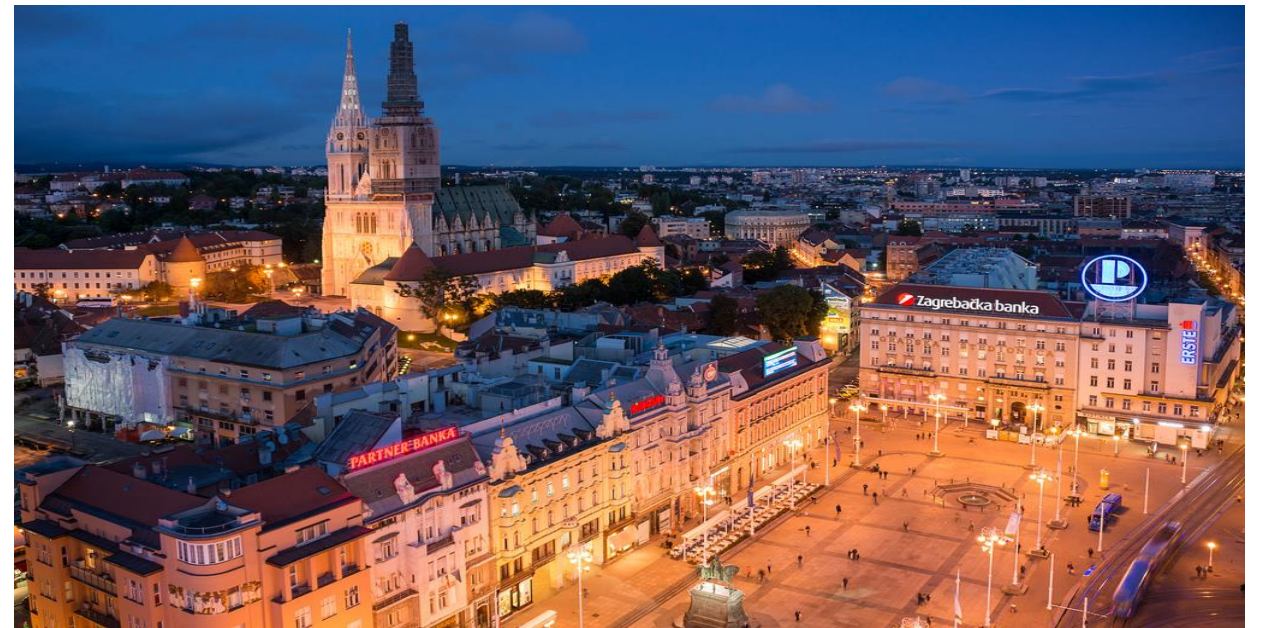


**21st Century People:
*How People Engagement, Innovation and Productivity Can
Transform the World***

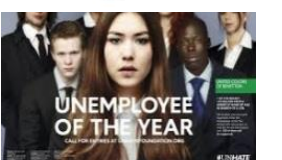
**Zagreb
November 10th 2016**



A Question for You....



- **Drive:** what motivated people in the 19th and 20th Century will not work in the 21st Century - intrinsic motivation (why work) balanced with extrinsic motivation (money)
- **Emerging Workforce:** Six generations in work at once with rising ethnicity and significant feminisation of the workforce
- **Employer Brand Loyalty:** the “war for talent” is not what we think it is: a *scarcity* of the right skills and an *abundance* of different types of expertise and life experience
- **Machines take over:** more intelligent software and computing will allow people to focus on more “value add” activities; machines cannot do (human) customer service!
- **The Facebook-isation of work....** Digital at home, digital at work
- **Social Learning :** networking and collaboration: Learn how to JAM
- **People insights:** are as important as customer/marketing or financial information
- **Human Productivity:** why is it declining and what does it mean?

