structured today
 - rethink the recruitment process
 - experiential technologies vs human judgement
- Automated Video Interview
- Automated platforms link jobseekers with employers

Current trends

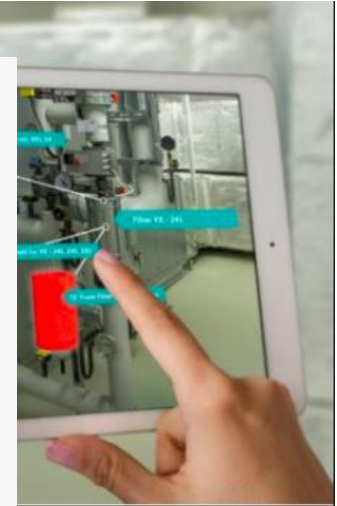
- 70% of job seekers prefer to apply for job using smartphone
- 79% of job seekers are likely to use social media for job search
- 65% of organisations use Social Media and Social tools to source candidates
- 61% of talent acquisition leaders consider online professional network an effective branding tool

Learning and Development

- Majority of employees will work in a different area than the one they have studied
- 85% of the jobs that will exist in 2030 haven't been invented yet
- Ability to gain new knowledge will be valued higher
- In-the-Moment learning will become the norm
- 62% of Millennials believe that Augmented Learning will make their job easier

Learning and Development

- Augmented reality
- Virtual Reality
- Micro-learning applications who help people learn in the moment
- Human Factors Engineering
(i.e. 3rd age suit, pregnancy suit)



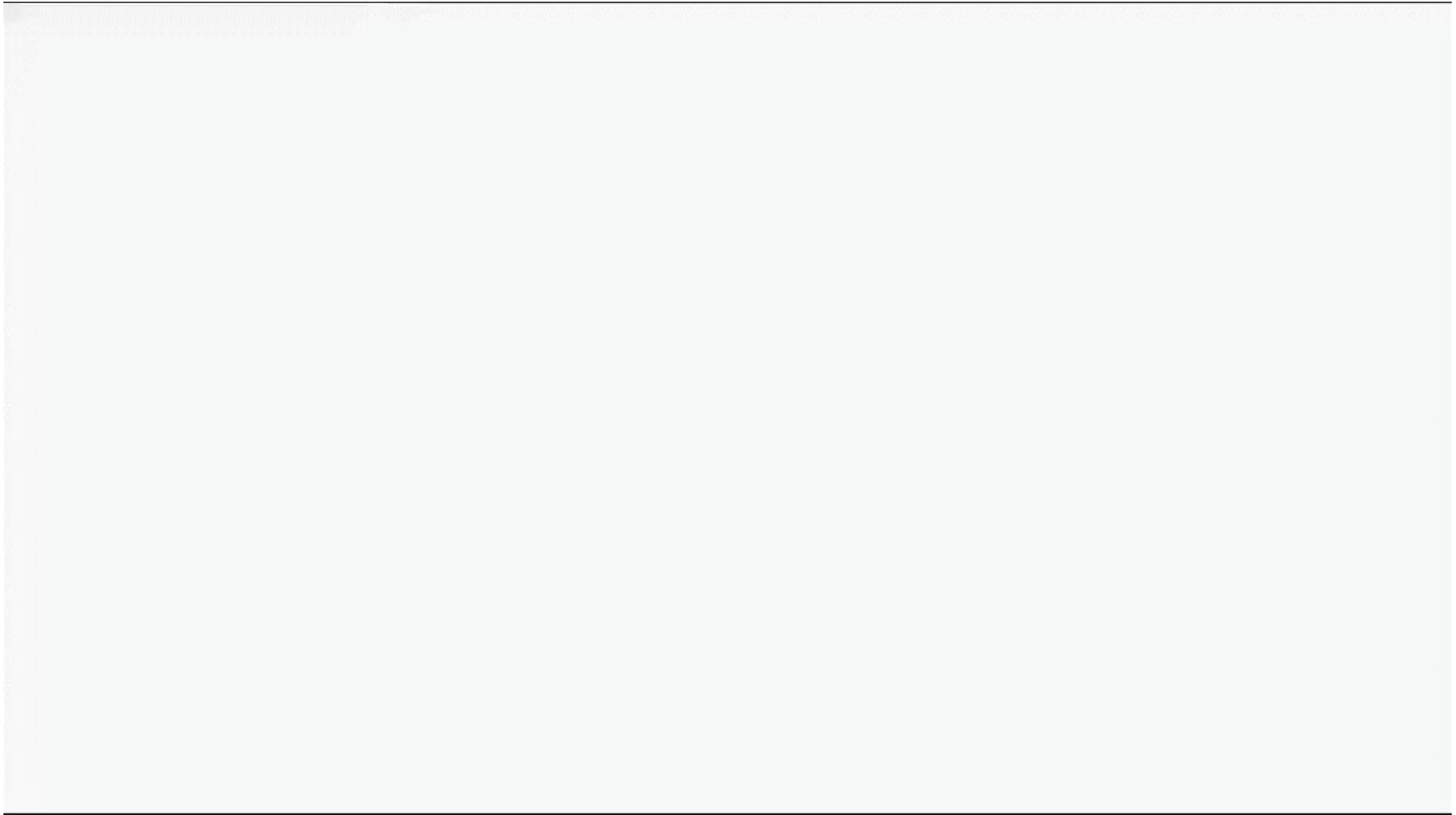
Performance Evaluation

- Shift from reviewing past performance to discussing the future
- Align individuals to company goals
- Totally automated process
- Automated setting of future goals
- Continues feedback review
- Natural to express dissenting opinions
- In the moment social feedback
- Open peer review

Top 10 core skills for the future

1. Complex problem solving
2. Critical thinking
3. Creativity
4. People management
5. Coordination with others
6. Emotional Intelligence
7. Judgement and decision making
8. Service orientation
9. Negotiation
10. Cognitive flexibility

Google Assistant presented in 2016



Thank you!