

“The Future of Work”

5 priorities to consider

Forces such as digitalization are driving the next decade of workplace transformation.

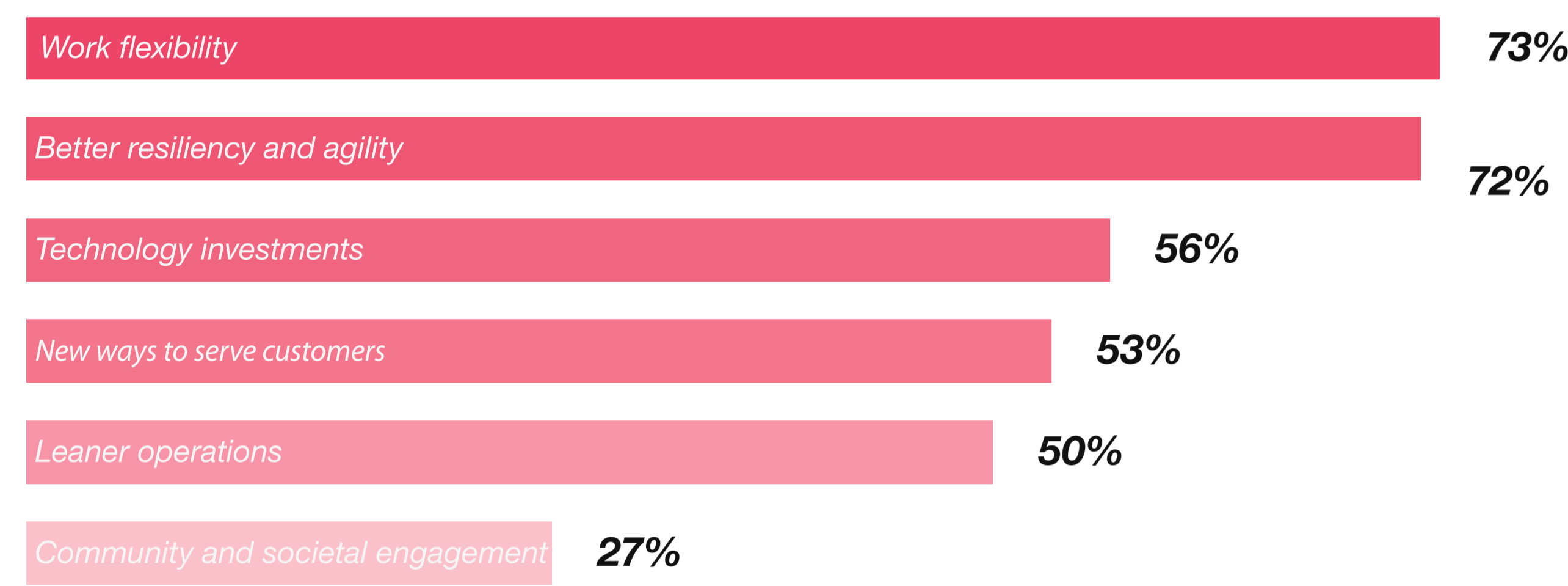
The good news? Business leaders can start re-focusing their strategy and culture now to emerge stronger.

PwC has identified five priorities that help provide a path forward for a company’s “Future of Work” plan.

