

The Future of Work Beta v1

Connectivity

- Information availability
- Globalized access
- Mobile work

Machine capabilities

- Processing power
- Artificial Intelligence
- Spatial cognition
- Robotics

Modularization

- Unbundling
- Work fragmentation
- Specialization
- Distributed processes

Globalization

- Product
- Innovation
- Service

Remote work

- Telepresence
- Collaboration
- Virtual worlds
- Machine operation

Work marketplaces

- Participation
- Availability
- Pay pressure
- Access to expertise

Economy of individuals

- Independence
- Entrepreneurship
- Collaboration
- Reputation

Polarization of work

- Pay
- Opportunity
- Affiliation

UNDERLYING DRIVERS

ECONOMIC STRUCTURE

LABOR DISPLACEMENT

EMERGING LANDSCAPE

Demographics

- Ageing
- Country divergence
- Migration
- Pension funding

Productivity

- Factor shifts
- Technology impact
- Capital efficiency
- Industry divergence

Crowdsourcing

- Open innovation
- Labor pools
- Managed crowds
- Enhanced mechanisms

High-performance organizations

- Internal markets
- Ad-hoc networks
- Social technologies
- Distributed value creation

Social expectations

- Opportunity
- Gender equity
- Flexibility
- Meaning
- Potential

Value polarization

- Commoditization
- Expertise
- Innovation
- Relationships

Worker replacement

- Automation
- Robots
- Service
- Judgment

Education

- Available
- Open
- Continuous
- Peer learning

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Future Of Work Framework

Ensheng Dong



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