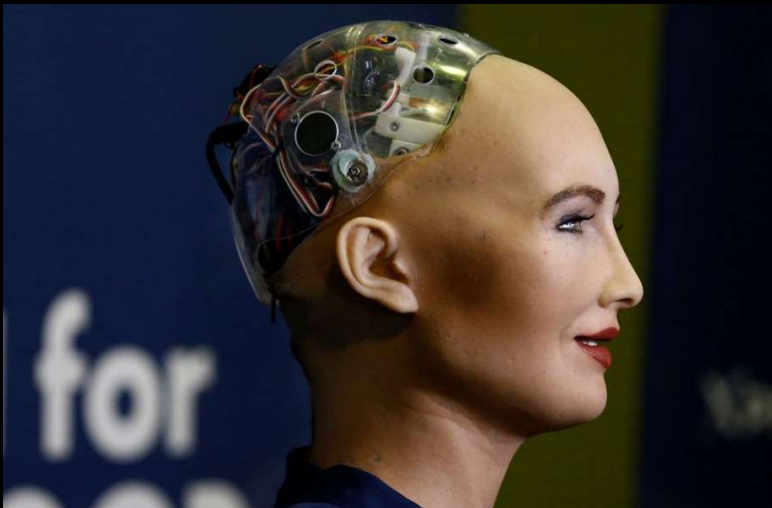


Human-eering

4IR and the Re-
engineering of Human
Capital for the FOW



Syed Asim Rashid

CEO

CreativeSwan Consulting

UAE

Humanity has always endeavored to...

Speed up manual tasks





Faster

Cheaper

Better



Yes...

