

The Future of Work & the **Fabrics** of a New Organization.

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The Future of Work

Jobs are NOT going away, they're just **changing**.

92% of CHROs and CEOs tell us they believe their structure must change

Most are looking at ways to flatten the hierarchy, make jobs more dynamic, and further leverage contingent labor

The Impacts

The biggest impact is on the **nature** of work itself.



High ↑ DEMOCRATIZATION OF WORK ↓ Low	WORK REIMAGINED TYPE OF WORK Work via platforms, projects, gigs, freelancing, contests, contracts, and tours of duty TECHNOLOGIES Traditional delivery	UBER EMPOWERED TYPE OF WORK Work via platforms, projects, gigs, freelancing, contests, contracts, and tours of duty TECHNOLOGIES Delivered by new technologies such as cloud, on-demand artificial intelligence, extreme personalization and personal devices	
	CURRENT STATE TYPE OF WORK Full-time employment, with variations such as contract, part-time, and flexible work TECHNOLOGIES Traditional delivery	TODAY, BUT TURBO CHARGED TYPE OF WORK Full-time employment, with variations such as contract, part-time, and flexible work TECHNOLOGIES Delivered by new technologies such as cloud, on-demand artificial intelligence, extreme personalization and personal devices	
	Low ←	TECHNOLOGICAL EMPOWERMENT	→ High

1. Personal Level

Work has become dynamic, disruptive, and somewhat overwhelming. Change in the way we manage our careers.

2. Organizational Level

Industrial economic model is over.

Technology is automating work an unprecedented rate.

Contingent works.

Hollowing out of middle management.

3. Societal Level

First, jobs are quickly changing, as AI/ML takes over more mundane tasks. 47% of jobs will "disappear" in the next 20 years.

The Fix

92% of companies believe their organisation design is not working, yet only 14% know how to **fix** it.

“

The fix, is to empower people in small teams, link these teams together, and build an organizational culture that keeps people aligned and lets people innovate, deliver, and serve customers on the **front line**.

“

HR Trends

How the DNA of the new organization is **changing...**



**Multidimensional
diversity and inclusion**

**Increasing complexity
of global talent markets**

**Intrinsic skills and
renewal**

**Individualized, strength
based development**

**Differentiated
performance
management**

Digital talent paradox

People analytics

**Digital talent
management
operations**

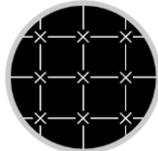
**Driving culture change
like a business**

**Decentral and
differentiated operating
models**

Agile organization

**Blurred company
boundaries**

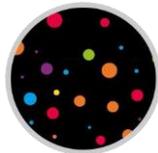
Weave your Organization with Data Driven **Culture**, **Experience** and **Talent**.



Weave

1. Design Thinking Leadership

Adopt design thinking



Fabric Color

2. Culture and Engagement

Refocus on culture and engagement



Fabric Design

3. Organization Design

Reimage HR, Reengineer org, learning, performance and goals



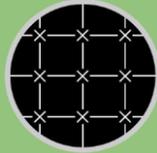
Fabric Feel

4. Employee Experience

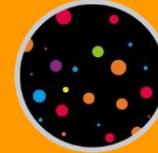
Reengineer career, work - experience, engagement, journeys

The Fabrics

How the fabrics of the new organization is **changing...**



Weave



Fabric Color

1. Design Thinking Leadership

Adopt design thinking

- A new breed of hands on leaders
- Hollow or no middle management
- Measuring leaders through engagement with teams

2. Culture & Engagement

Refocus on Culture & Engagement

- Culture is central to success
- Build a "listening organization"
- Connect and align the teams

**Data Driven
People Analytics**



Fabric Design

3. Organization Design

Reimagine HR & Reengineer Org, Learning & Performance

- Become Agile and Digital HR
- Tech Automation
- Use talent mgmt to create value using people analytics
- Revolution in learning content
- Continuous feedback/performance discussions
- Agile, bottoms-up goals



Fabric Feel

4. Employee Experience

Reengineer career and work

- Ai based Digital Tools
- Network of small teams
- Talent - Purpose of existence - Create Values
- Realizing talent's potential

Thank You.