1. Business strategy

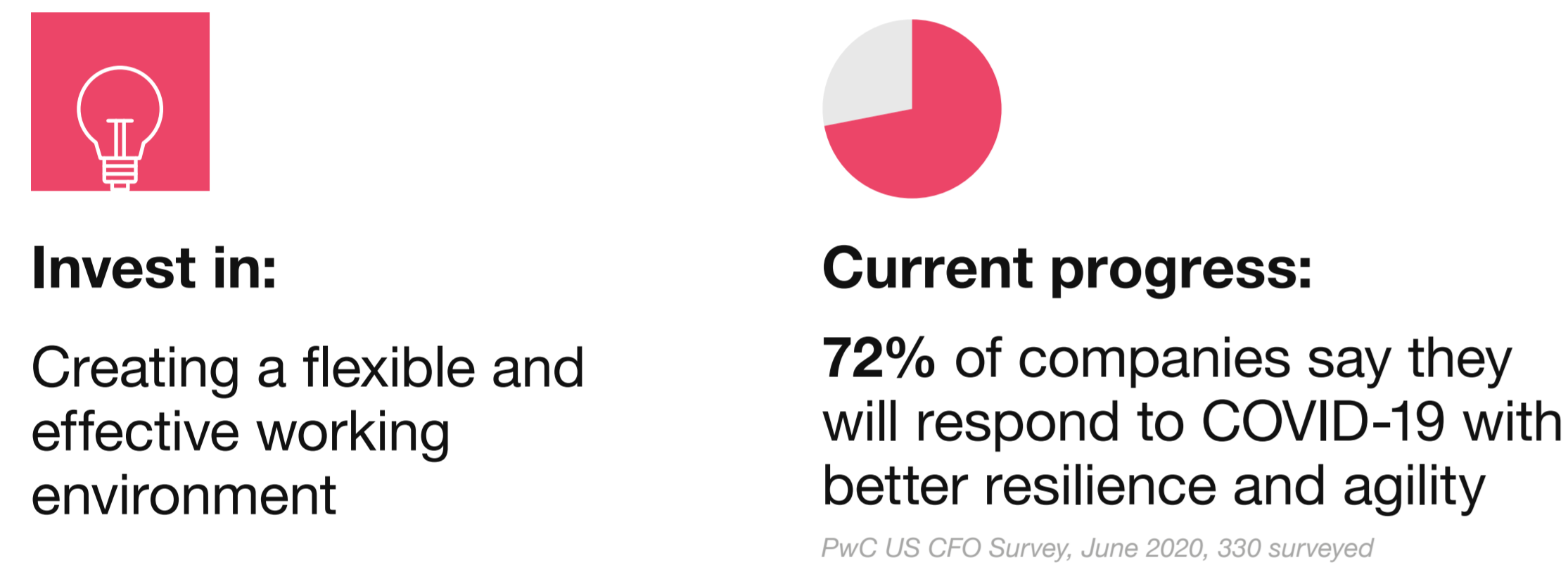
Staying adaptable and resilient in the face of change is a key part of the future of work.

What about the current situation will make your company better in the long run?



Source: PwC US CFO Pulse Survey, Jun 2020, 330 surveyed

The flexibility it offers also helps boost productivity and work-life balance, further spurring this shift.

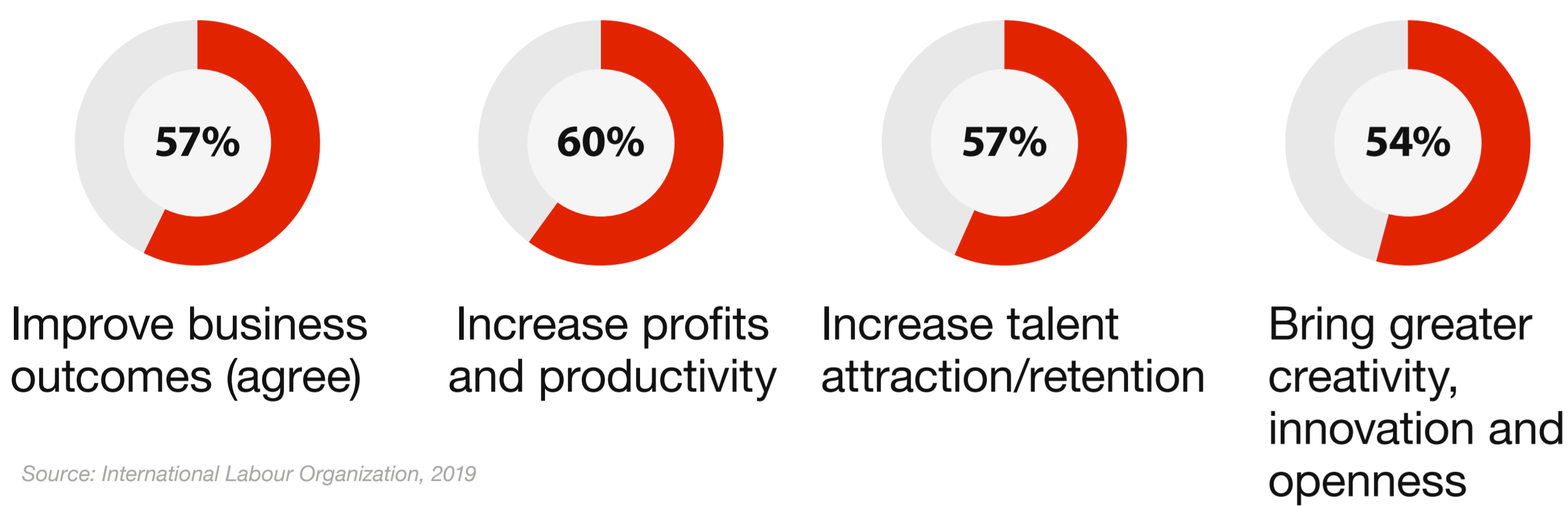


2. Talent planning

Hiring to accomplish workforce goals alone is not enough. Companies should think about three steps:

1 Recruit well
Assess your company’s values and mission, and keep an eye on diversity and inclusion while hiring

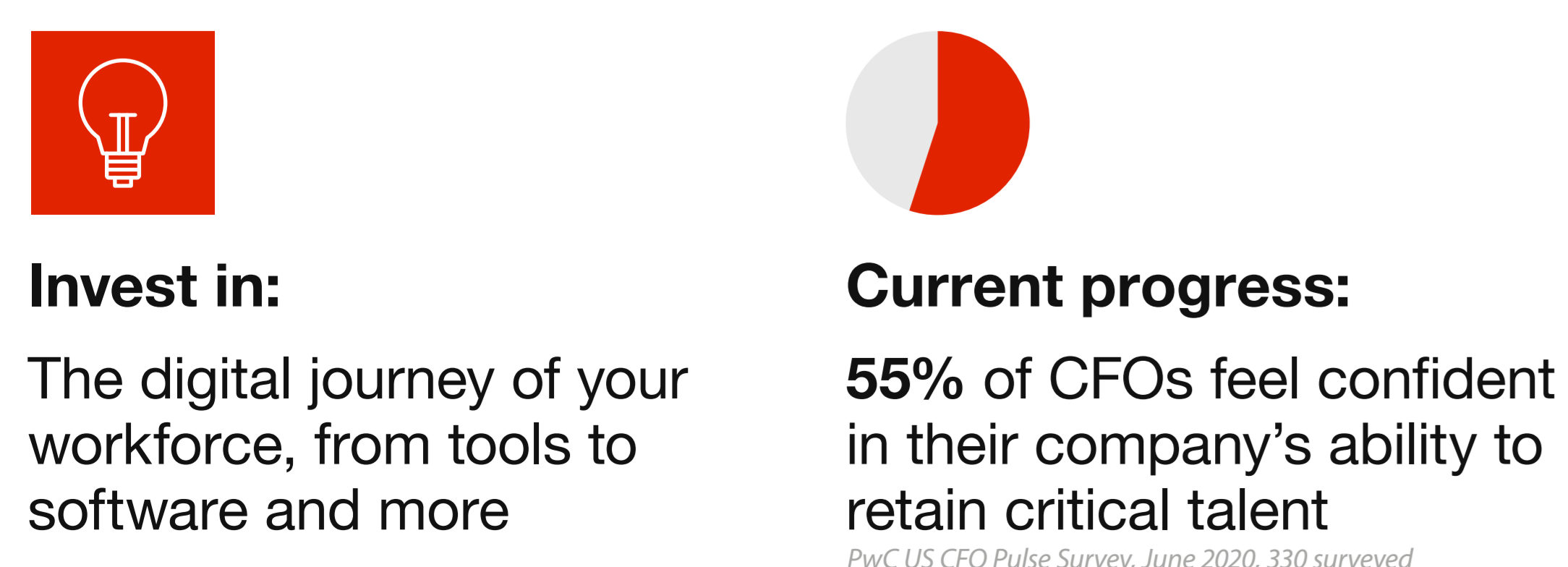
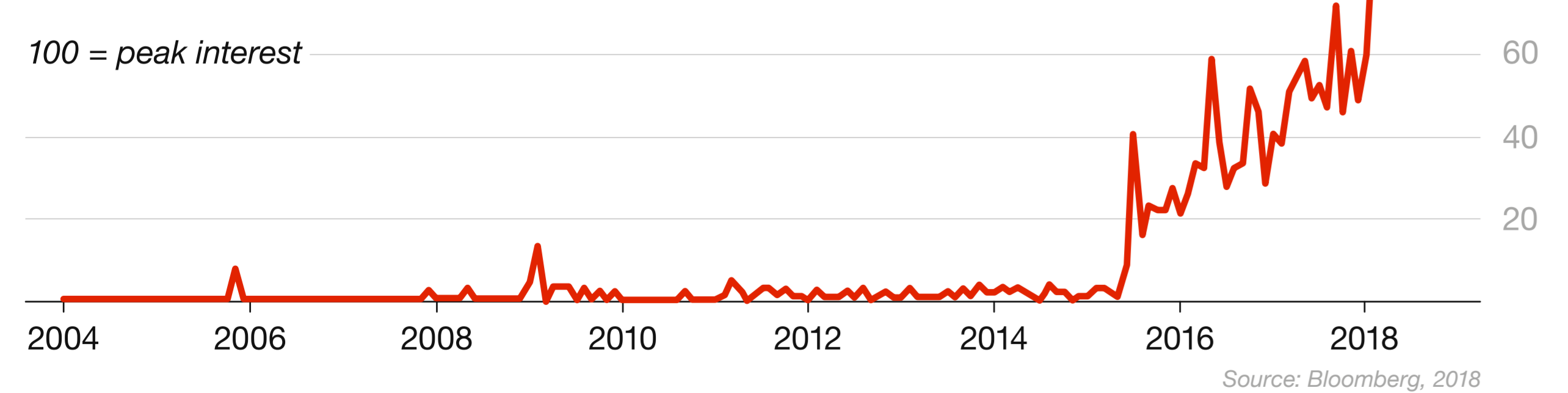
Gender diversity initiatives...