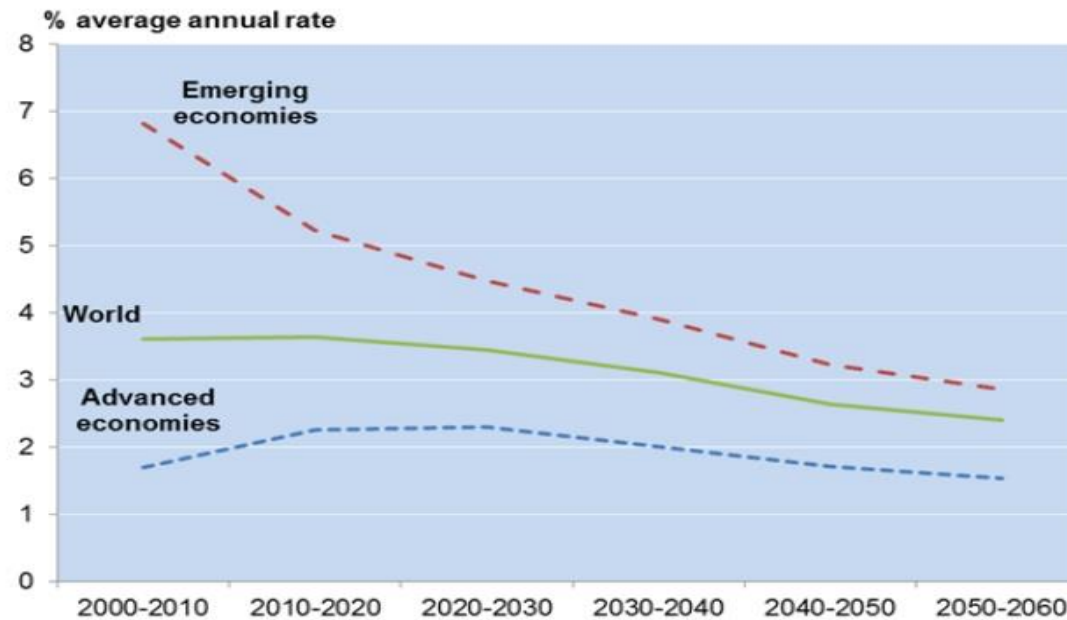


We are sleep walking toward a crisis in our way of life



Global economic growth will slow

GDP growth

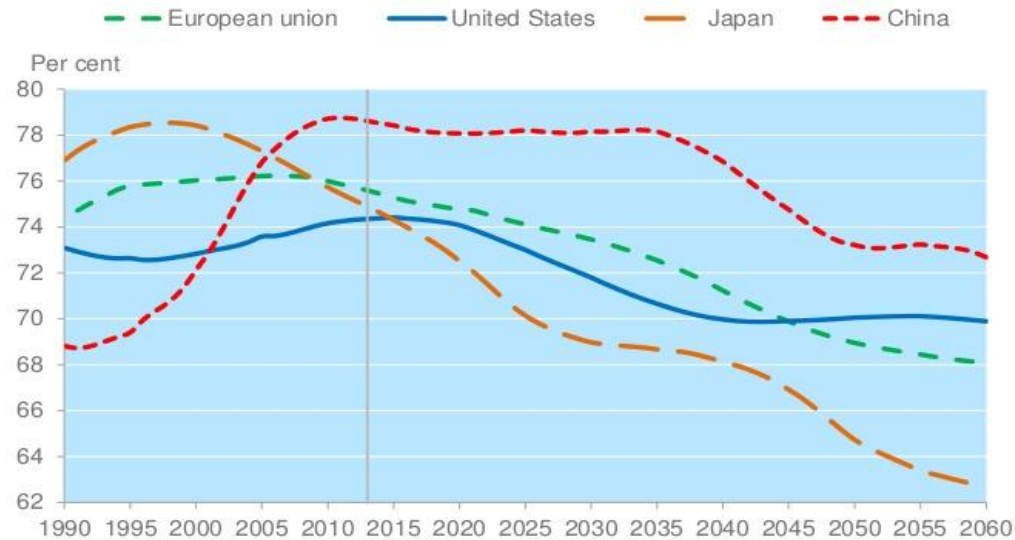


We are sleep walking toward a crisis in our way of life



Ageing makes it harder to sustain growth

Population aged 15-74 as a share of the total



So, What is the Solution? PEIP

The “equation” that will save the world:

Right people + right skills + right place + right time + right motivation = PEIP

PEIP = People Engagement, Innovation and Productivity

The “equation” that will turbo-charge our world:

PEIP X Emerging Technology = Historic Per Capita GDP Growth





The Emerging Workforce

It is Totally Not What You Think it Is....

The Future Workforce is Not What We Think it Is....

Some free financial advice....

You should plan on a pension that lasts beyond your 90th year.

Six generations in work at once...

Never happened in human history. How will you make the most of it?



The Future Workforce is Not What We Think it Is....

The feminisation of work has been underway for over 10 years now.

The number of women in work, globally, has increased two-fold over the last 25 years and is forecast to continue to rise over the next 40 years.

By 2030, there will be more women in work, than men.



The Future Workforce is Not What We Think it Is....

