

Uspire Events



**PROVOCATION TWO:
WORKFORCE OF THE FUTURE:
ATTRACT & RETAIN**

USPIRE LIVE

FUTURE-PROOF YOUR GROWTH

WEDNESDAY 24TH APRIL, 10.00-16.00, MANCHESTER



**FACILITATED BY CHESTER ROBINSON, USPIRE
KEYNOTE SPEAKER DAVID SMITH, MD GLOBAL FUTURES & FORESIGHT**

1. MEGA TRENDS

Trends shaping future jobs and skills:

Technology & Innovation

- Convergent tech
- ICT & Big Data
- Digitisation of Production
- Automation and Intelligence

Society and the Individual

- Changing work environments
- Growing diversity
- Desire for work-life balance
- Demographic change
- Income uncertainty



Workforce of the future: attract & retain

1. MEGA TRENDS

Trends shaping future jobs and skills:

Business & the economy

- Changed economic perspectives
- New business ecosystems
- Shift to prioritising the Asian consumer base

Law & Politics

- Decreasing scope for political action
- Increasing regulation

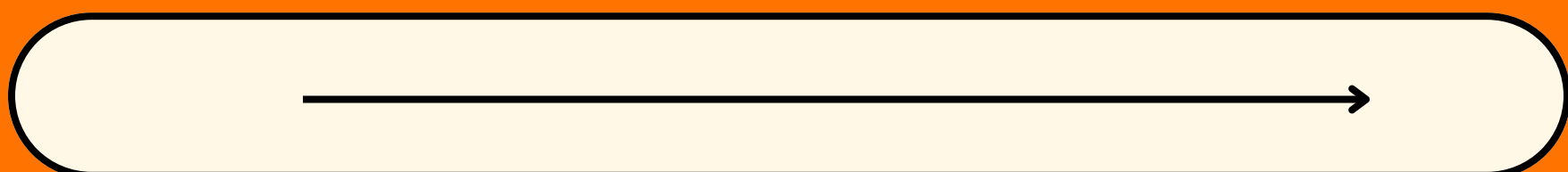
Resources & Environment

- Growing scarcity of resources
- Concern over climate change



2. BEYOND RECOGNITION

- In 17 years only 1Bn workers of 6Bn will be in jobs we recognise - businesses need to be smart to recruit the scarce resource who understand how to work in this AI-enhanced environment.
- Migration has led to a huge shift in cultural & economic references within one generation - how is this impacting how we run our businesses?
- An ageing population will have trebled by 2050.



3.YOUR PEOPLE

Five generations in the workplace:

- Baby Boomers - 1946-1964
- Generation X - 1965 - 1980
- Xennials - 1977 - 1983
- Generation Y - 1981 - 1996
- Generation Z - 1997 - 2010

Each generation require very different leadership styles. How are you managing the demographic needs of your multi-generational teams?



4.YOUR PEOPLE + AI

- From a workers perspective, the principle role of tech is to shift the nature of their tasks.
- AI could replace 300m full-time jobs.
- However, all new tech needs to be surrounded by these three human roles
 - *trainer* - to train what it is
 - *maintainer* - maintain it so it can be used
 - *explainer* - explain what it does and why needed



5. UNIQUELY HUMAN

AI will not replace all tasks, there are some skills that are uniquely human:

- **Framing** - objectives, understanding, standards
- **Assessment** - judgement, relevance, bias ethics
- **Curation** - option choice, filtering responses
- **Synthesis** - sense-making, perspective, wisdom
- **Networks** - discussion, collective intelligence
- **Engagement** - empathy, communication, influencing
- **Feedback** - optimisation, fine-tuning



6. SUPERIOR AI

Skills where AI are superior to humans :

- **Generation** - writing, images and video, code
- **Ideation** - ideas, options scenarios
- **Challenges** - critiques, alternative perspectives
- **Analysis** - problem solving, forecasts, decision factors
- **Adaptation** - translation, summarisation
- **Information** - retrieval, presentation, fact sourcing
- **Refinement** - improvement, clarification



7. SKILLS OF THE FUTURE

By 2030,

- demand for technological skills (basic digital + advanced tech) could rise by 55%
- demand for social and emotional skills (leadership and managing others) could rise by 24%

Future skills:

- sense making
- social intelligence
- novel and adaptive thinking
- cross cultural competency
- computational thinking
- new media literacy
- transdisciplinarity



8. JOBS OF THE FUTURE

- Chief Trust Officer
- Extended Reality Designer
- Conversational Interface Designer
- Behavioural Psychologist
- System Designer
- Prompt Engineer
- Human-Machine Manager
- Foresight Executive
- Body Part Maker
- Nano-Medic
- Pharmer of Genetically Engineered Crops & Livestock
- Old Age Wellness Manager / Consultant Specialists
- Memory Augmentation Surgeon
- New Science' Ethicist



8. JOBS OF THE FUTURE

- The good news is it is not outright job replacement.
- But the challenge will be the speed of retraining.
- As roles morph, the focus for humans will be on independent thinking, values and teamwork.
- Repetitive and routine will be replaced by automation.



Uspire Events



Supporting your people through the change-curve of AI adoption is hugely important.

Uspire can provide this support.

We help leaders make transformational change.

Contact Chester Robinson to talk further.

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