2 Retain talent
Focus on building your employees’ skills and boosting their workplace learning

3 Stay adaptable
Leverage alternative models, such as the gig economy, at the right time and price

How likely are companies to financially perform above median? (2017 national)



Avoid Ignoring what your people need to thrive during significant change

Avoid Confusing hours in the office with productivity

Avoid Hiring with a short-term mindset

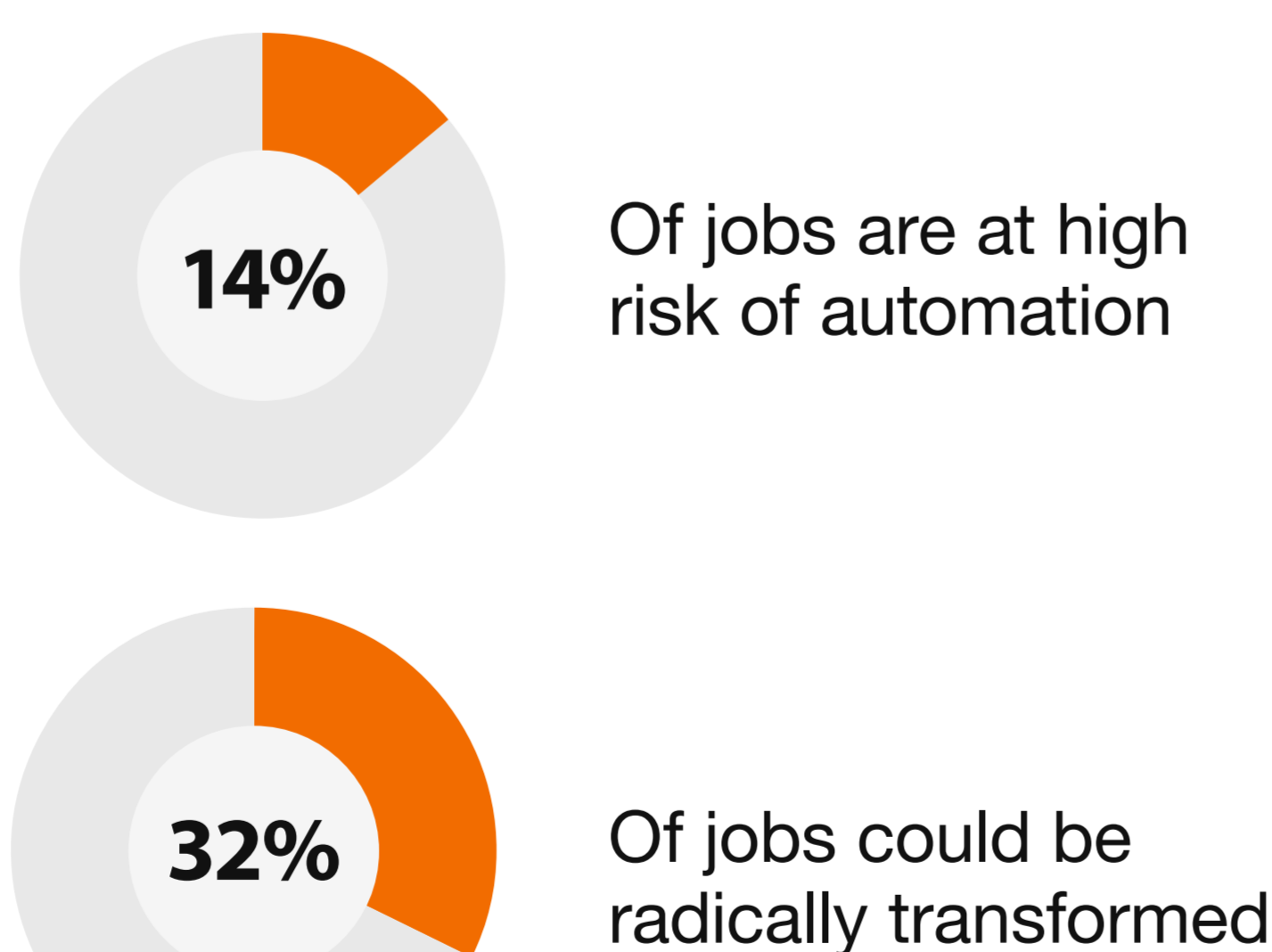
Avoid Ignoring a holistic view of the employee experience

