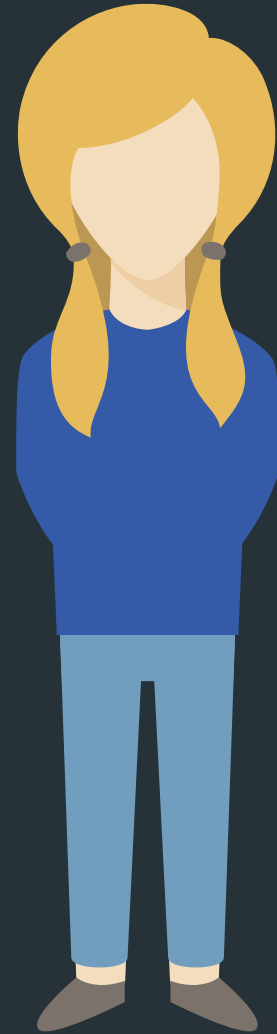


# The Future of Work: Next generation leadership & future-proofing careers

**Eliane Miles**

Recruitment Edge HR Business Breakfast

Wednesday, 13 September 2017







**HELLO**  
my name is

**SOCIAL RESEARCHER**



# VIRAL TRENDS OF THIS DECADE... PLANKING



# VIRAL TRENDS OF THIS DECADE... PLANKING



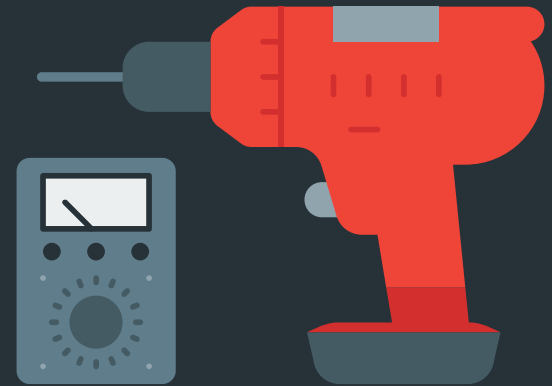


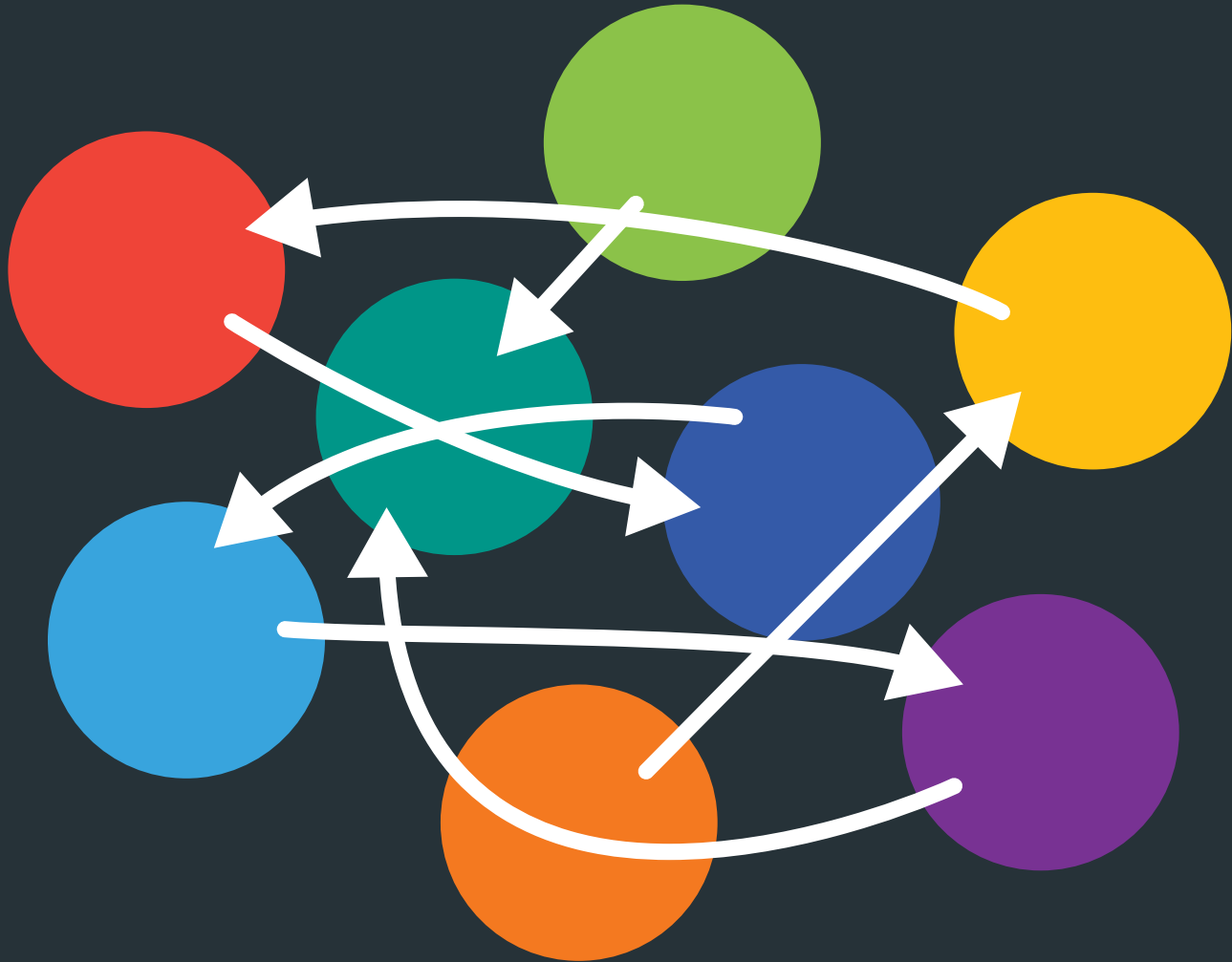