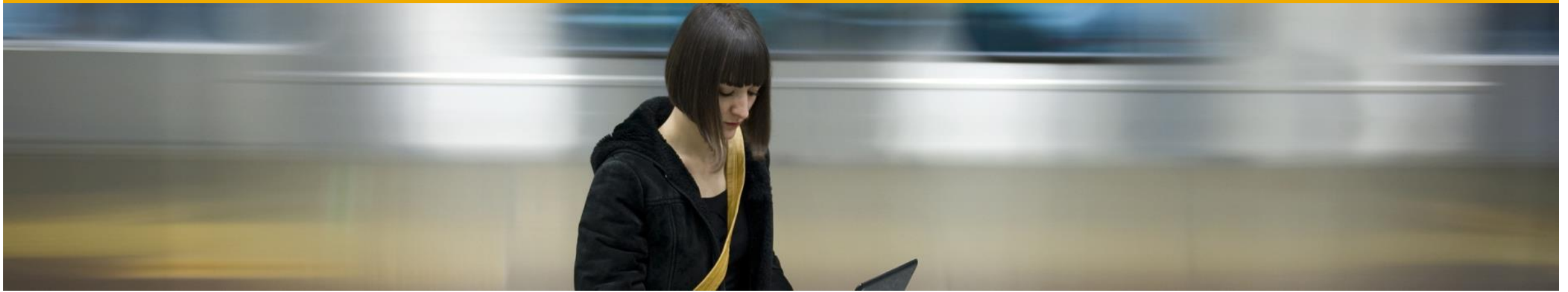
Over the next 10 years, the majority of “superstars of innovation” will be people with what is known as Autistic Spectrum “Disorder” (ASD)

Fact is, today, many of the household names of “innovators” are ASD; people you know:

Is your organization leveraging the innovation of people with “different brains”?

If you want innovation, and new thinking, you need these people!





The “War for Talent”

Is All About a Surplus of Talent....(and how you deal with it)

How Will You Deal with a Surplus of Talent?

An unprecedented volume of quality talent is emerging that will create a global glut of good people looking for the right roles.

Can you find the one's you need and attract them?

Strategic Workforce Planning will become THE competitive advantage for clued-in organisations





The Machines on the March

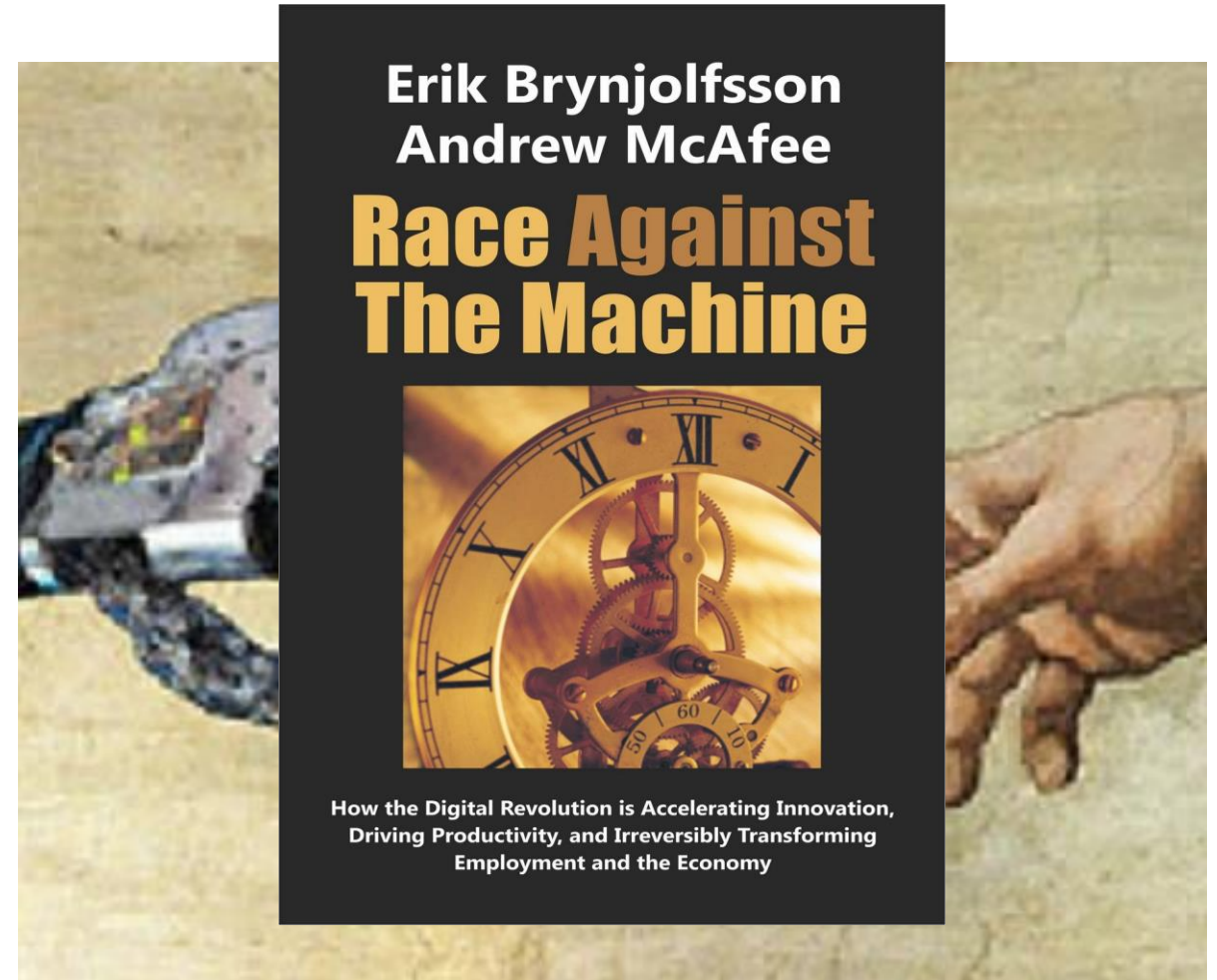
Is this scary....or cool?