Avoid Dropping the ball on digital learning—it is never “done”

3. Learning & innovation

In the future, digital and human skills will be in high demand.

Automation risks and the skills gap

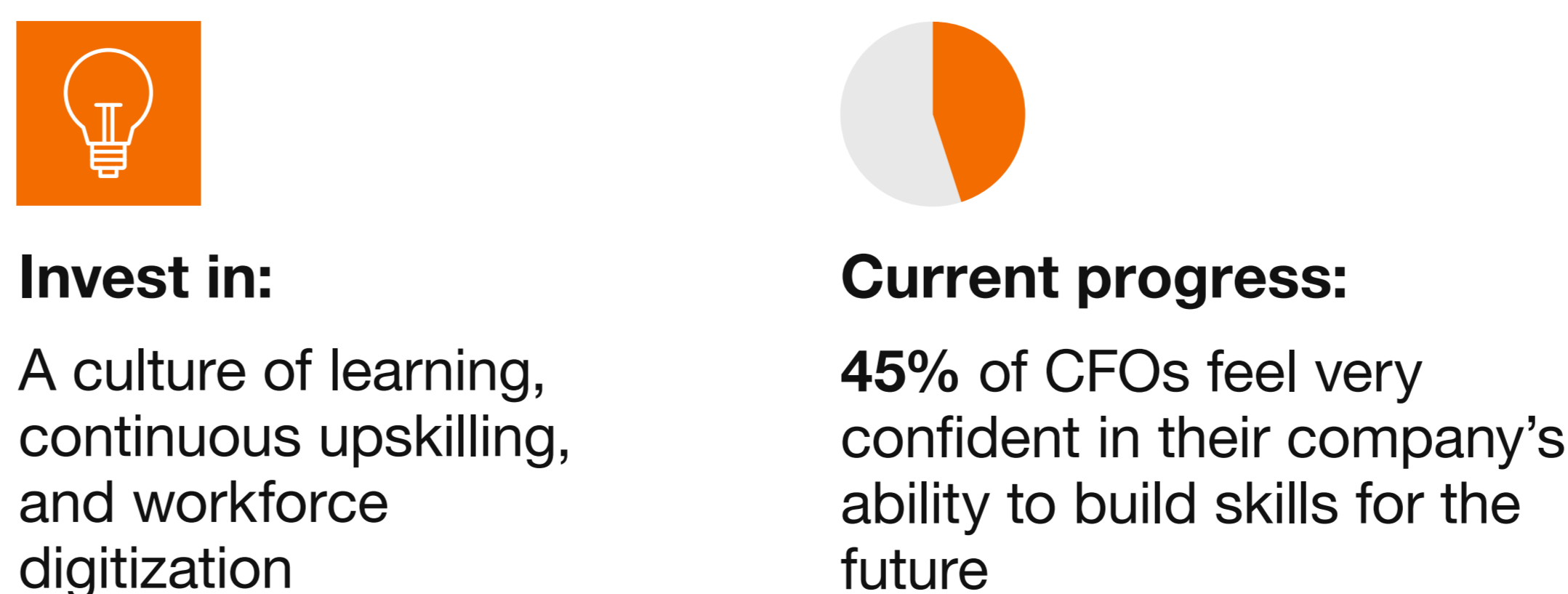
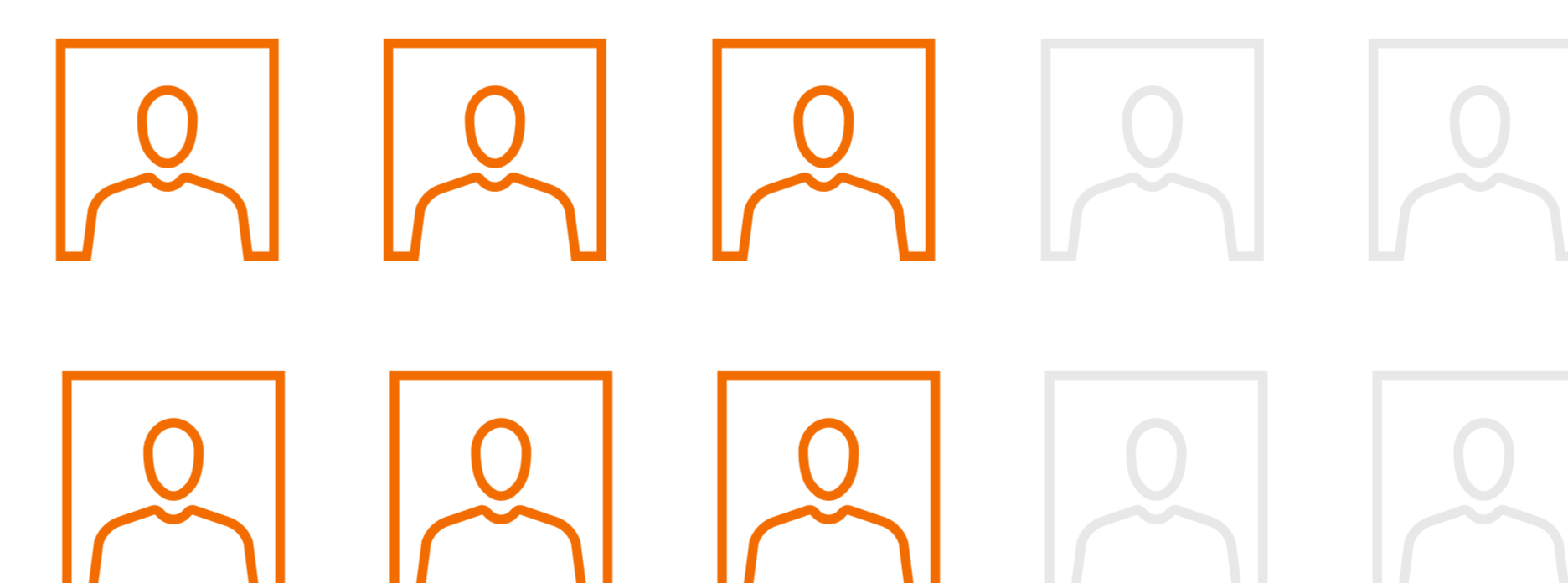