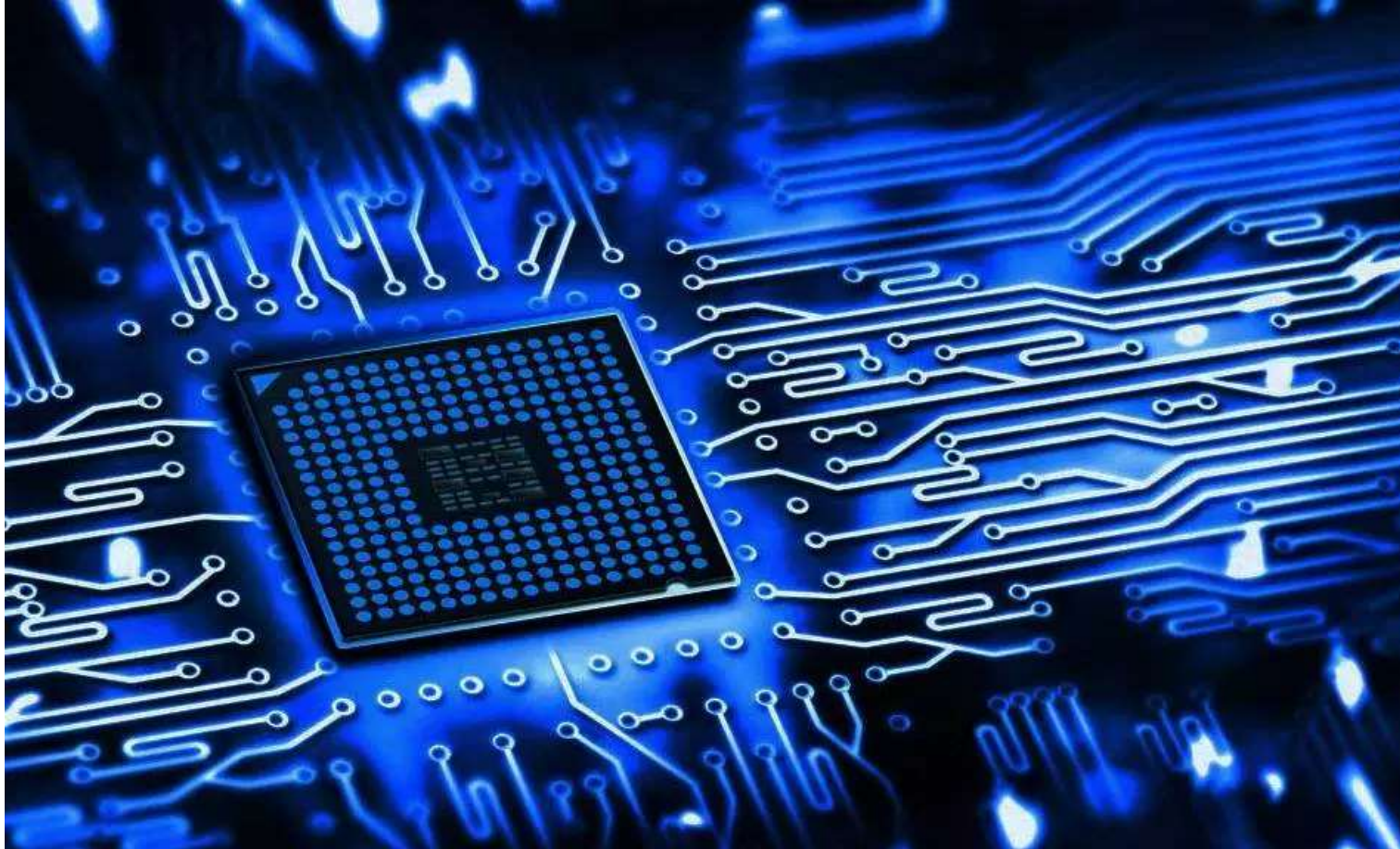
Faster

Cheaper

Better



Speed and technology... Competitive advantage



Even more...

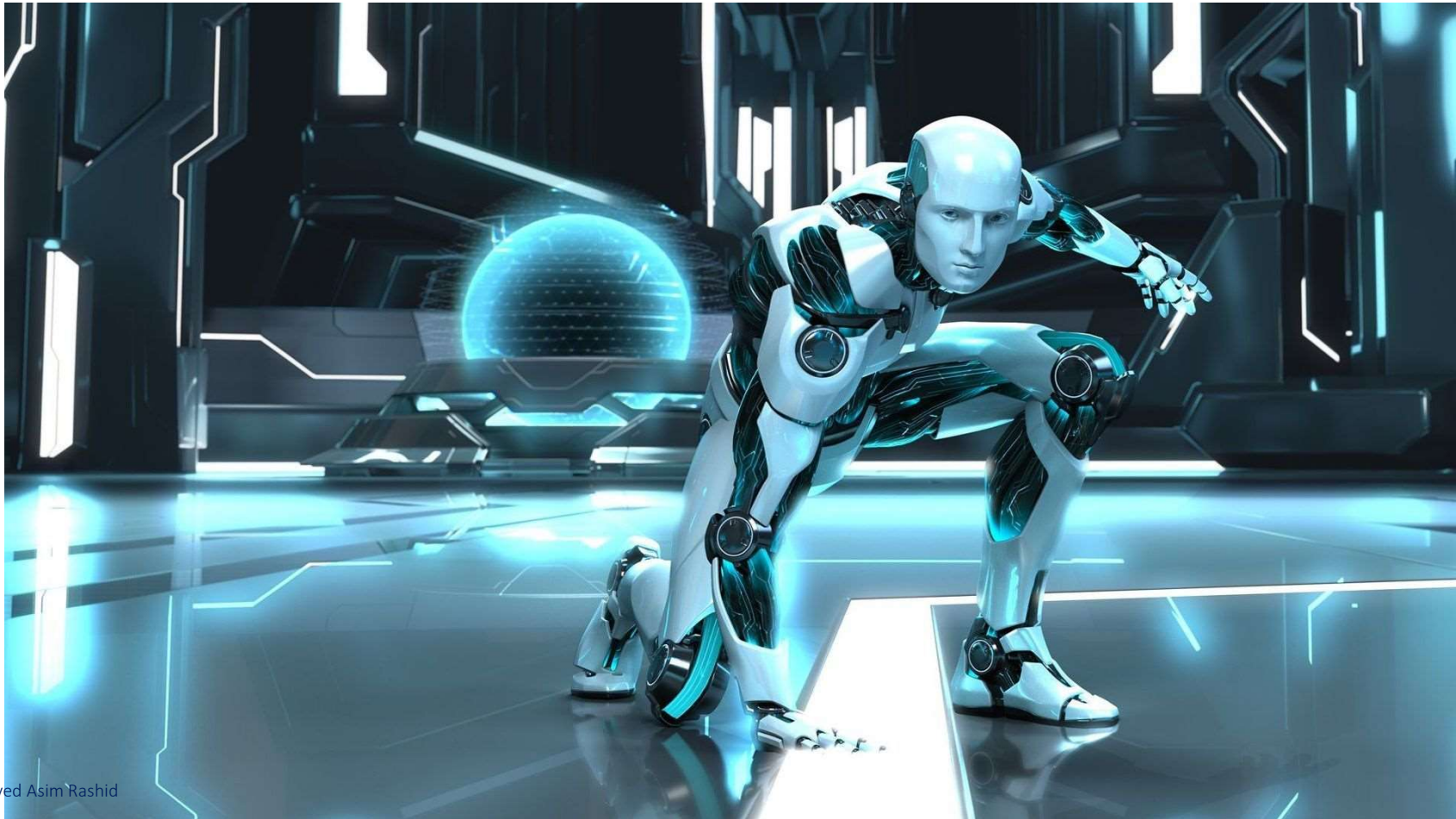
Faster

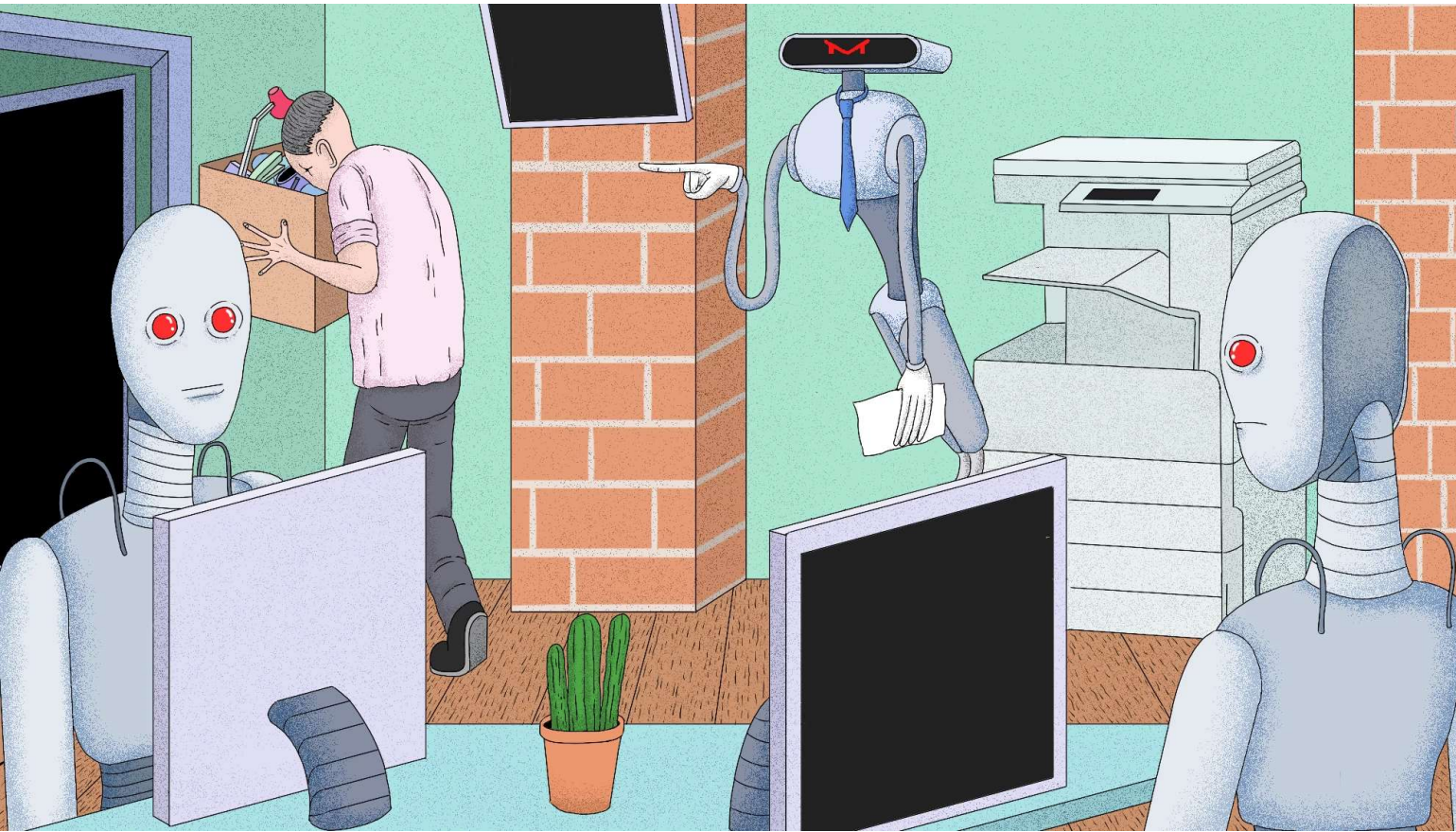
Cheaper

Better



This time, it's different
Workplace disruption by AI





Physical

Biological

Digital

The age of automation will bring about a fundamental shift in the skills required for people to enter the workforce

**The
Economist**

MAY 6TH-12TH 2017

Crunch time in France

Ten years on: banking after the crisis

South Korea's unfinished revolution

Biology, but without the cells

The world's most valuable resource

**Data and the new rules
of competition**



What will the company of the future will look like?

How will people keep up?

“Prediction is very difficult, especially if it’s about the future.”

- Neils Bohr



World today

People check their cell phones **8 billion** times everyday (US)

53% of jobs are gone in the next 10 years

80% of millennial want to give performance appraisal to the boss

Half-life of skills is approximately **2 years**

41% of US workforce is contingent

Company of the future and its people

- Boxes of life?
- New skills—Multiple careers
- Social cost of remote work
- Pace of change and mind-set stretch
- Online learning and Digital nudges—Whisper Courses

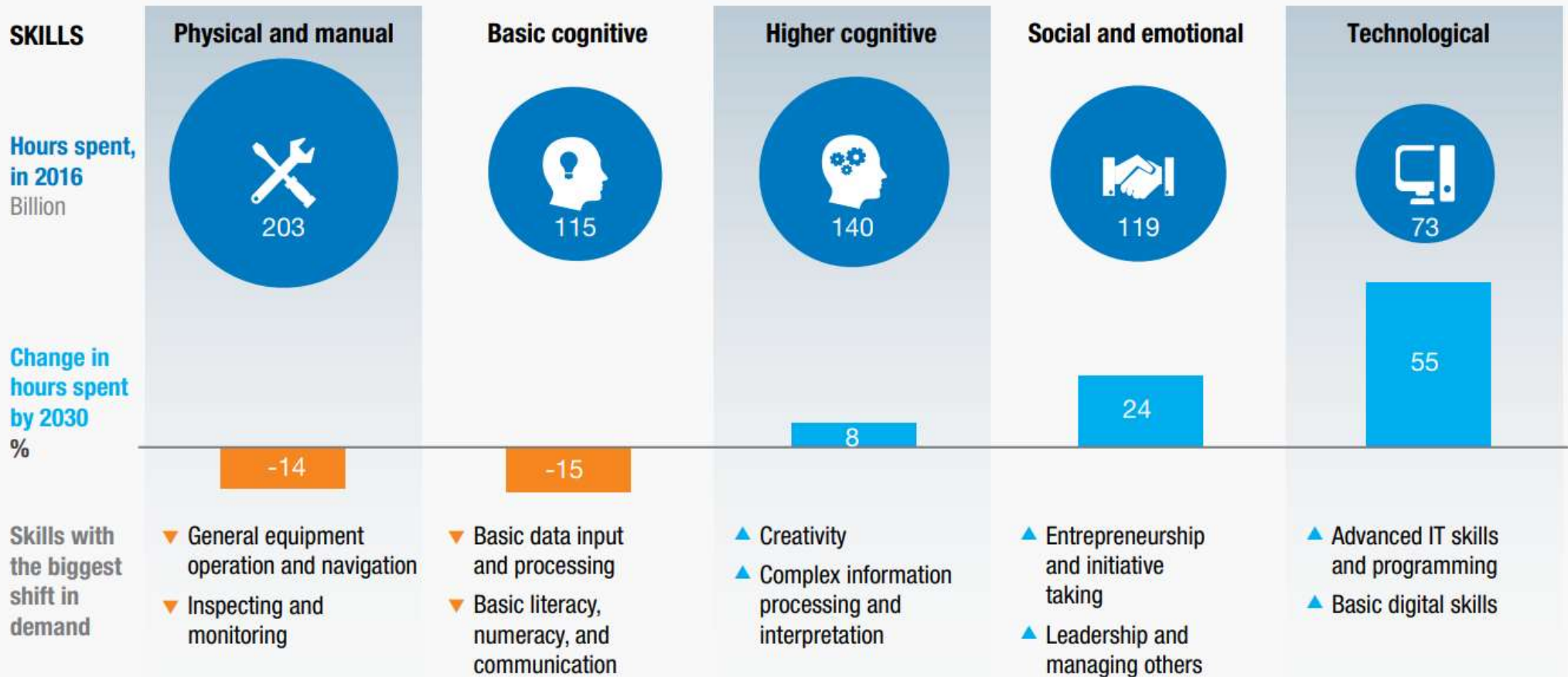


3 Key skill sets for

The worker of the future

Automation and AI will change the skills needed in the workforce

Total is for United States and 14 Western European countries



Skills of today vs skills of tomorrow: technological, social and emotional skills will become even more important.

Based on McKinsey Global Institute workforce skills executive survey, March 2018

Bubble size =
Hours worked in 2016, billion



Skills

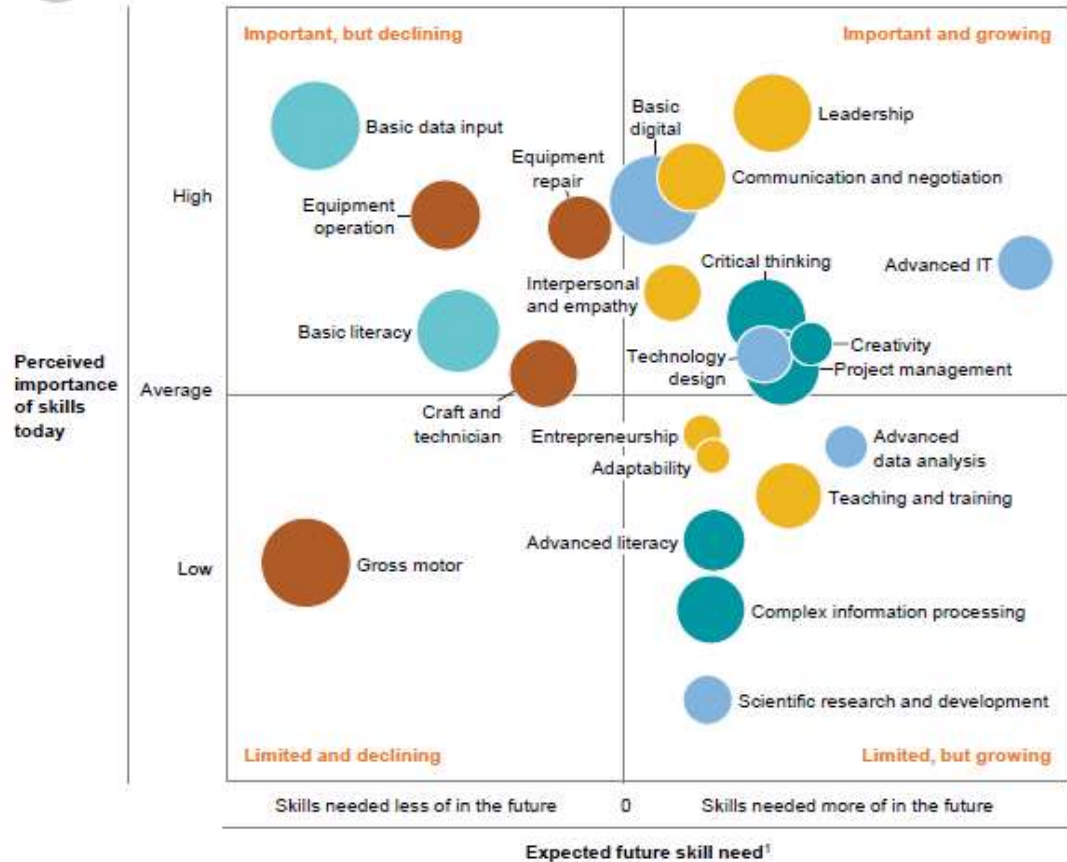
Physical and manual

Basic cognitive

Higher cognitive

Social and emotional

Technological

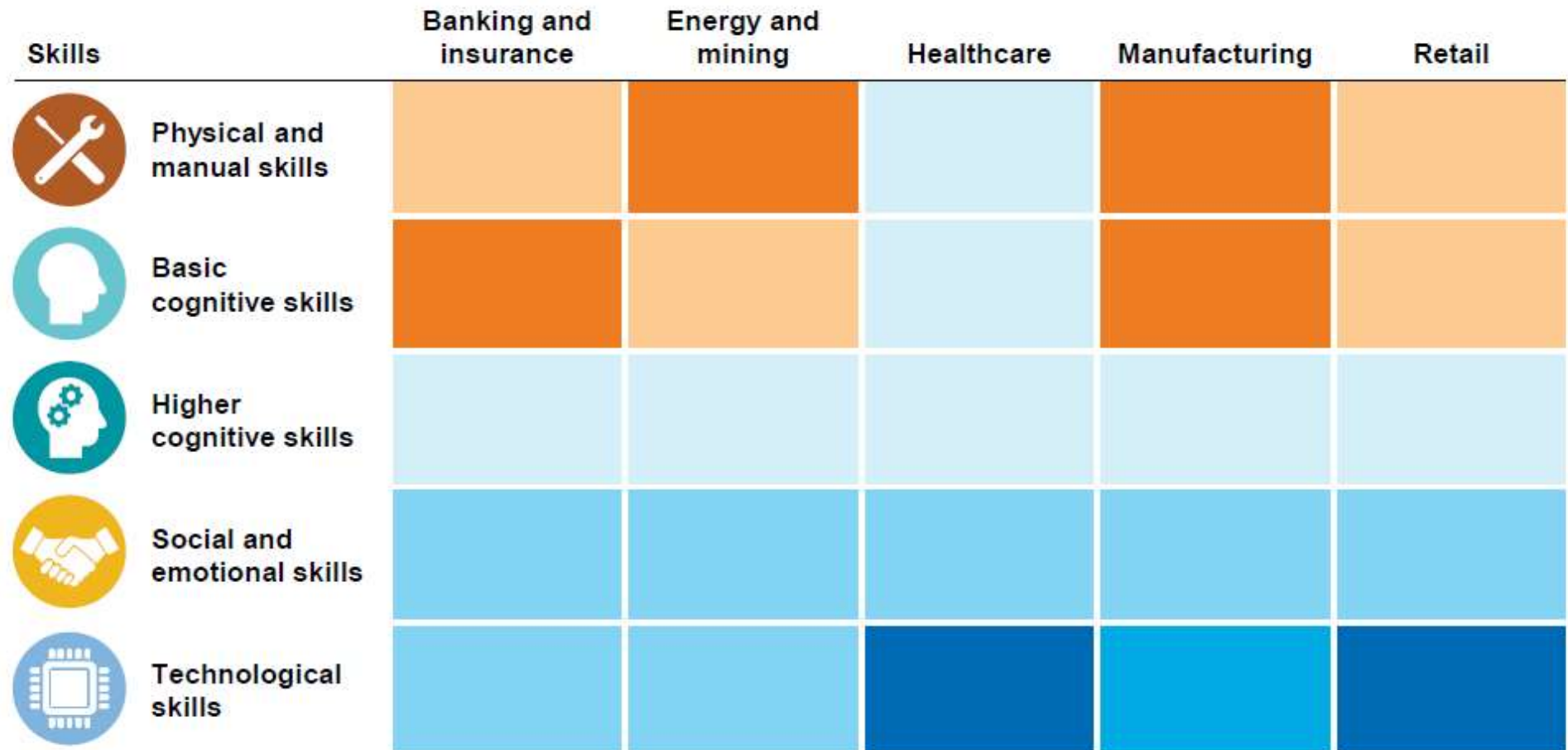


Source: McKinsey Global Institute, '18

Skill shifts will vary across sectors as automation and AI are adopted.

Based on McKinsey Global Institute workforce skills model

Negative  Positive



HOW WORKFORCE SKILLS WILL SHIFT

MINDSET SHIFT

Instilling a culture of life-long learning and providing training opportunities for employees

ORGANIZATIONAL SET-UP

More agile corporate structures featuring less hierarchy and more collaborative team networks

"NEW COLLAR" JOBS

Activities will be reallocated between workers with different skill levels, creating a new set of middle-skill positions

WORKFORCE COMPOSITION

The booming gig economy will lead to a rise in the use of independent contractors and freelancers

C-SUITE AND HR CHANGES

Senior leadership and key functions will also need to adapt, including a change in CEO mindset and talent strategies to orchestrate the changes

Structural design changes to cope with the realities of shifting skill needs

Five options for companies to build their workforce for the future

RETRAIN

Raise skill levels of employees by teaching them new or more advanced skills

REDEPLOY

Shift parts of the workforce by redefining work tasks or redesigning processes

HIRE

Acquire individuals or teams with the requisite skills, increasing the workforce

CONTRACT

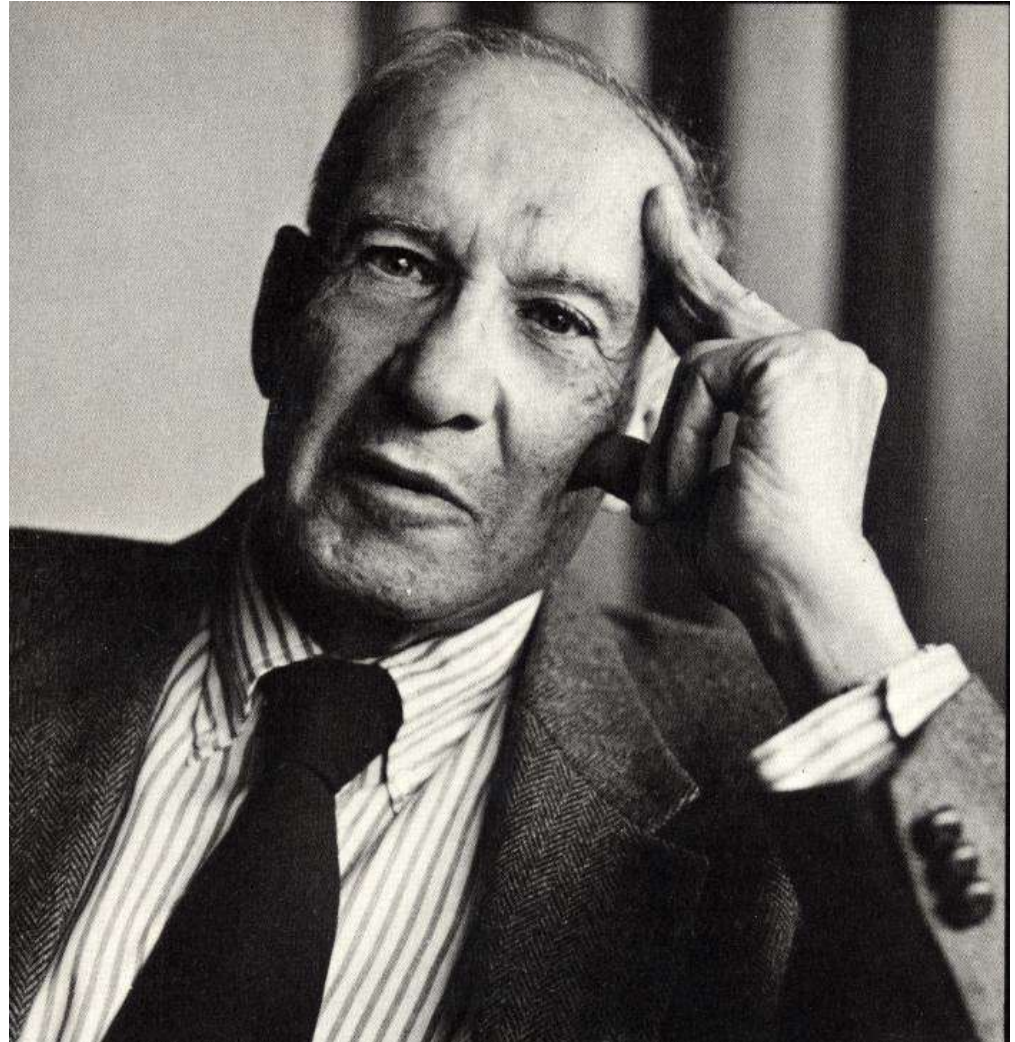
Leverage external workers, such as contractors, freelancers, or temporary workers

RELEASE

Remove skills not needed by freezing new hiring, waiting for normal attrition and retirement, or, in some cases, laying off workers

*“The best way to
predict the future is to
create it.”*

- Peter F. Drucker



Sometimes...

... this means asking yourself tough questions

6 big questions

- I. What's the average age of your board?
- II. Is your IT busy managing internet connections and complaint tickets or are they positioning you for the **future of work**?
- III. Is your production yielding traditional output, or do they drive **additive manufacturing and applications in IoT**?
- IV. Is your finance spending time correcting ERP data mistakes, or do they keep a tab on **fintech and regtech developments**?
- V. Is your sales and marketing bringing relationship-based sales or do they analyze latest customer trends using **big data and machine learning algorithms**?
- VI. Is your HR hiring for **skills of the past** or **skills of the future**? **HRtech**?



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Digital Strategy?





Thank you!



Syed Asim Rashid
Founder & CEO

CreativeSwan Consulting UAE

Cell: +971 50 706 5579

Cell: +92 306 920 8598

Email: asim@crswan.com

www.crswan.com

Linkedin/Syed Asim Rashid