The Machines are Taking Over...(but it's okay, really)

The Machines have been “taking over” for approximately 175 years, or more.

And we are still here... still in charge.

How is that?





People Data & Insights

The Keys to a Ferrari... (don't wreck it)

People Data and Insights

HR Analytics is becoming is becom
Customer Analytics and Financial

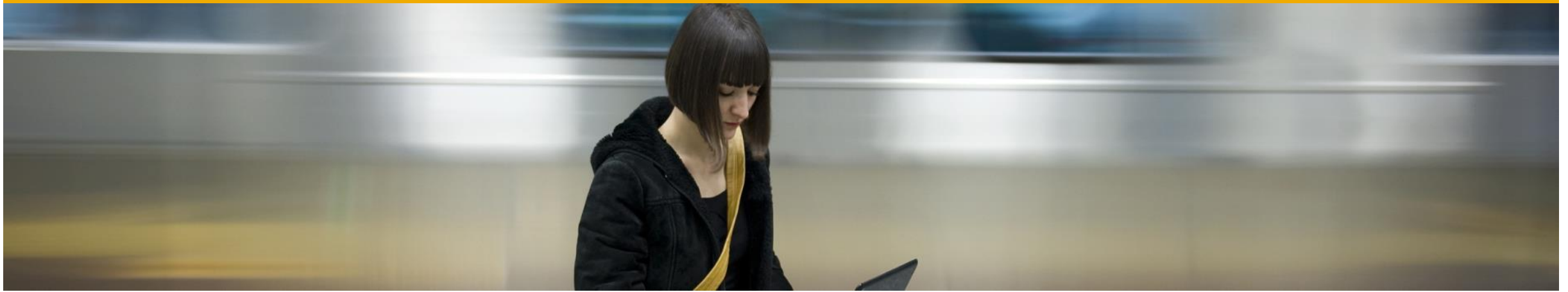
Yet, the default is to go on “gut in



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Cloud-based HR and Collaborative Technologies

Transforming How We Work and Live....

Everyone Uses Technology in the Cloud at Home

Why should work be different?

Cloud HR and collaborative workplace solutions will start to converge with the experience you have in your personal time.



Instagram

Apple MUSIC

LinkedIn



Spotify®

Everyone Will Use Cloud at Work...Soon

Home ▾ Carla Grant (cgrant) ▾ People ▾ Search **SAP SuccessFactors** ♥

To-Dos Help & Tutorials

To Do ▾

- OVERDUE** 1:1 Meeting
434 DAYS 0 of 2 Completed
- OVERDUE** Performance Calibration
162 DAYS
- OVERDUE** Manager Assessment
146 DAYS 0 of 7 Completed
- OVERDUE** Team Evaluation
131 DAYS 0 of 2 Completed
- OVERDUE** Manager Talent Review for Marcus Hoff
130 DAYS

My Team ▾

Analyst, Human Resources

My Metrics ▾

Profit per Employee
35.1k

My Info

Carla Grant
VP, Sales

Profile 80% complete [Finish Now](#)

Analytics Headline

The overall **Termination Rate - Voluntary** for your group is **too high**. **13%** ▲ 6.2

Tracking towards 1,200 Voluntary Terminations for the year.

Links

- Org Chart
- Goal Plan
- Forms
- Development Plan
- Interview Central
- Dashboards 2.0
- Candidates
- Reporting
- Workforce Diversity Report
- Directory
- Reviews
- Executive Review
- Succession Org Chart
- Employee Files
- Talent Search
- Analytics
- Low Tenure Termination Report
- Aging Workforce Report

Goal Status

Legend: On Track (green), Not Started (dark blue), Behind (purple), none (blank)

Support

21st Century People Will Save the World

The “equation” that will save the world:

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PEIP = People Engagement, Innovation and Productivity

The “equation” that will turbo-charge our world:

PEIP X Emerging Technology = Historic Per Capita GDP Growth





21st Century People: How People Engagement, Innovation and Productivity Can Transform the World

Discussion

What are differences in the Region from what is presented here?