To keep up with these trends, upskilling—from digital literacy to critical thinking—will be of the essence.

It requires both an individual and an organizational commitment for the fullest impact on the workforce.

Many adults do not have the right skills for the new jobs

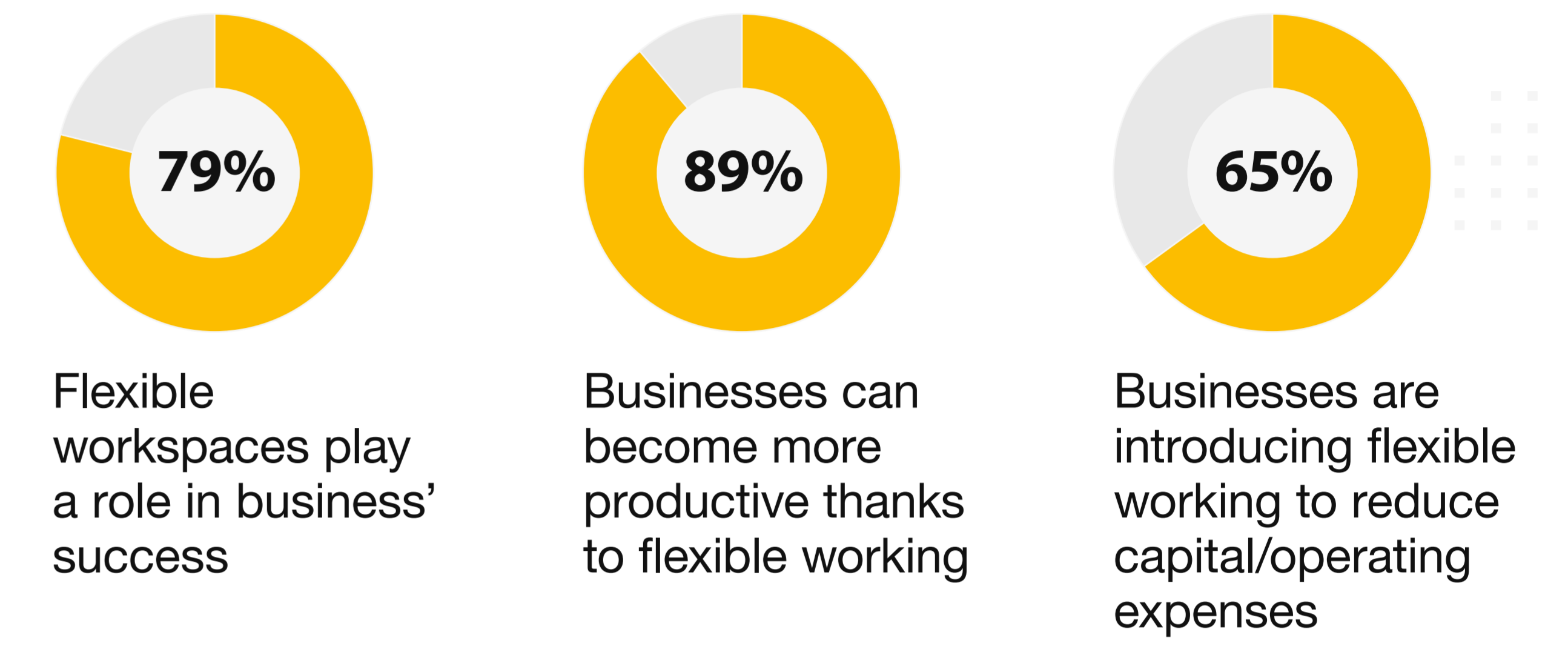
6 out of 10 adults lack basic information and communication technology skills or have no computer experience



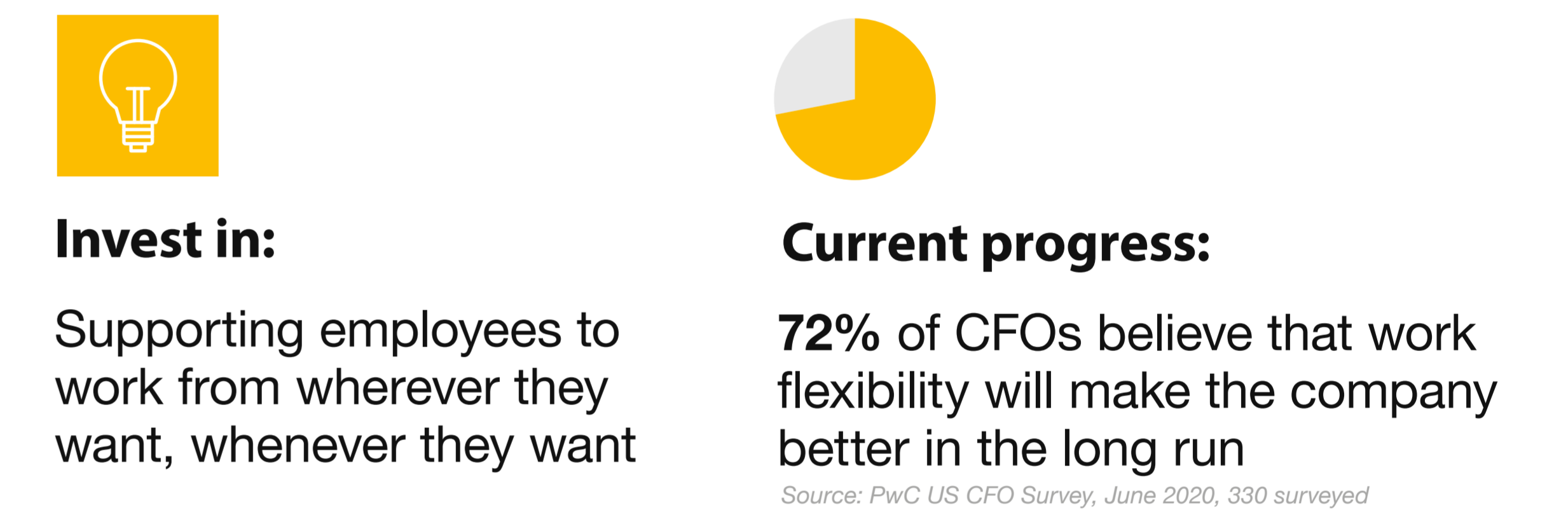
5. Work environment

Globally, flexible working is an essential part of the new normal.

