Creating a future-ready workforce

Siobhán Hanley, Director of Potential

Nina Sochon, Team Activator

Today is about supporting you

to create a future-ready workforce

Our aim is to help you get acquainted with some of the tools learners need today to help them navigate the workforce tomorrow: capacity to innovate, lead and be great at teamwork.

Our approach for the session

1. Sharing our knowledge and experience
2. Outlining 3 key topics & associated tools
3. Two group activities
4. Reflection & Sharing

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Creating a future-ready workforce

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The Future of Work is Now

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About us

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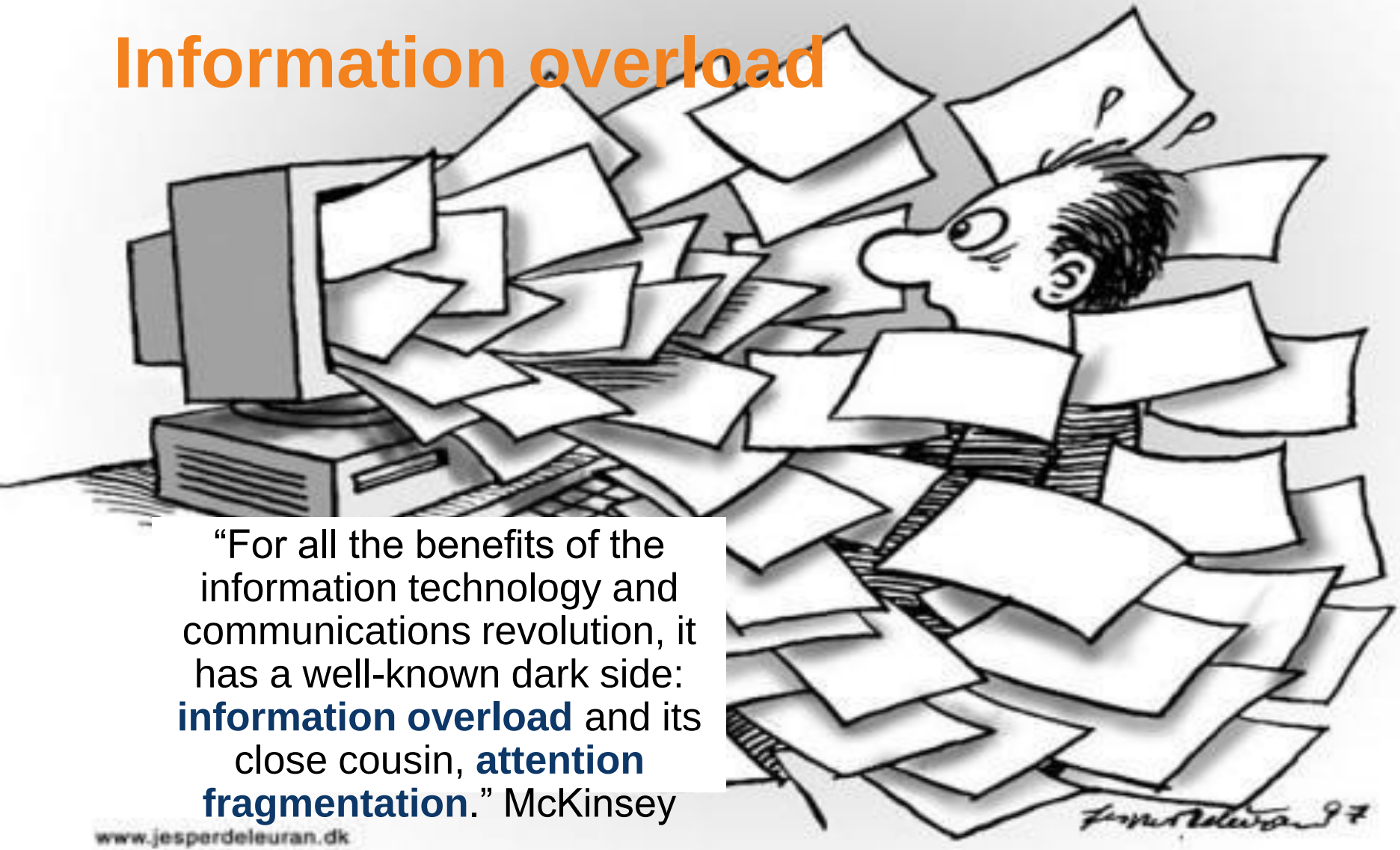
"We may not see the future, but our children will and our task is to help them make something of it."

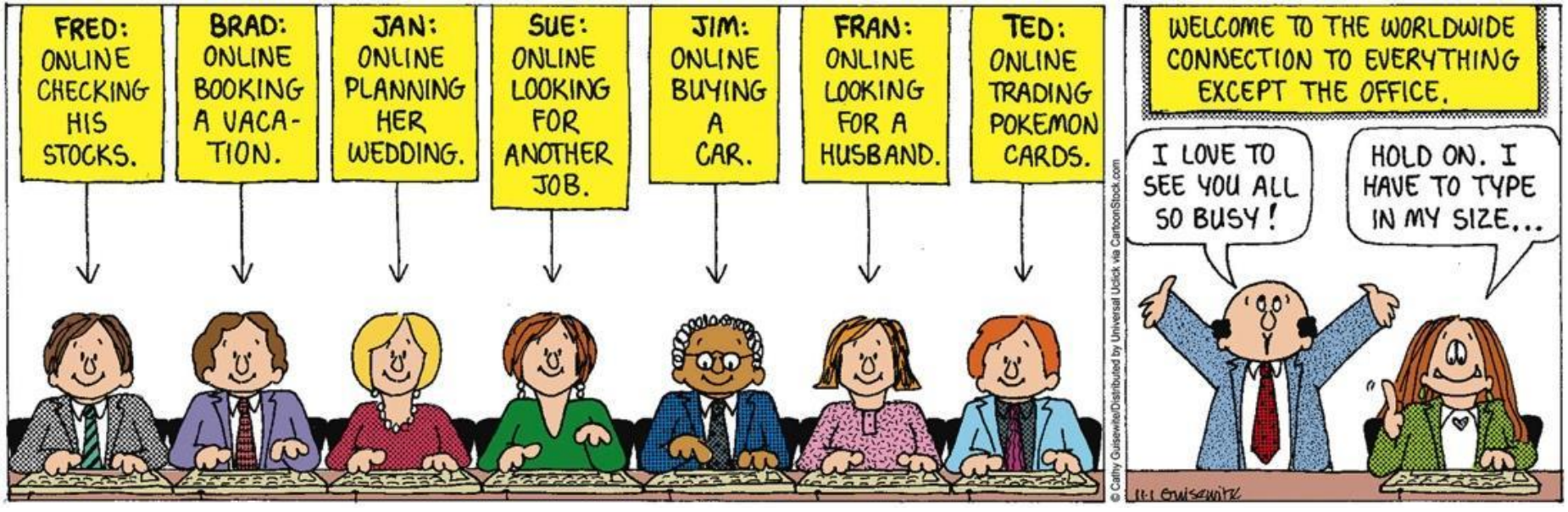
Information overload



"For all the benefits of the information technology and communications revolution, it has a well-known dark side: **information overload** and its close cousin, **attention fragmentation**." McKinsey

www.jesperdeleuran.dk

Information overload



Information overload

Ringing phones and e-mail alerts lower IQs by 10 points

Knowledge workers average 20 hours a week managing e-mail

60% of computer users check e-mail in the bathroom

A typical knowledge worker turns to e-mail 50 to 100 times a day

85% of computer users say they would take a laptop on vacation

IT

Death by Information Overload

by Paul Hemp

FROM THE SEPTEMBER 2009 ISSUE

SUMMARY | SAVE | SHARE | COMMENT 0 | TEXT SIZE | PRINT | $8.95 BUY COPIES

Can everyone just stop whining about information overload? I mean, in the knowledge economy, information is our most valuable commodity.

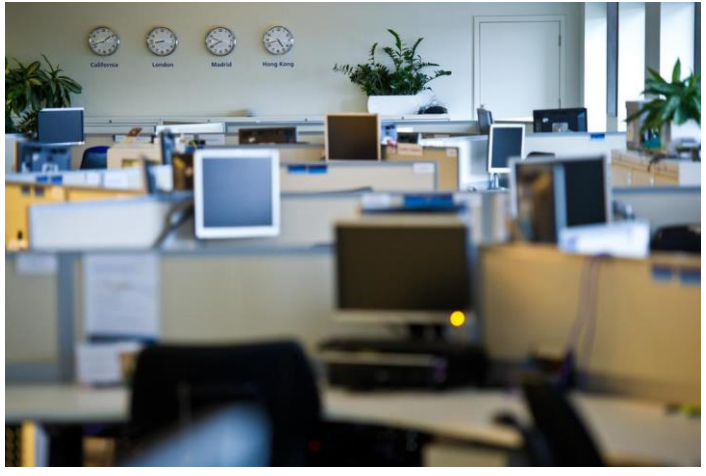
And these days it's available in almost infinite abundance, delivered automatically to our electronic devices or accessible with a few mouse clicks. So buck up, already!

Wait a second: Can*I* just stop whining about information overload?

The flood of information that swamps me daily seems to produce more pain than gain. And it's not just the incoming tidal wave of e-mail messages and RSS feeds that causes me grief. It's also the vast ocean of information I feel compelled to go out and explore in order to keep up in my job.

Current research suggests that the surging volume of available information—and its interruption of people's work—can adversely affect not only personal well-being but also decision making, innovation, and productivity. In one study, for example, people took an average of nearly 25 minutes to return to a work task after an e-mail interruption. That's bad news for both individuals and their organizations.

Distracted by the office environment



70% of offices. Including Facebook.

Open plan offices are “damaging to workers’ attention spans, productivity, creative thinking, and satisfaction.” – literature review published in The New Yorker, 2014

‘It’s loud’

‘my coworkers won’t stop interrupting me’

‘absolutely no privacy’

‘the office always smells’

‘you have no control over your

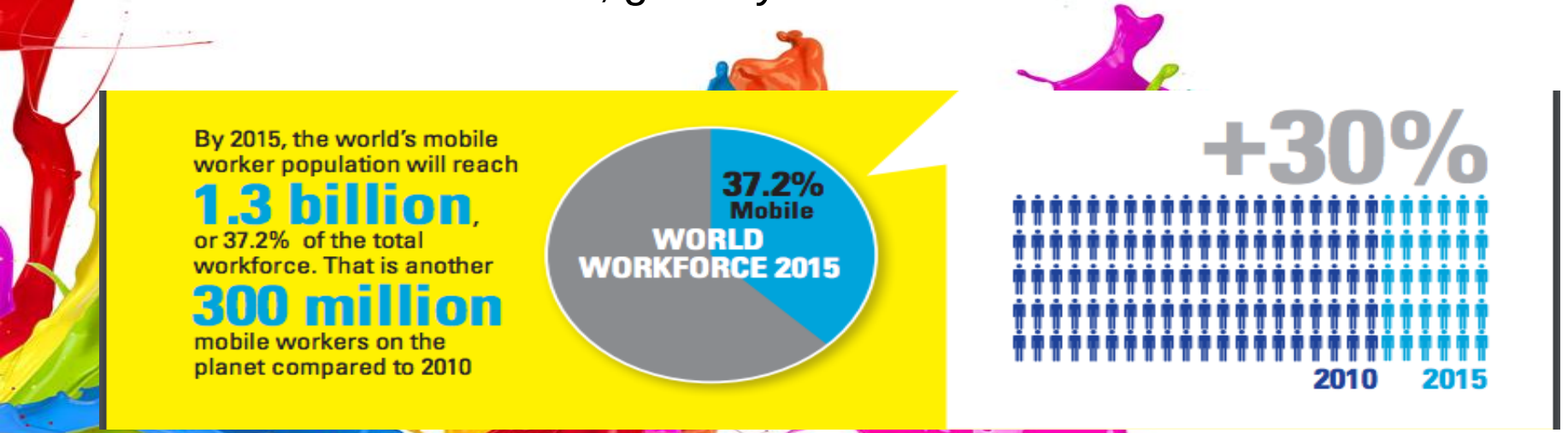
Communication tools are changing

“…We need a way of keeping project communication out of email and into an organised repository where things don’t get lost.”

Collaborative project management tools: Asana, Basecamp, Teamwork PM Online multi-purpose channels: Slack and Videoconferencing: Skype, Zoom, Vidyo

Organisations are changing

Small, globally distributed teams



On the increase

Organisations are changing

Connected workforces, out of silos

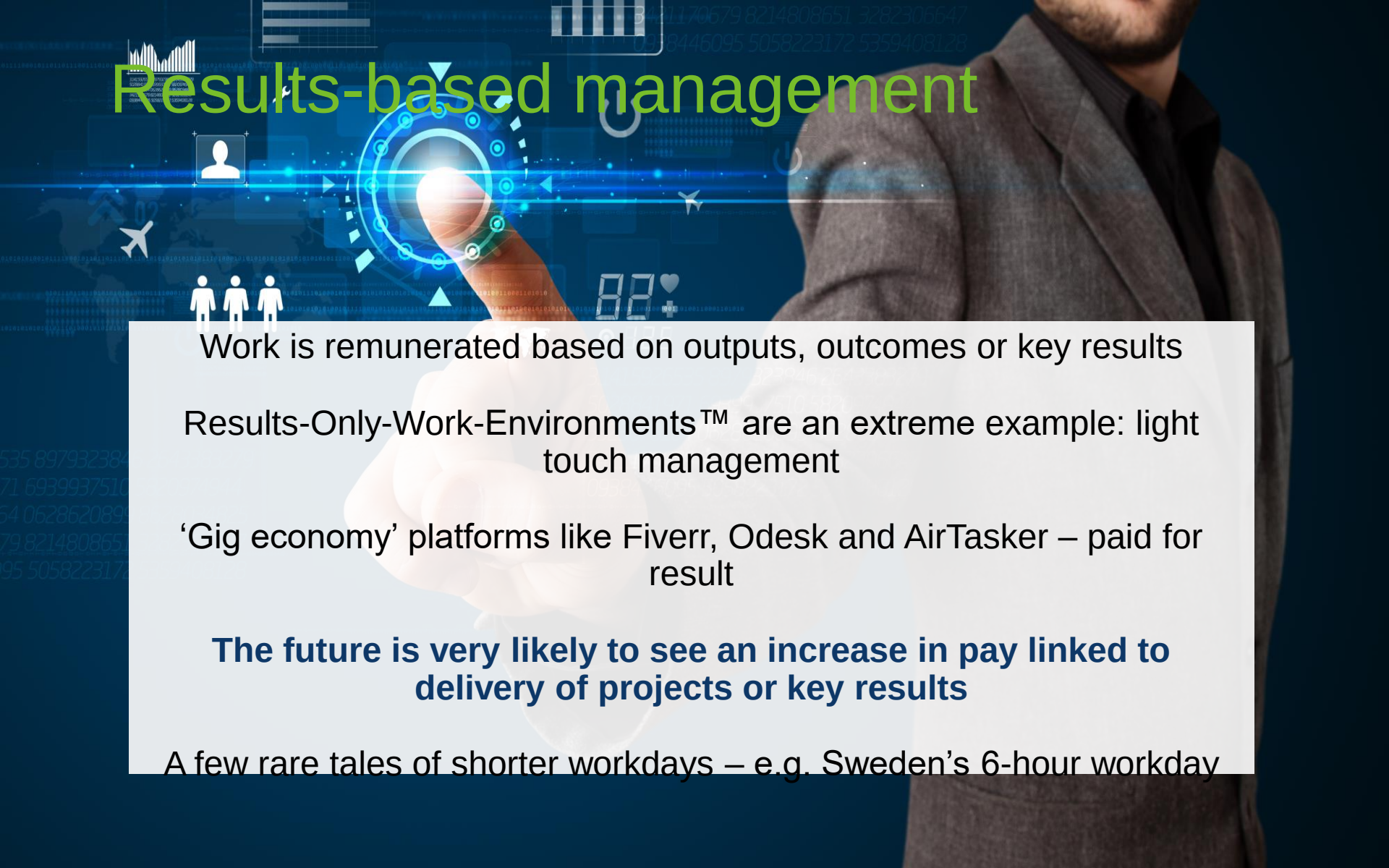
Sense-making challenge

Organisations are changing

Innovation anywhere, anytime

Importance of collaboration, diversity and a ‘lab culture’

Results-based management



Work is remunerated based on outputs, outcomes or key results

Results-Only-Work-Environments™ are an extreme example: light touch management

‘Gig economy’ platforms like Fiverr, Odesk and AirTasker – paid for result

The future is very likely to see an increase in pay linked to delivery of projects or key results

A few rare tales of shorter workdays – e.g. Sweden’s 6-hour workday

3 areas critical for future success

Leadership Paradigms

Innovative Environment

Remote Collaboration

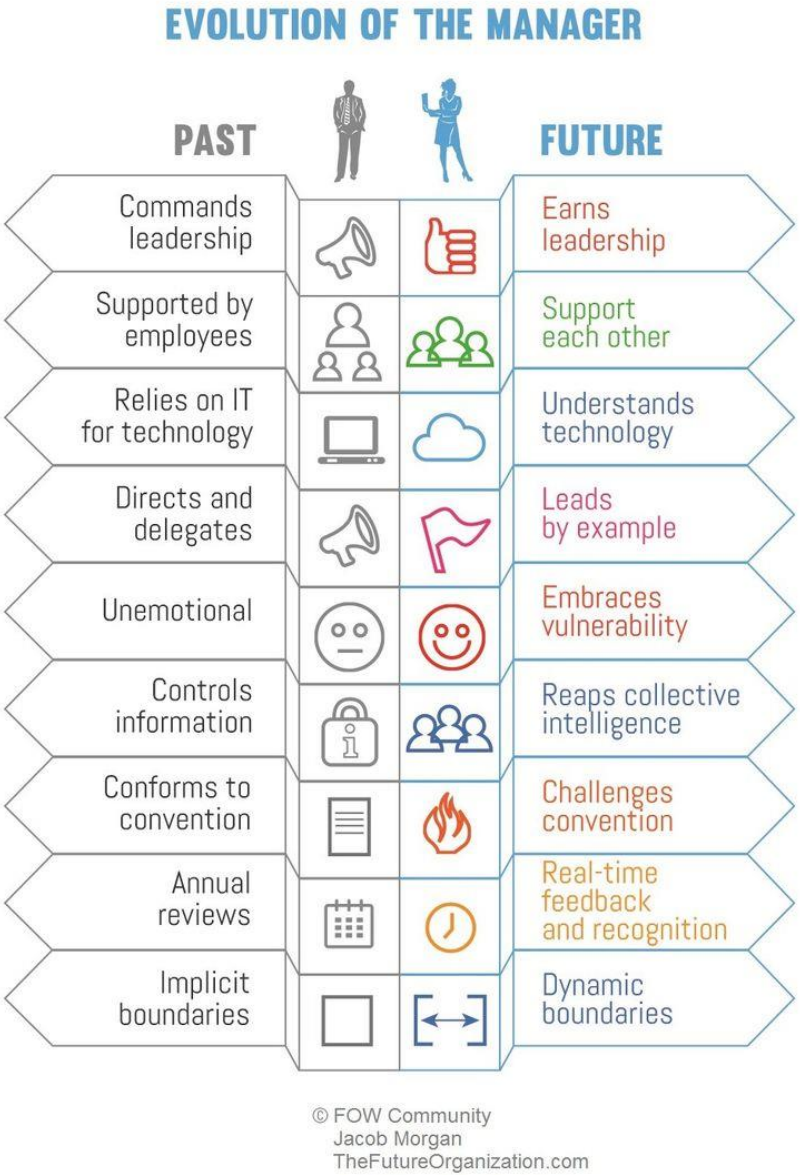
Tools we'll explore

Leadership Shadow

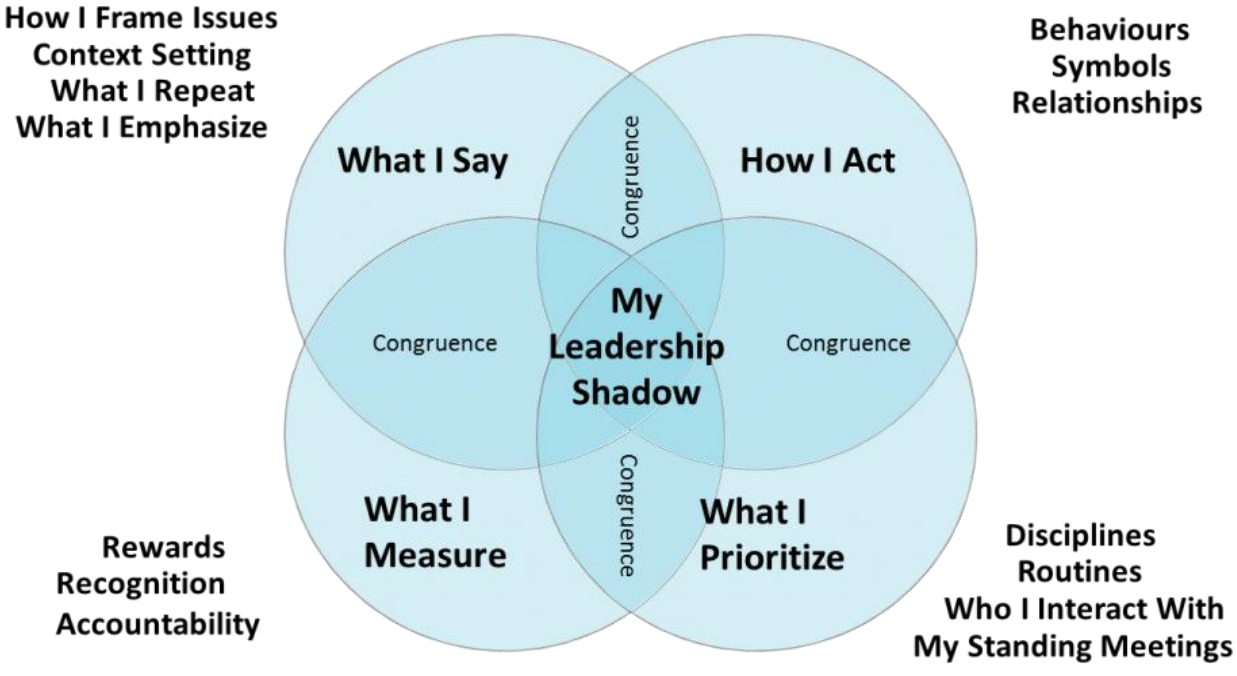
Lab culture (ACR)

GROUP Checklist

Leadership Paradigm Shift



Leadership Shadow – it all starts with me



Learning Curve Network, UK and Chief Executive Women, Australia
http://cew.org.au/programs/your-leadership-shadow/

Leadership Shadow – it all starts with me

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Lab Culture

F.A.I.L.

First Attempt In Learning

Lab Culture: Active-Constructive Responding

-Build Relationships
-Deepen Connections
-Build Trust
-Build Positive Emotions

Lab Culture: Active-Constructive Responding

1) Passive Constructive Response:
Subdued or understated support

2) Passive Destructive Response:
Ignoring the person or the event (or hijacking)

3) Active Destructive Response:
Raining on the parade, letting the air out of the balloon

4) Active Constructive Response:
Enthusiastic support, genuine interest

www.gostrengths.com

Your poll will show here

1

Install the app from
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2

Make sure you are in
Slide Show mode

Still not working? Get help at pollev.com/app/help

or

Open poll in your web browser

Remote Collaboration

Videoconferencing and teleconferencing have their place. Have we worked out how to use these tools?

Remote Collaboration: GROUP

Goals – Roles – Openness – Understanding - Process

ACTIVITY: Form a team

5 minutes

The result you need to achieve: Get yourself into a team with the following characteristics:

- A person who lives outside Auckland
- A dog owner
- A person with light coloured hair
- A person who has never used Uber
- Six people

As a team, give us a thumbs-up when you have formed

ACTIVITY: Replicate an image remotely

10 minutes

Each team has 7 minutes to replicate an image. The ‘how’ is up to you.

5 of your team will sit together in the room. They will see an image, which will be handed to each team.

1 member of your team will be ‘remote’’ – i.e. removed from the group by a few metres. You won’t be able to stand near your team member.

The result to deliver: a complete, replicated image, within seven minutes, delivered to the front of the room. We’ll vote on the best.

ACTIVITY 2: Replicate an image remotely

Your two leadership shadow intentions

√ What you want to be known for as a leader

√ How you want to make others feel

Lab Culture

√ Encourage experimentation

√ Active Constructive Responding

GROUP Checklist

√ **G**oals √ **R**oles √ **O**pen Up √ **U**nderstanding √ **P**rocess

ACTIVITY 2: Replicate an image remotely

Let’s see your images

One person from your team come straight up to the front with your image once you’re finished.

Summing up

"Teachers open the door,
but you must enter by yourself.
Tell me and I forget.
Teach me and I remember.
Involve me and I learn."
Benjamin Franklin

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