# MEMES OF THIS DECADE... THAT DRESS





2027







IN A LIFETIME



OUR  
WORLD  
IS CHANGING





**POPULATION**

**GROWING**

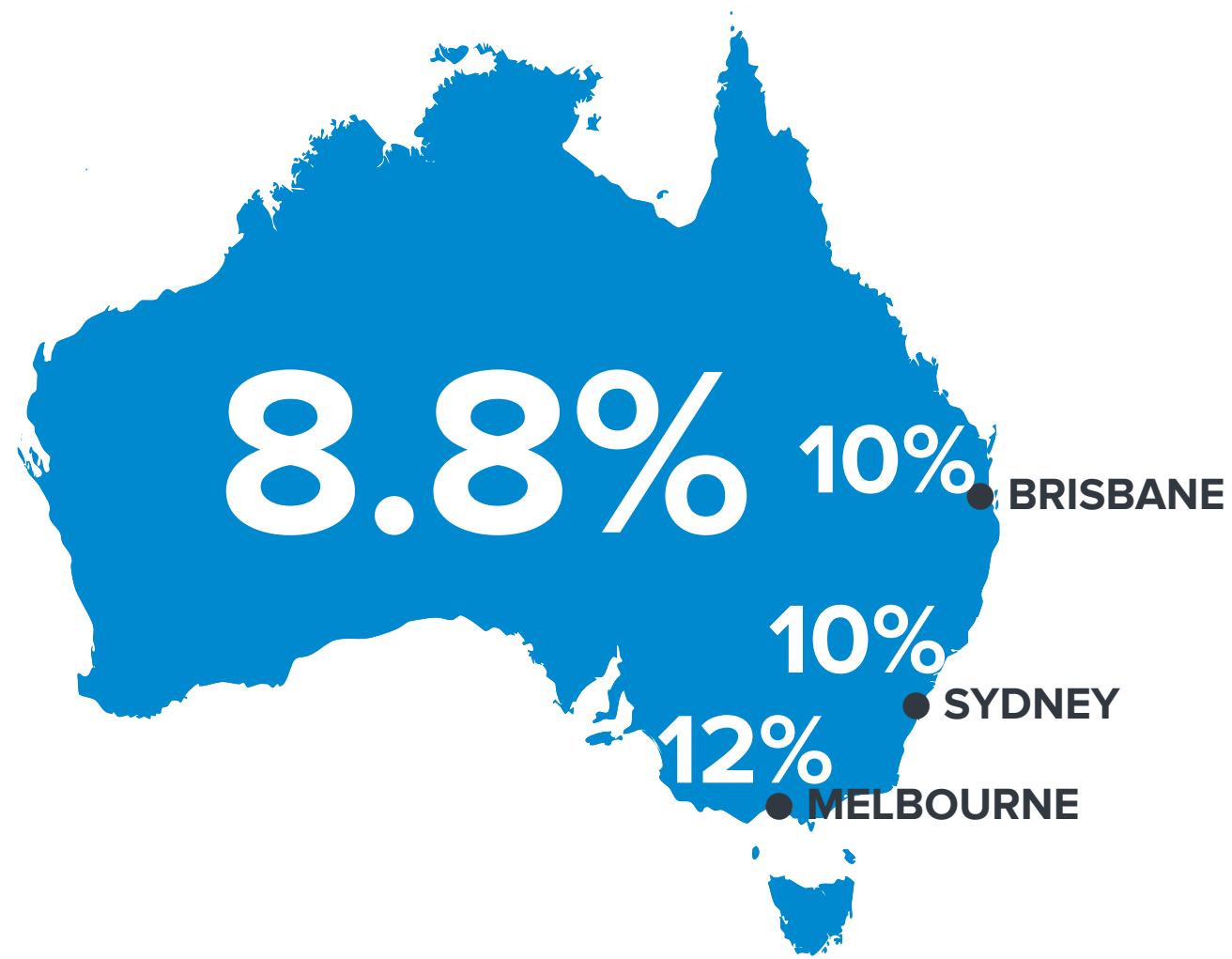
# AUSTRALIA, 2011 CENSUS



# AUSTRALIA TODAY

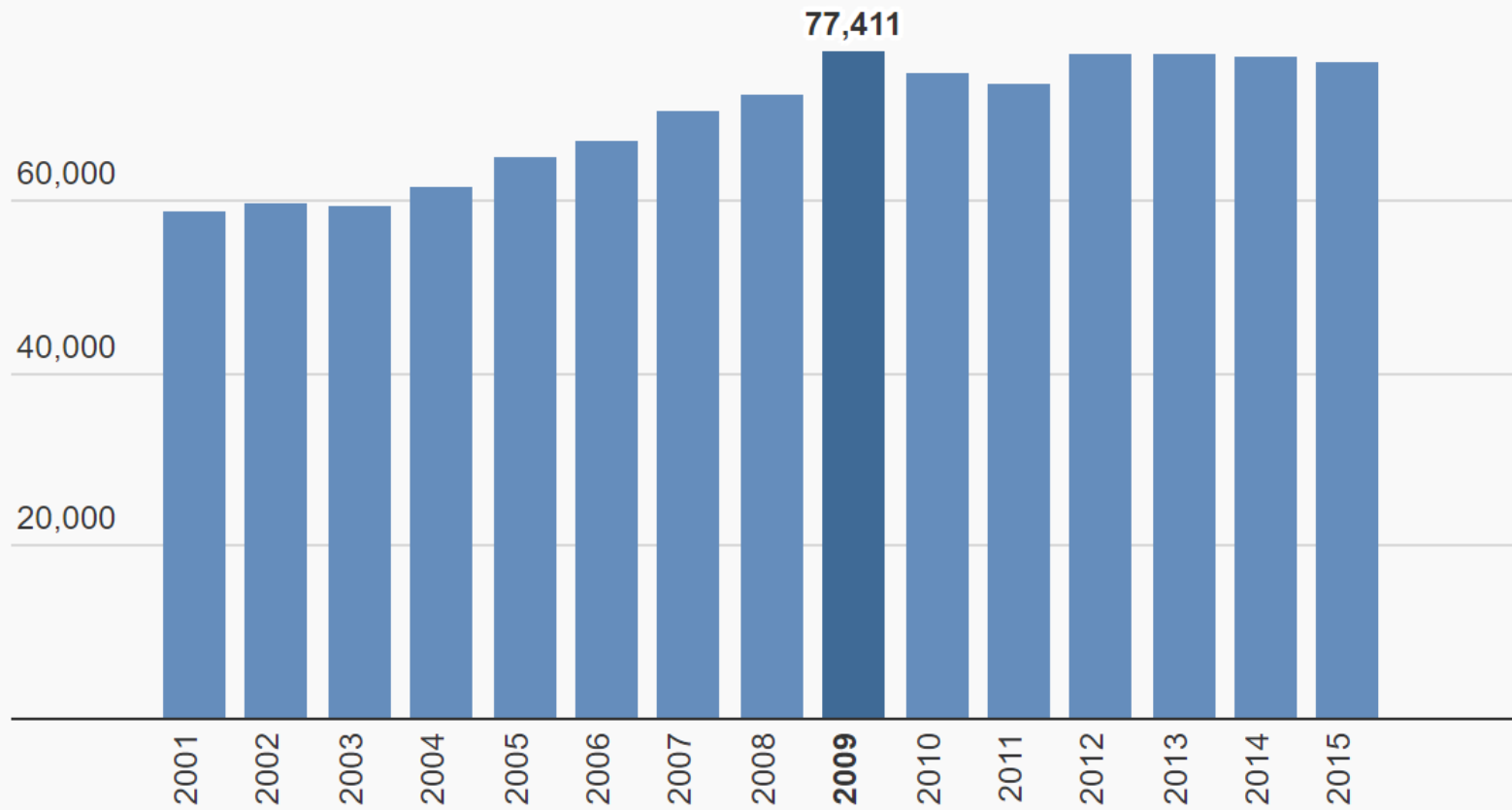


# FIVE-YEAR GROWTH RATE



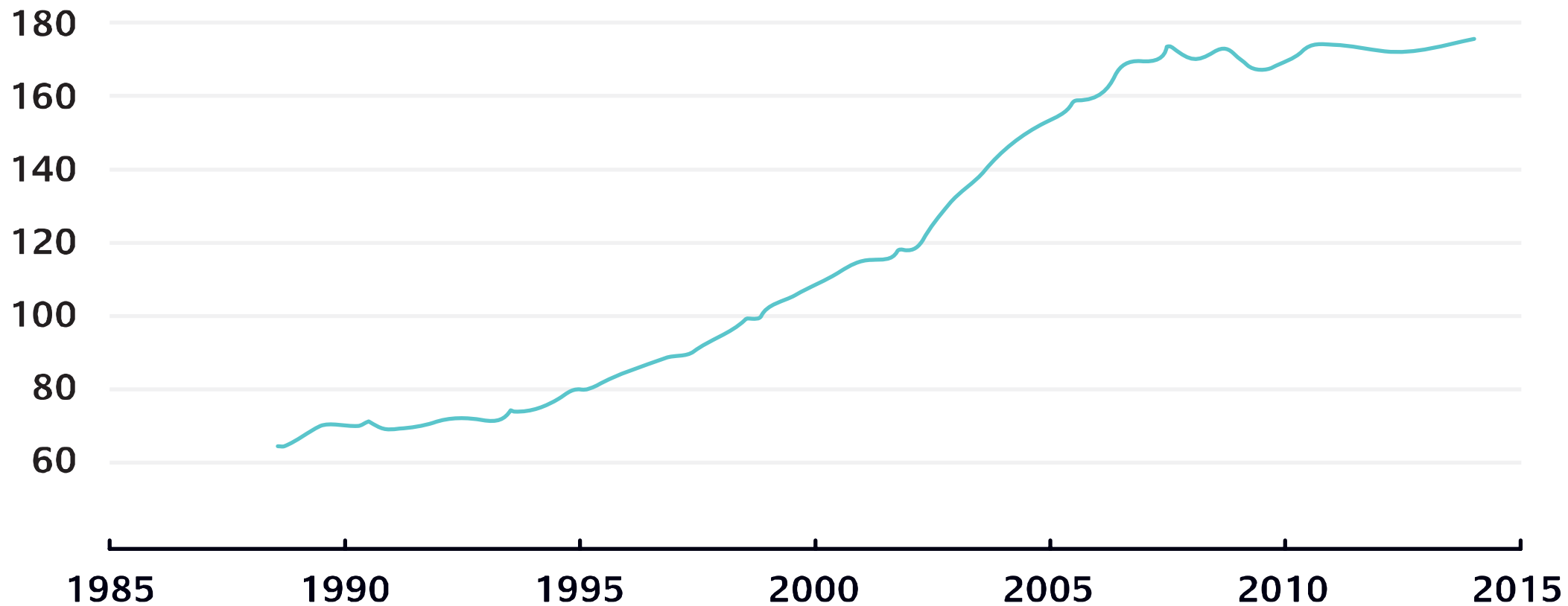
# HOUSEHOLD INCOME: FLAT (HILDA 2017)

Real median annual household disposable income



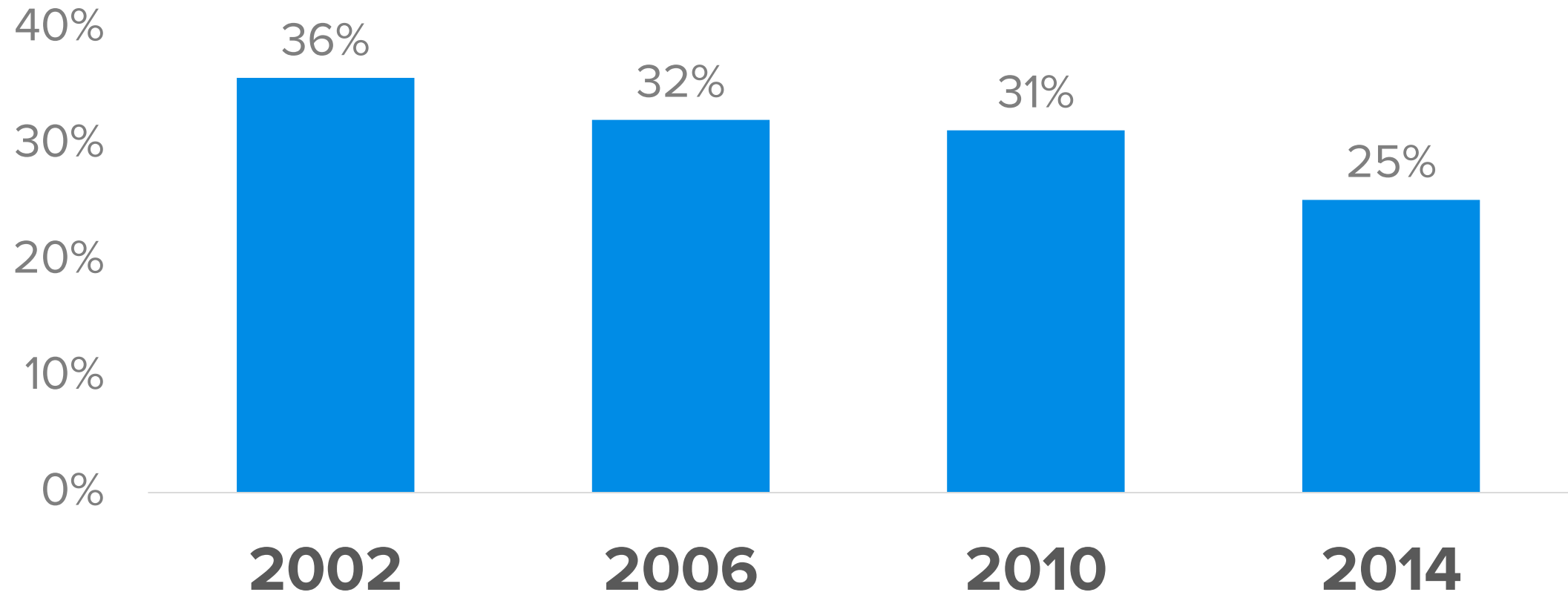
\$ (December 2015 prices)

# HOUSEHOLD DEBT TO INCOME RATIO



# HOME OWNERSHIP (HILDA 2017)

## Home ownership rates, ages 18-39







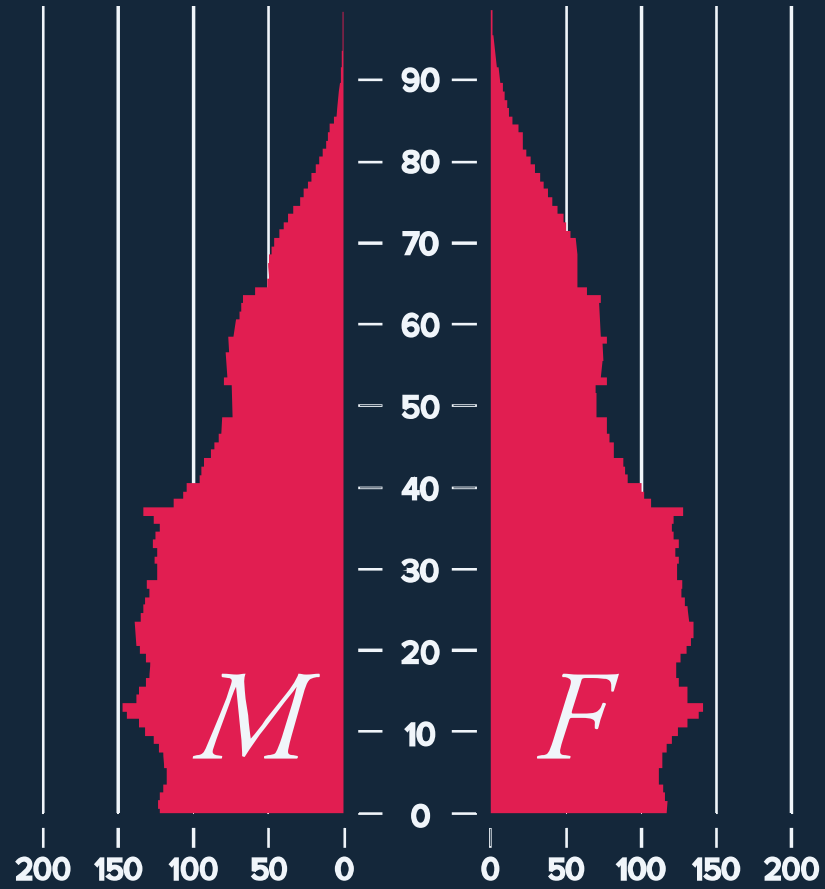
# HOUSE PRICES EXCEEDING WAGES GROWTH



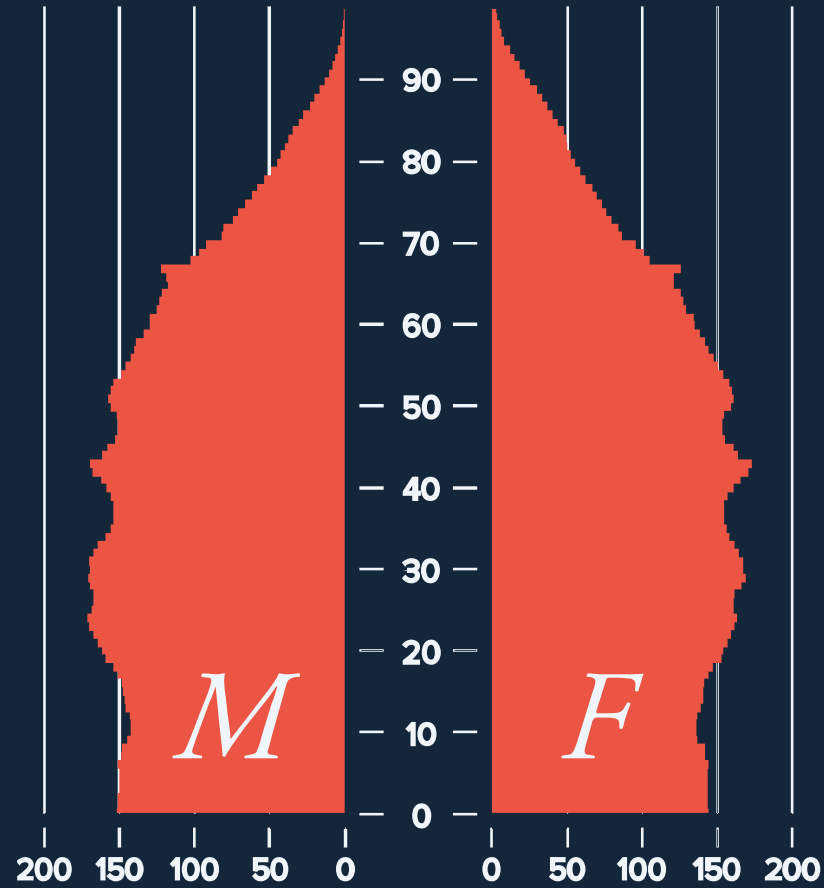
POPULATION

AGEING

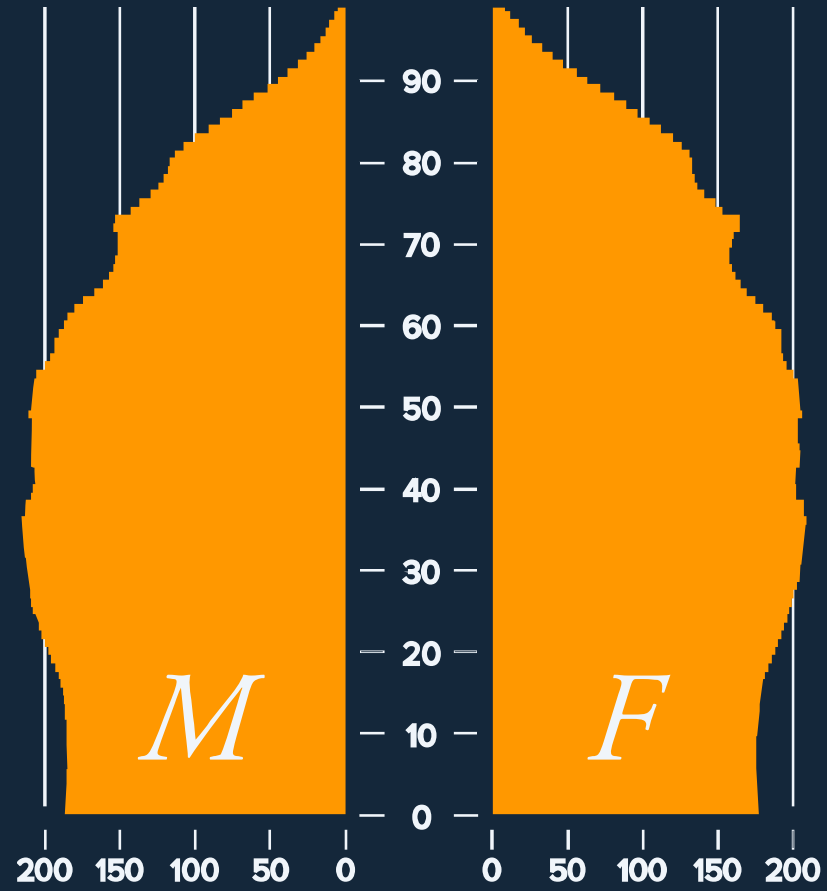
1987



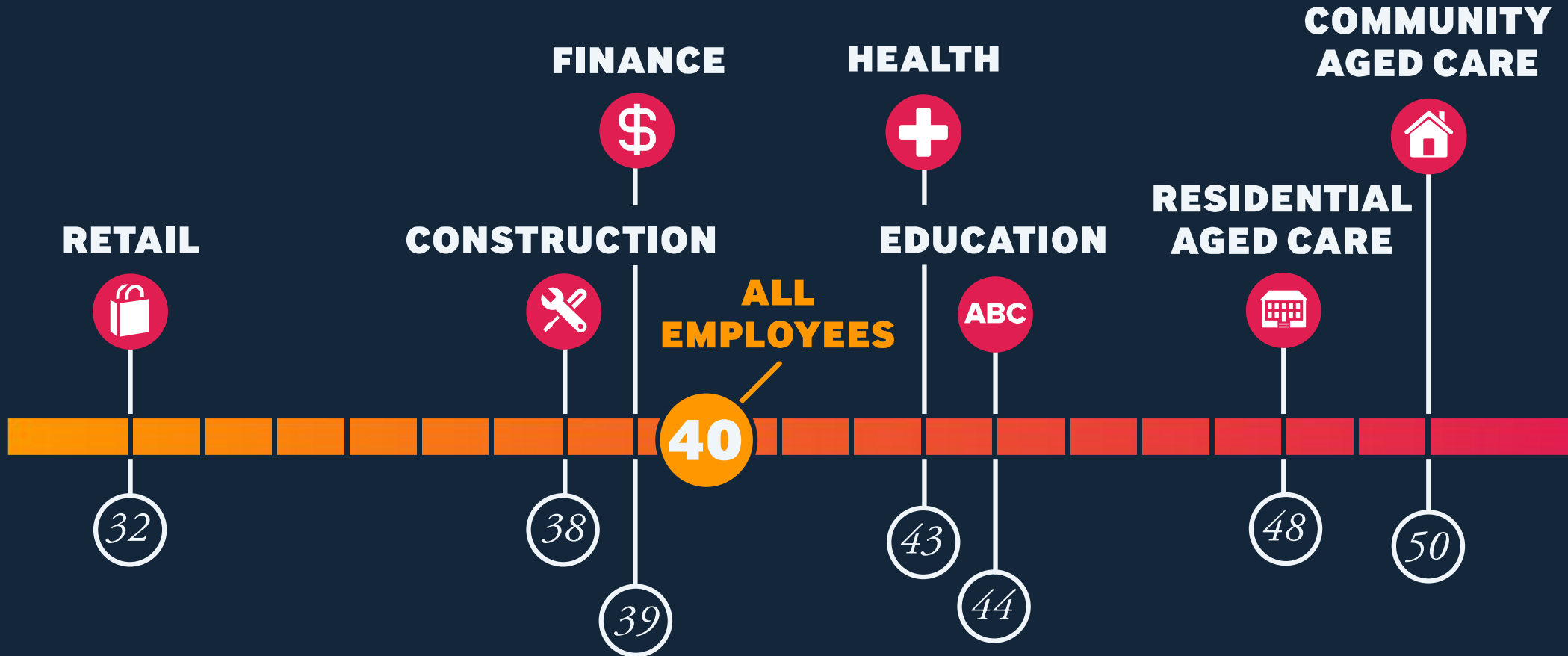
2017



2047

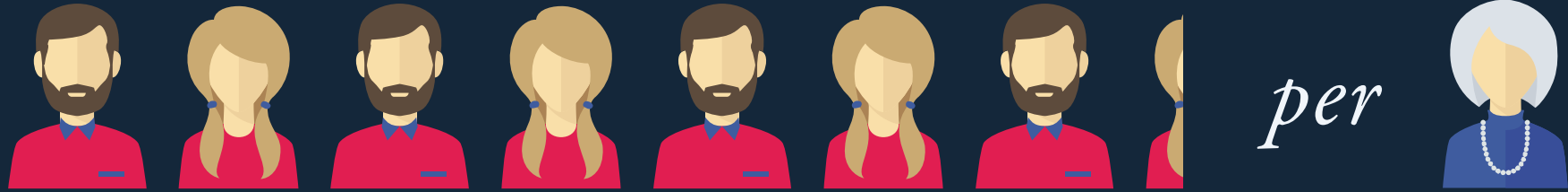


# AGEING WORKERS

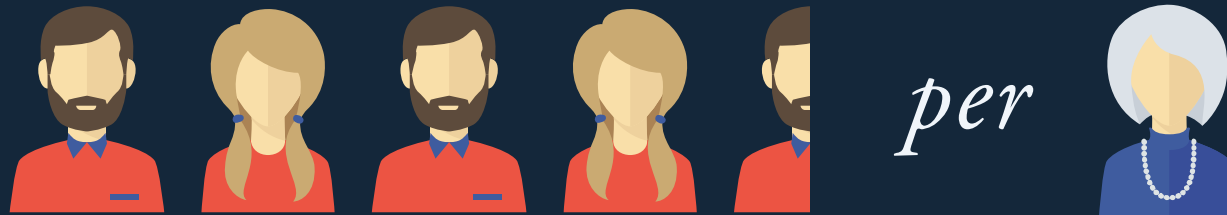


# DECLINING WORKFORCE RATIO

1975



2015



2055



“

*Age is just a  
number, it is more  
about how you feel.*

-70 year old Sydneysider.

”







**POPULATION**

**CHANGING**

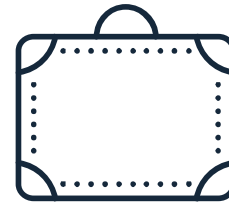
# Growing population



**Natural  
increase  
45%**

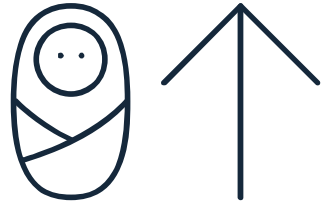


**Population  
growth**

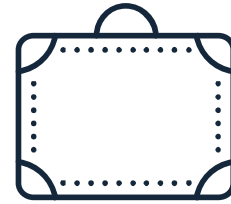
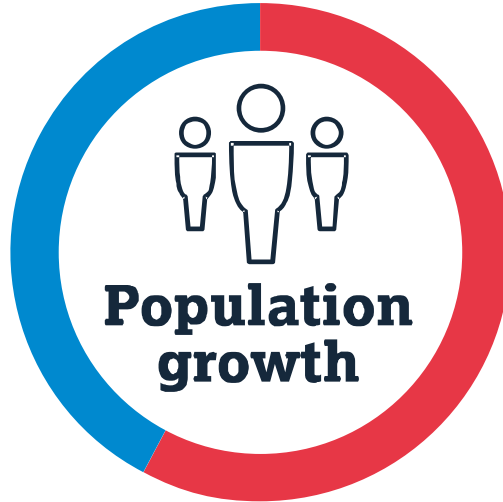


**Total population growth: 326,100 people/year**

# Growing population



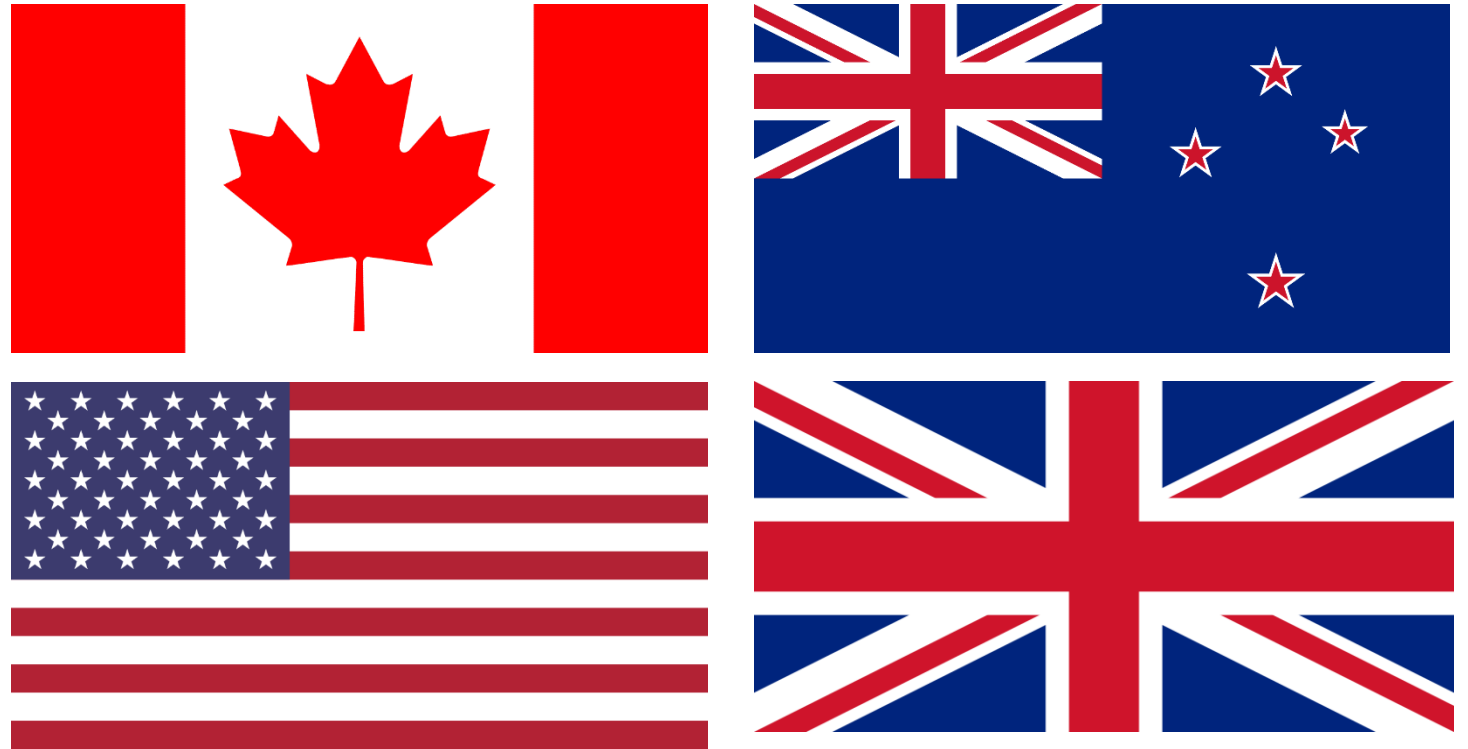
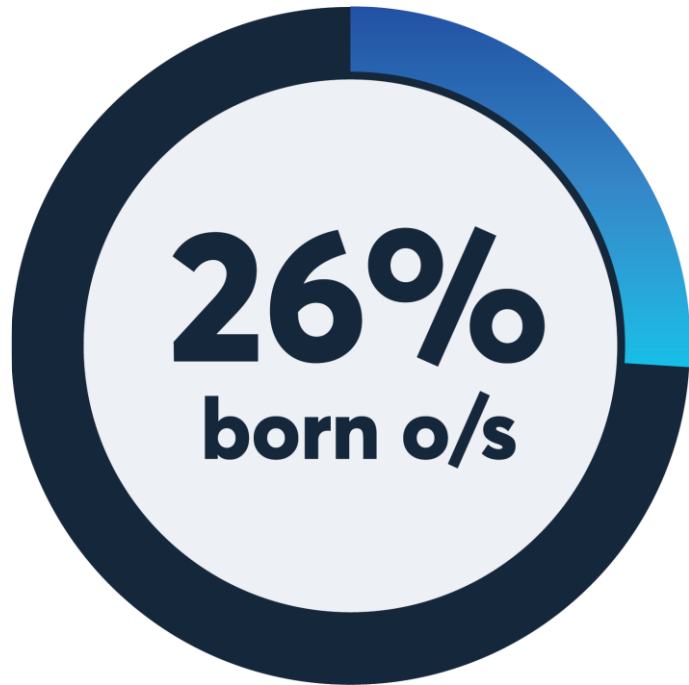
**Natural  
increase**  
**45%**



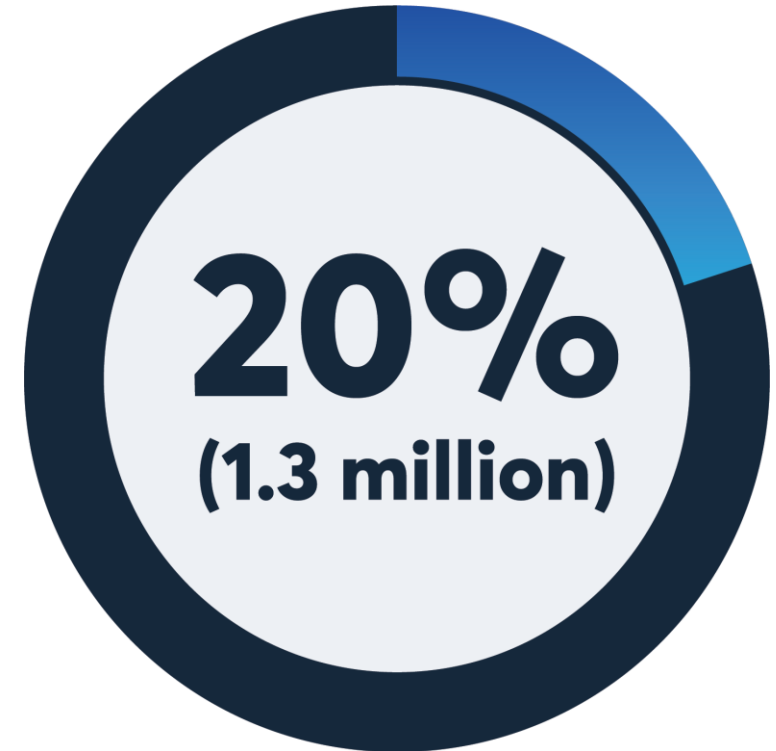
**Net overseas  
migration**  
**55%**

**Total population growth:** 326,100 people/year

# AUSTRALIA HAS A GREATER % OF MIGRANTS THAN...



- **1 in 5 of Australia's migrants arrived since 2012**
- **86% settle in capital cities**



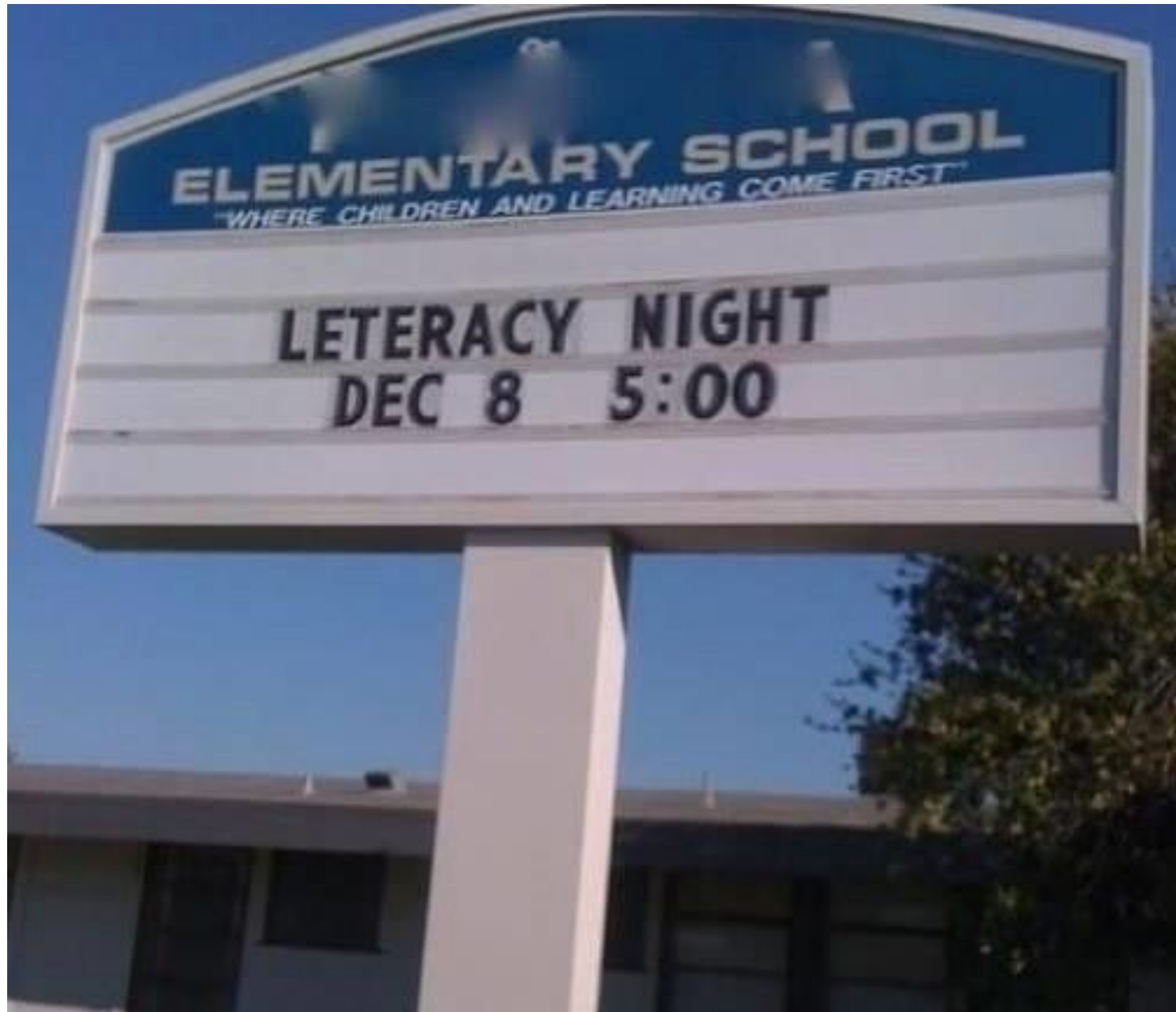
# HIGHEST % OVERSEAS BORN: AUSTRALIA (2016)

Ranking	Suburb	% born o/s
1	Haymarket (NSW)	77%
2	Rhodes (NSW)	76%
3	Harris Park (NSW)	72%
4	Wolli Creek (NSW)	70%
5	Ultimo (NSW)	70%

# HIGHEST % RECENT MIGRANT (SINCE 2011) NSW 2016

Ranking	Suburb	% suburb comprised of recent migrants
1	Haymarket	46%
2	Chippendale	44%
3	Ultimo	43%
4	Sydney CBD	37%
5	Rhodes	34%



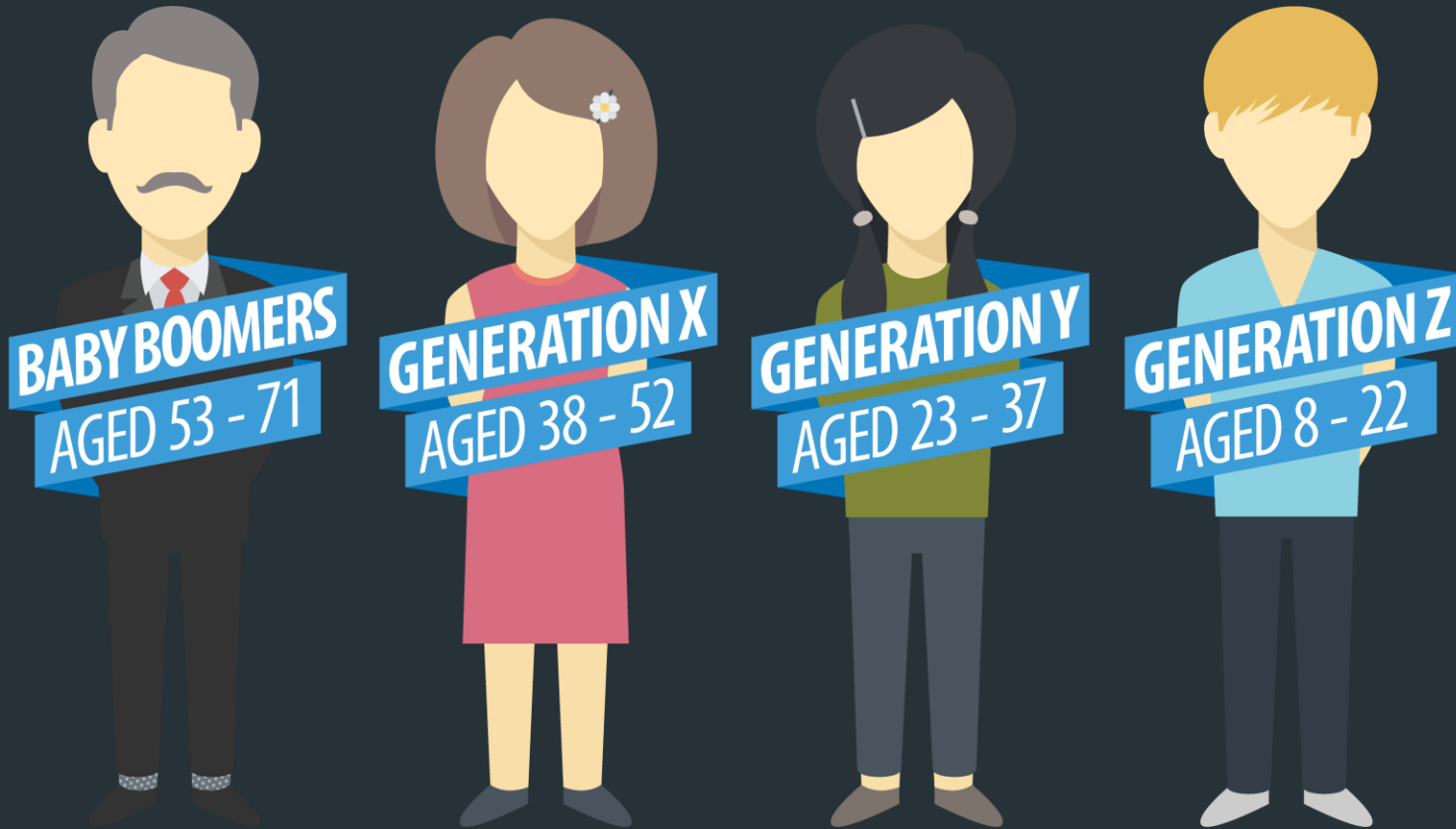




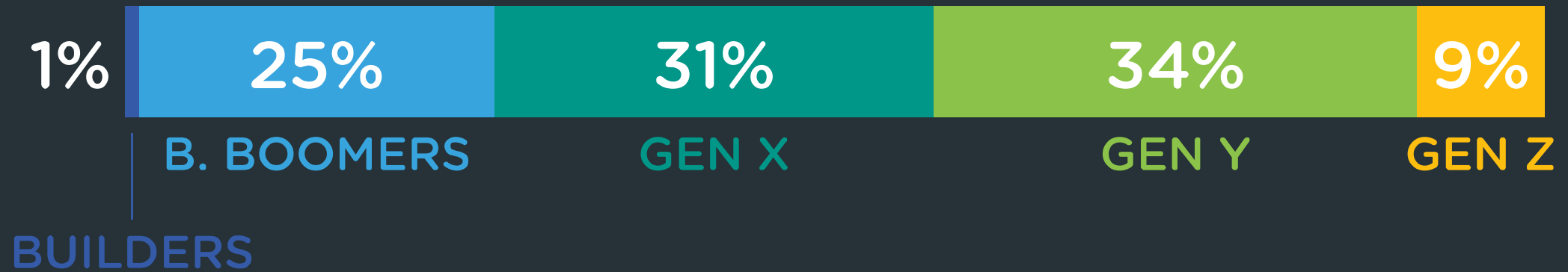
POPULATION

MOVING

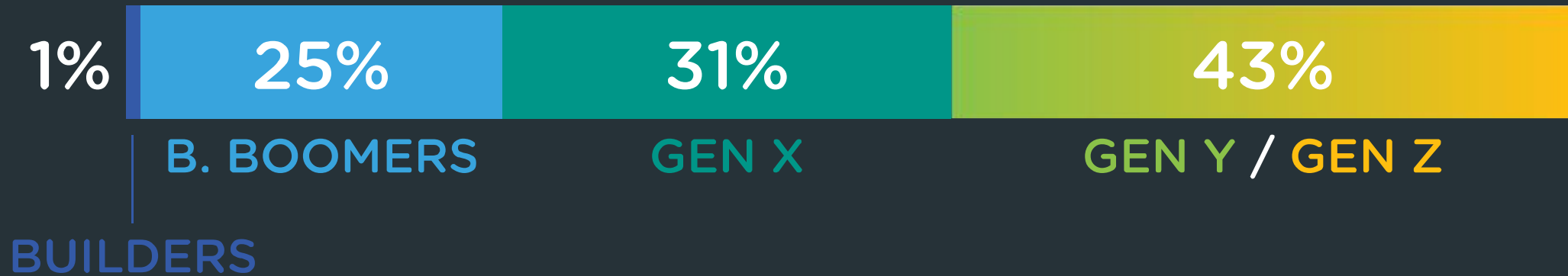
# SIX GENERATIONS



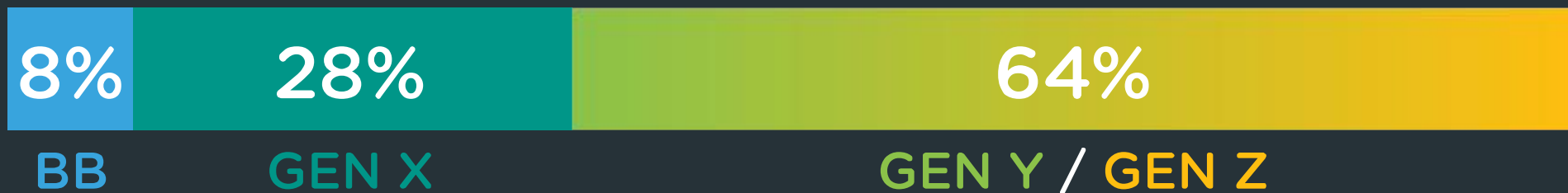
# TODAY



# TODAY



# 2025





# DIGITAL



**GLOBAL**

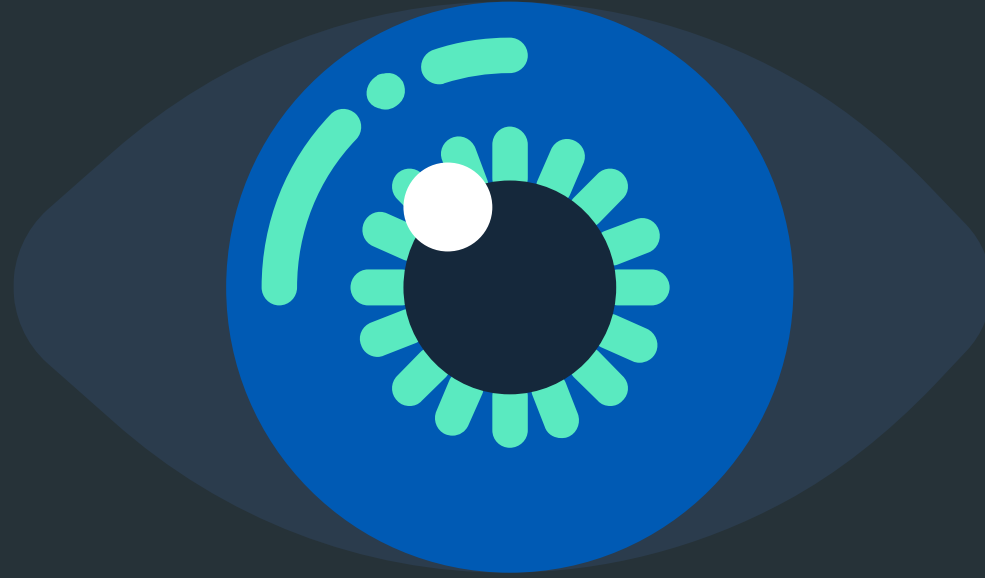


**SOCIAL**

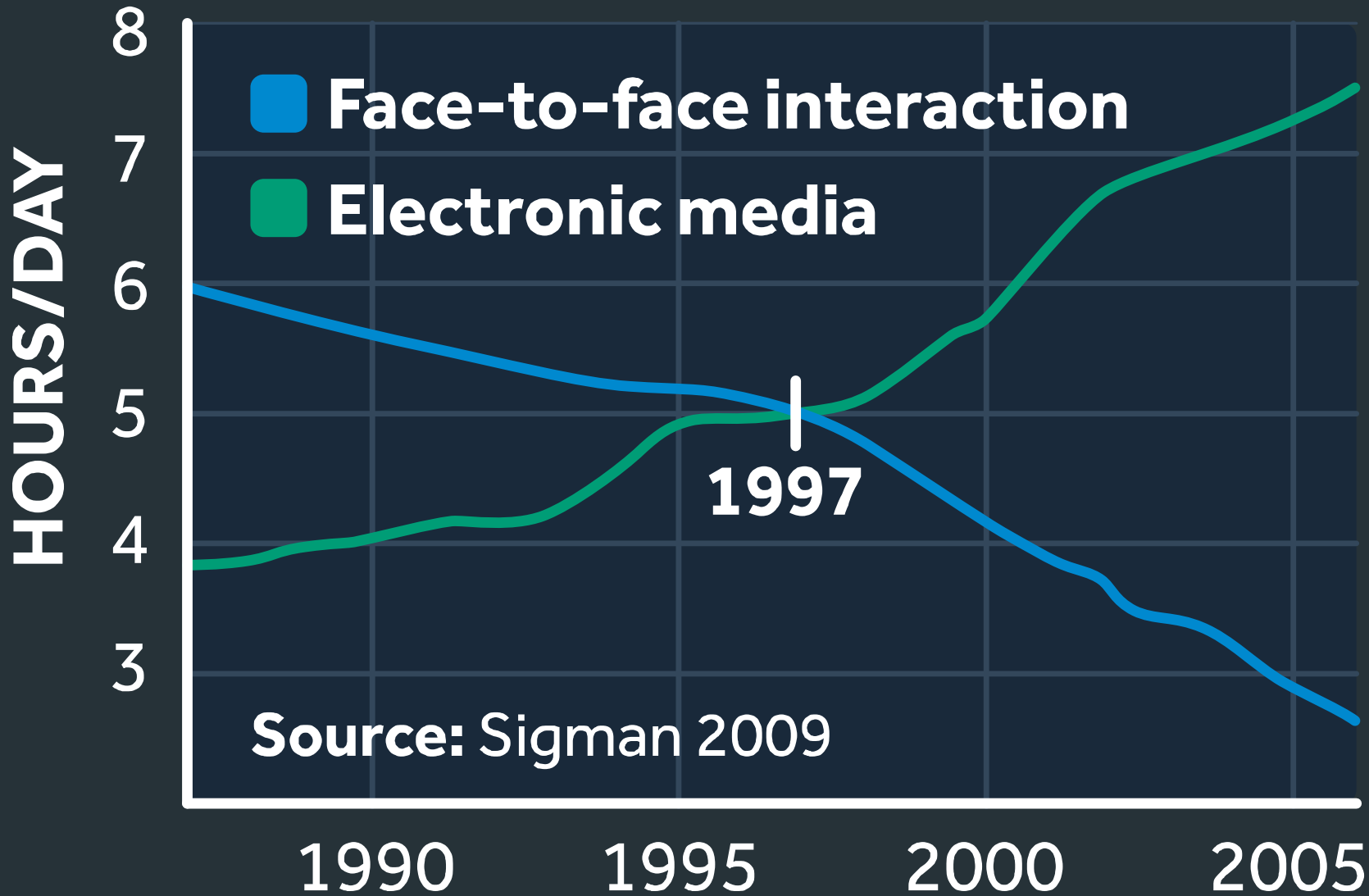




**MOBILE**



# VISUAL



Source: Sigman 2009



**4.7 QUINTILLION (4,700,000,000,000,000,000)**  
**BYTES OF DATA CREATED... *EVERY DAY***



**“MORE DATA IN THE LAST 2 YEARS THAN THE  
*HISTORY OF CIVILISATION*”**









# 3 BIGGEST FEARS OF OUR GENERATION



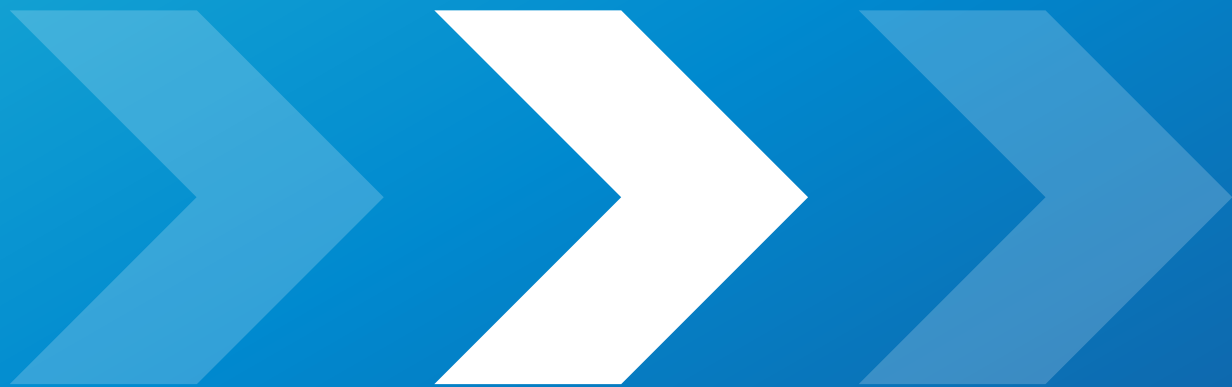
# 3 BIGGEST FEARS OF OUR GENERATION



# 3 BIGGEST FEARS OF OUR GENERATION



# OUR WORK IS CHANGING



# DIGITAL DISRUPTION

**44% of Australian jobs  
are at high risk of  
digital disruption in 10-  
15 years**

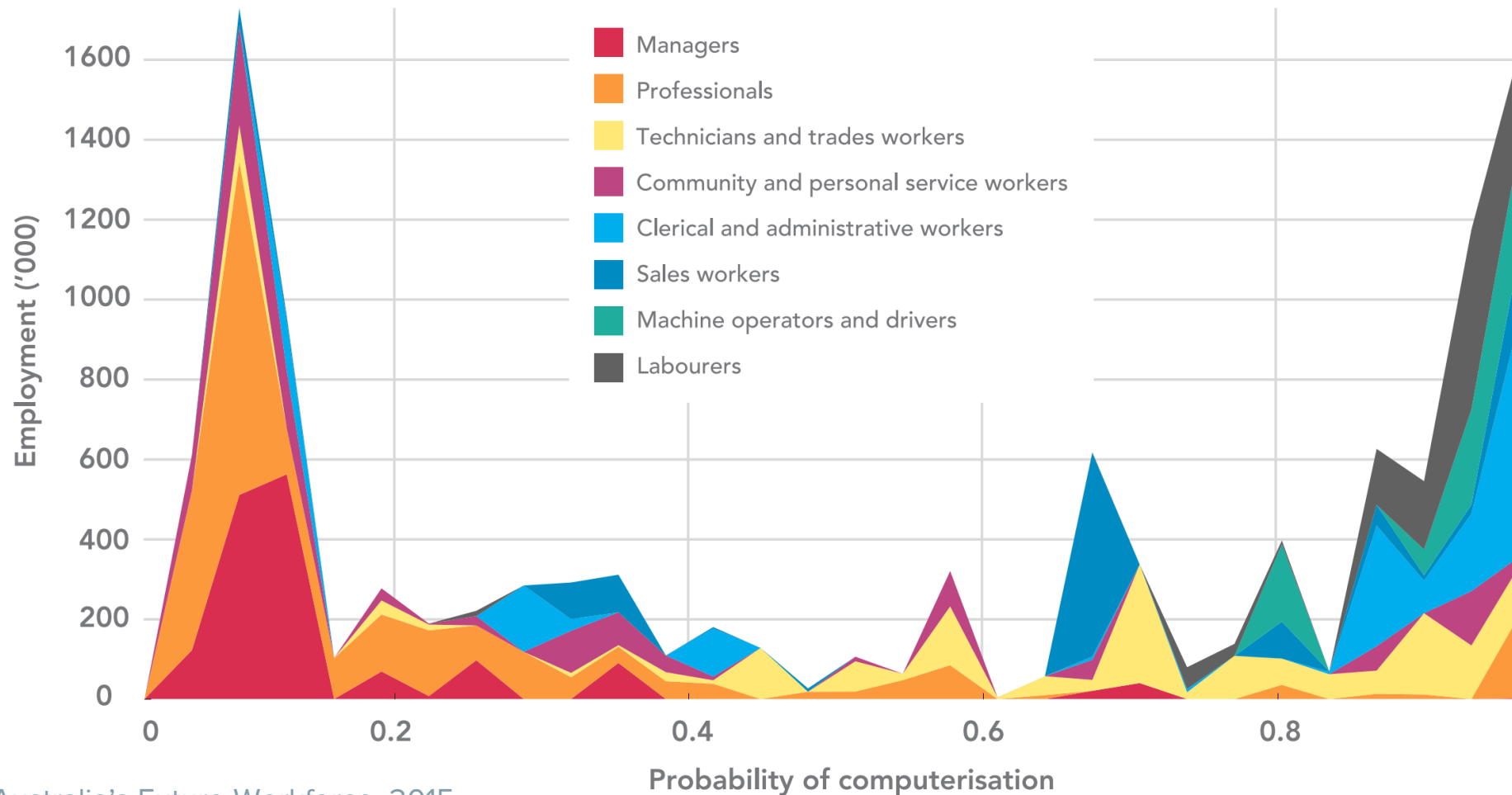


**5.1m  
jobs**

Source: CEDA, Australia's Future Workforce, 2015

# JOB CATEGORIES VS. PROBABILITY OF COMPUTERISATION

Probability of automation by job category<sup>72</sup>



# GROWING DEMAND FOR ENTERPRISE SKILLS

<b>Digital skills</b>	↑ <b>212%</b>
<b>Critical thinking</b>	↑ <b>158%</b>
<b>Creativity</b>	↑ <b>65%</b>
<b>Presentation skills</b>	↑ <b>25%</b>



Source: Foundation for Young Australians, 2016

[mccrindle.com.au](http://mccrindle.com.au)

**mccrindle**

# FUTURE JOBS RECRUITING NOW

Blockchain developer.  
Cognitive computer analyst.  
Cyber security professional.  
Medical nanotechnologist.  
Virtual reality engineer.  
Social media marketer.  
Robotics technician. UAV operator.  
Data visualisation designer. App developer.  
UX manager. Digital services officer.



**I Can't Adult Today.**



**Please Don't Make Me Adult.**

# OUR ENGAGEMENT IS CHANGING



# INTENTION TO MOVE TO A NEW JOB

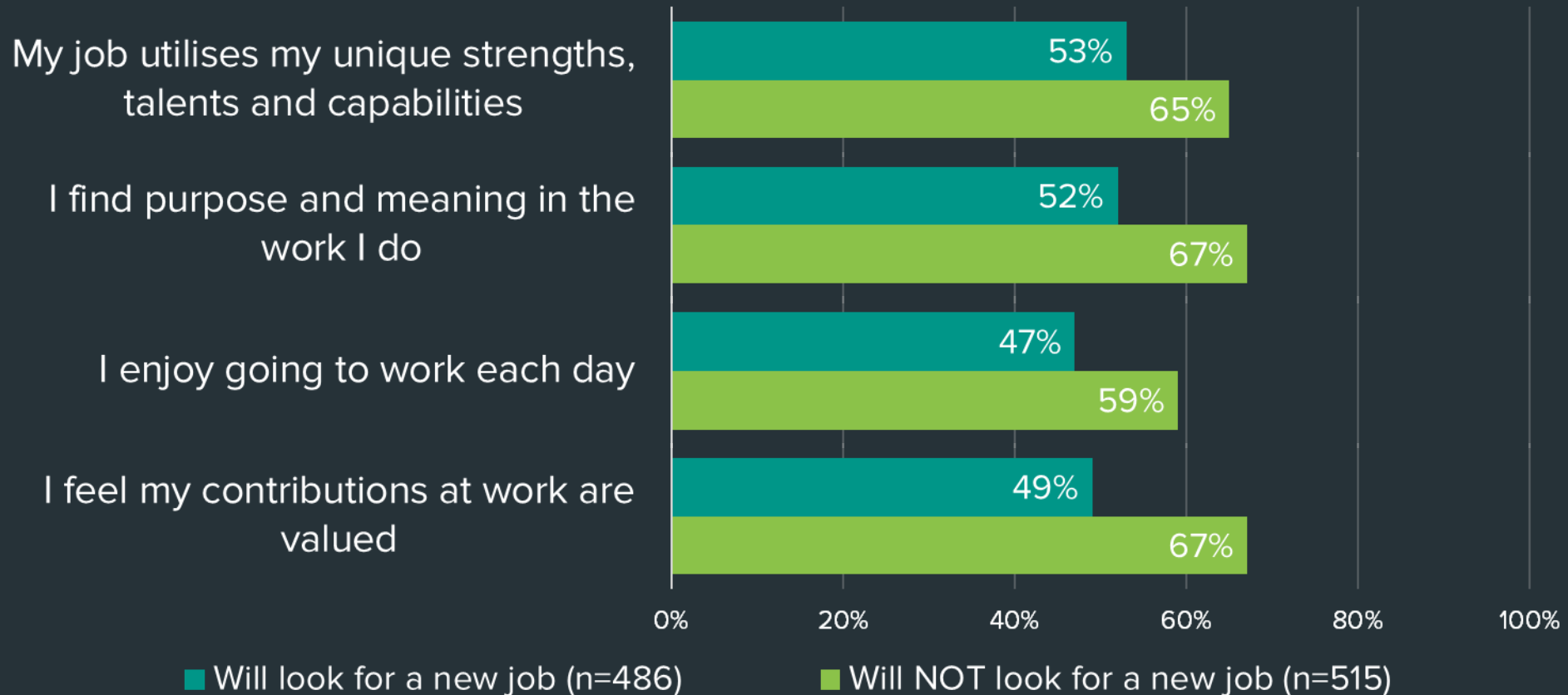
“

**I will definitely/probably  
look for a new job in the  
next year**

**49%**

# ENGAGEMENT: ENABLERS

Sentiment of those who will look for a new job vs. those who will NOT



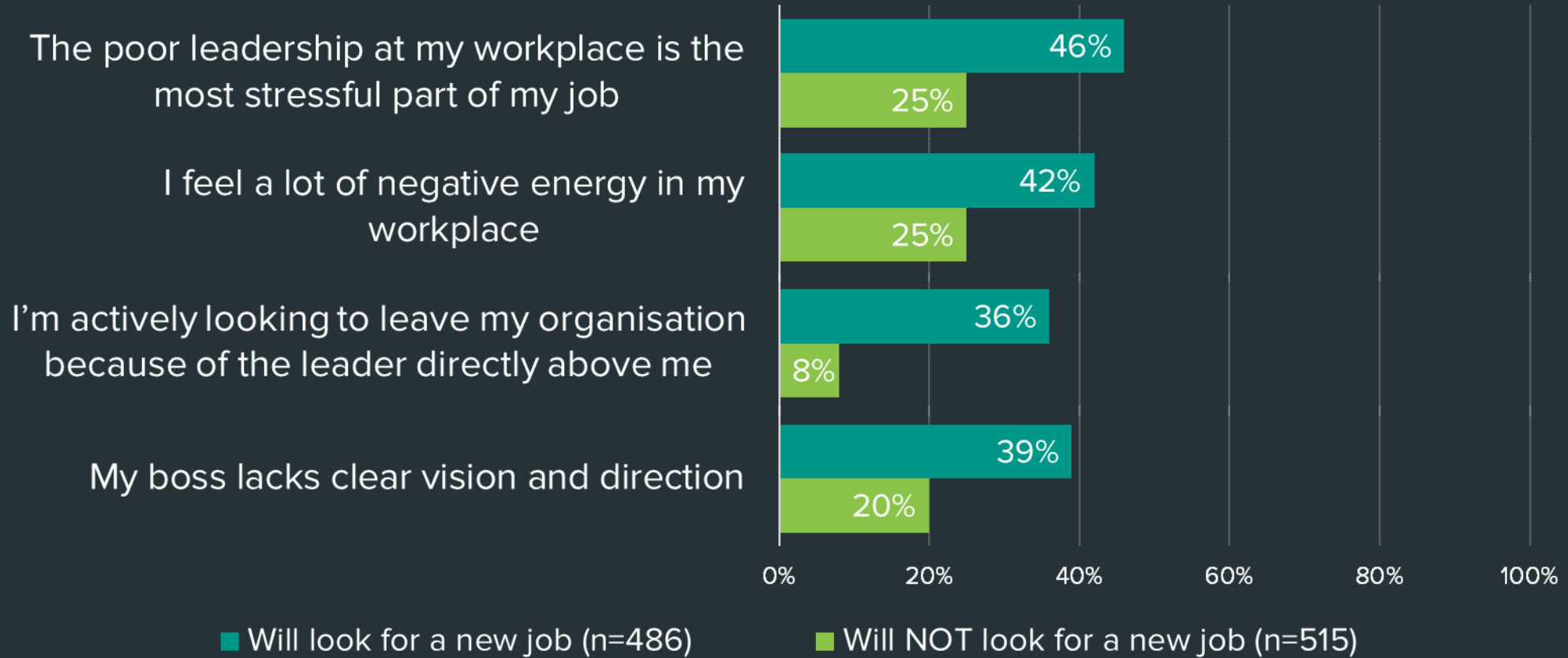
Source: A Future that Works, survey of 1,001 Australian employed adults, Feb 2016.

[mccrindle.com.au](http://mccrindle.com.au)

mccrindle

# ENGAGEMENT: DETRACTORS

Sentiment of those who will look for a new job vs. those who will NOT

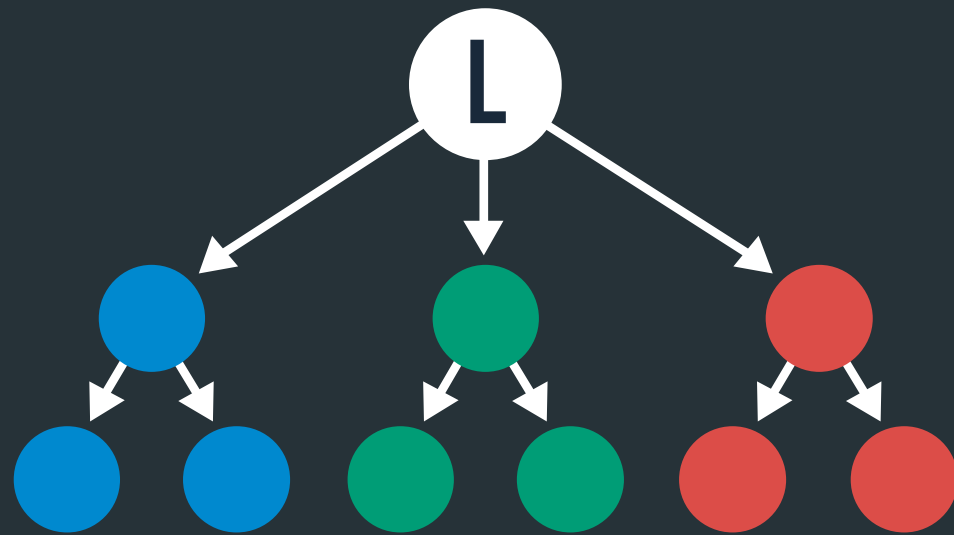


Source: A Future that Works, survey of 1,001 Australian employed adults, Feb 2016.

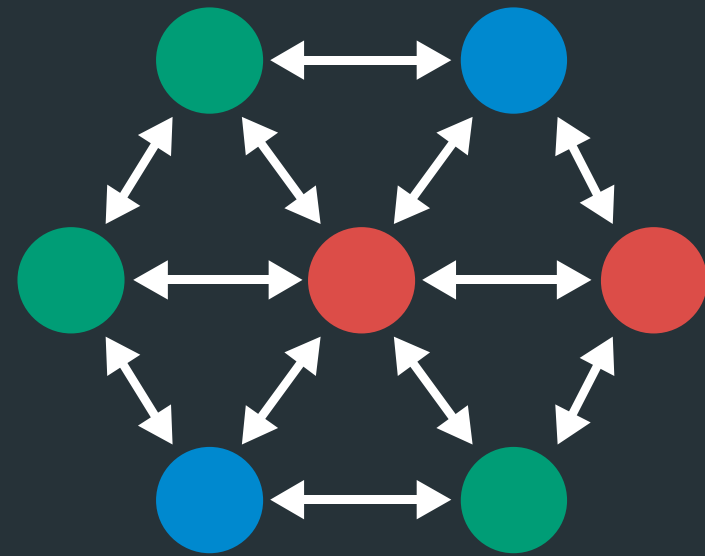
**LEADERSHIP**

**IT'S KIND OF A BIG DEAL**

# LEADERSHIP STYLES



**Command  
& Control**



**Collaboration  
& Contribution**

# THE ENGAGEMENT EQUATION

= CPI



# THE ENGAGEMENT EQUATION



Culture

+

Purpose

+

Impact

# CULTURE

# TOP 5 ATTRACTION / RETENTION FACTORS



5. Training (employability)
4. Job content (variety)
3. Management style (accessibility)
2. Work/life balance (flexibility)

# TOP 5 ATTRACTION / RETENTION FACTORS



5. Training (employability)
4. Job content (variety)
3. Management style (accessibility)
2. Work/life balance (flexibility)
1. Workplace culture (community)





# PURPOSE

# PURPOSE





# PURPOSE



# PURPOSE



# PURPOSE



# PURPOSE



# IMPACT

# IMPACT

CONTRIBUTE



# IMPACT

# CHALLENGE



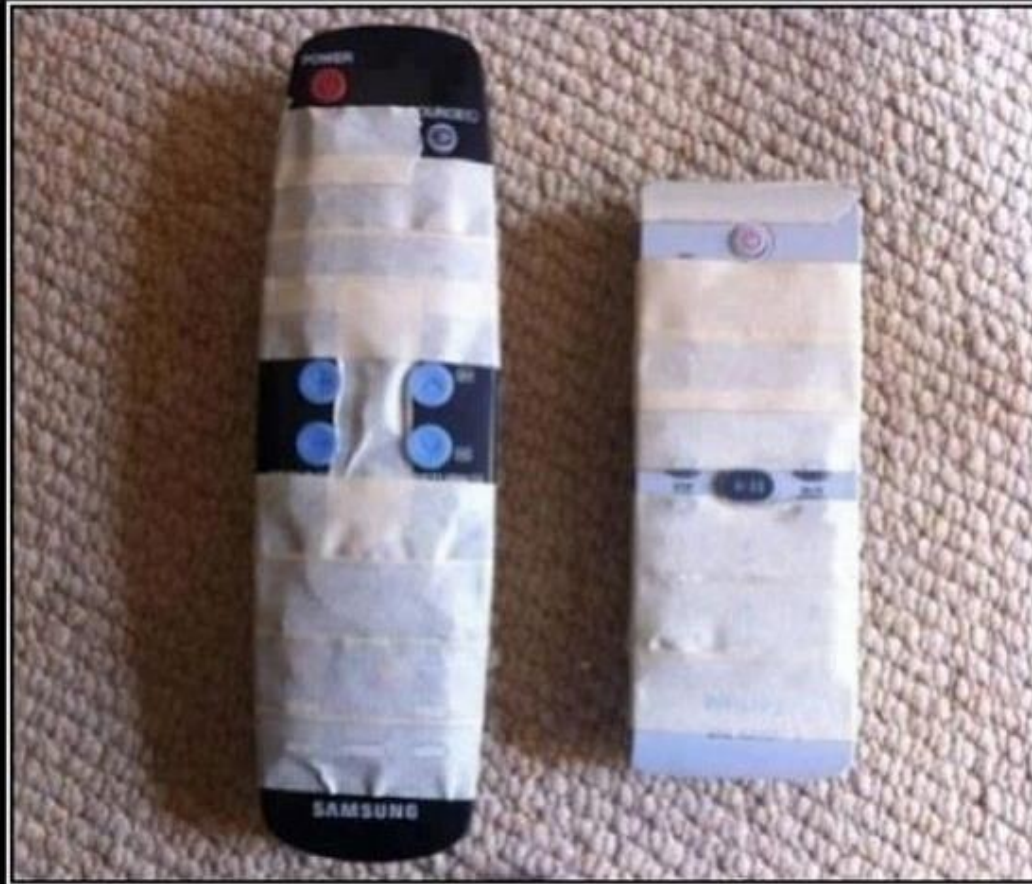
# IMPACT

# CELEBRATE





# CHANGE FATIGUE



Helping grandma  
with the controller

# CHANGE APATHY







**CHALLENGE**

**ACCEPTED**

memegenerator.net

# mccrindle

## ELIANE MILES

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