Business drivers:

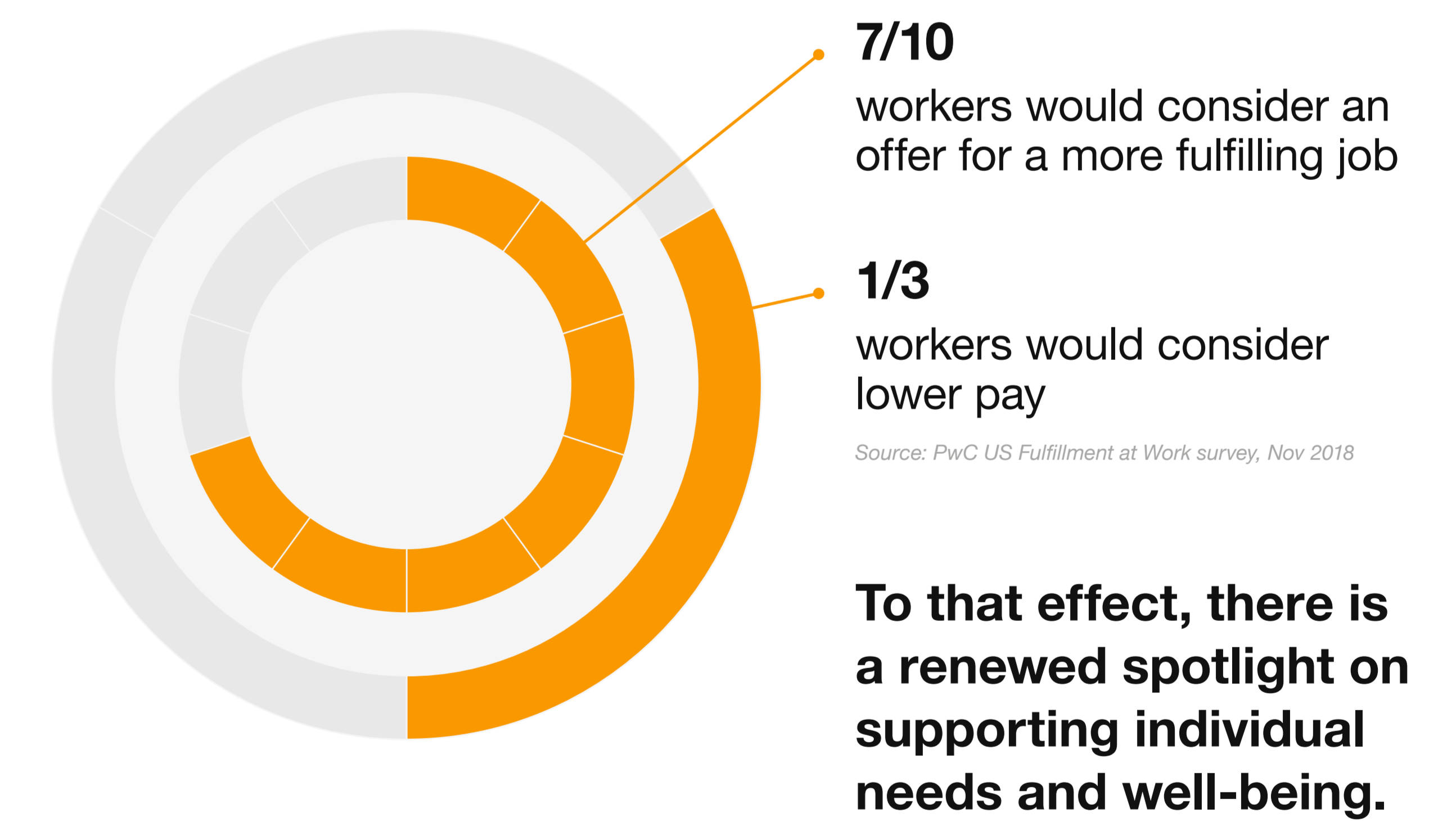


Companies need to consider reconfiguring the physical office and remote work capabilities.



4. Employee experience

Employees see their work as more than a “9 to 5”—they seek meaningful work, relationships, and experiences.



There are tangible benefits to an engaged workforce:

