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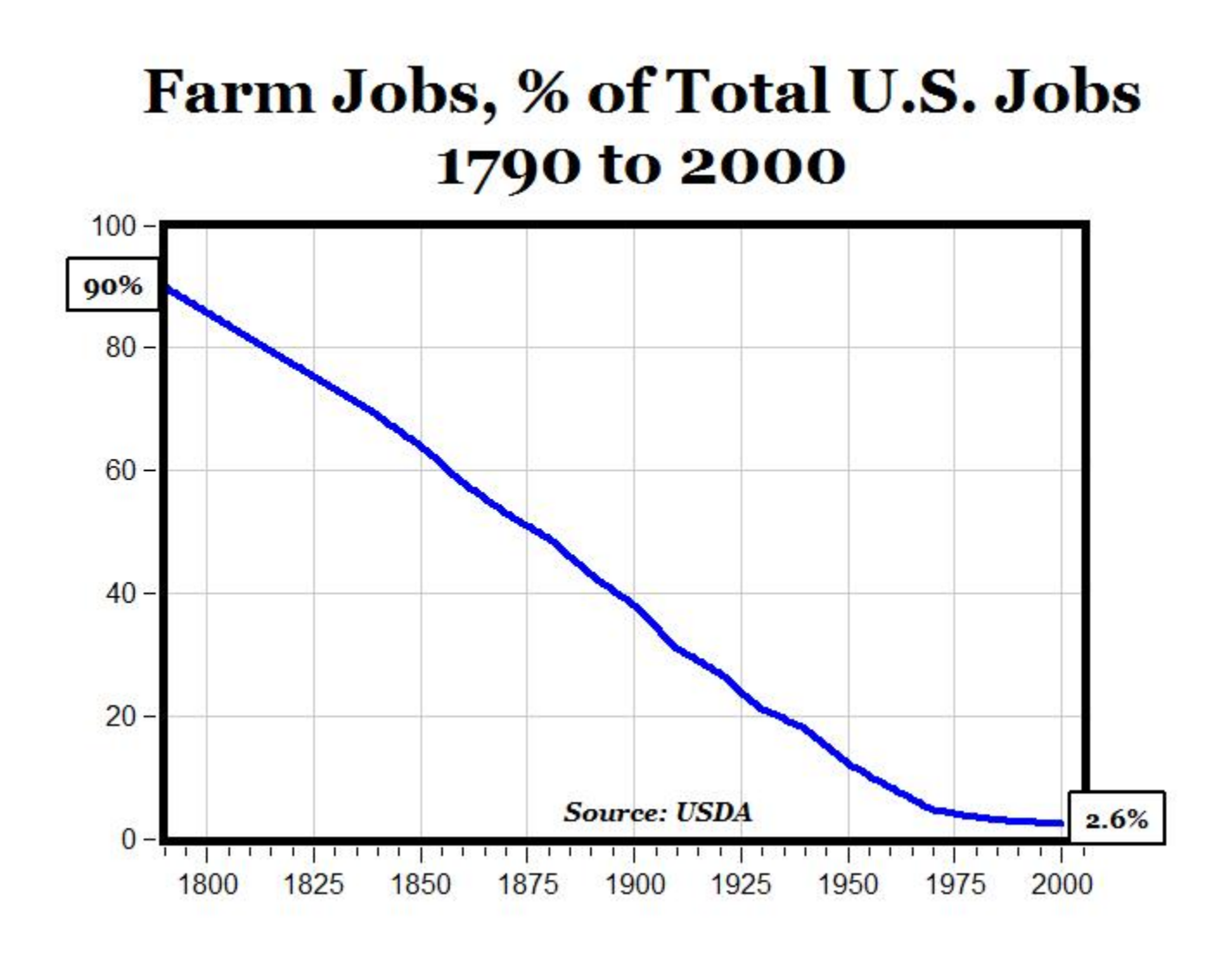
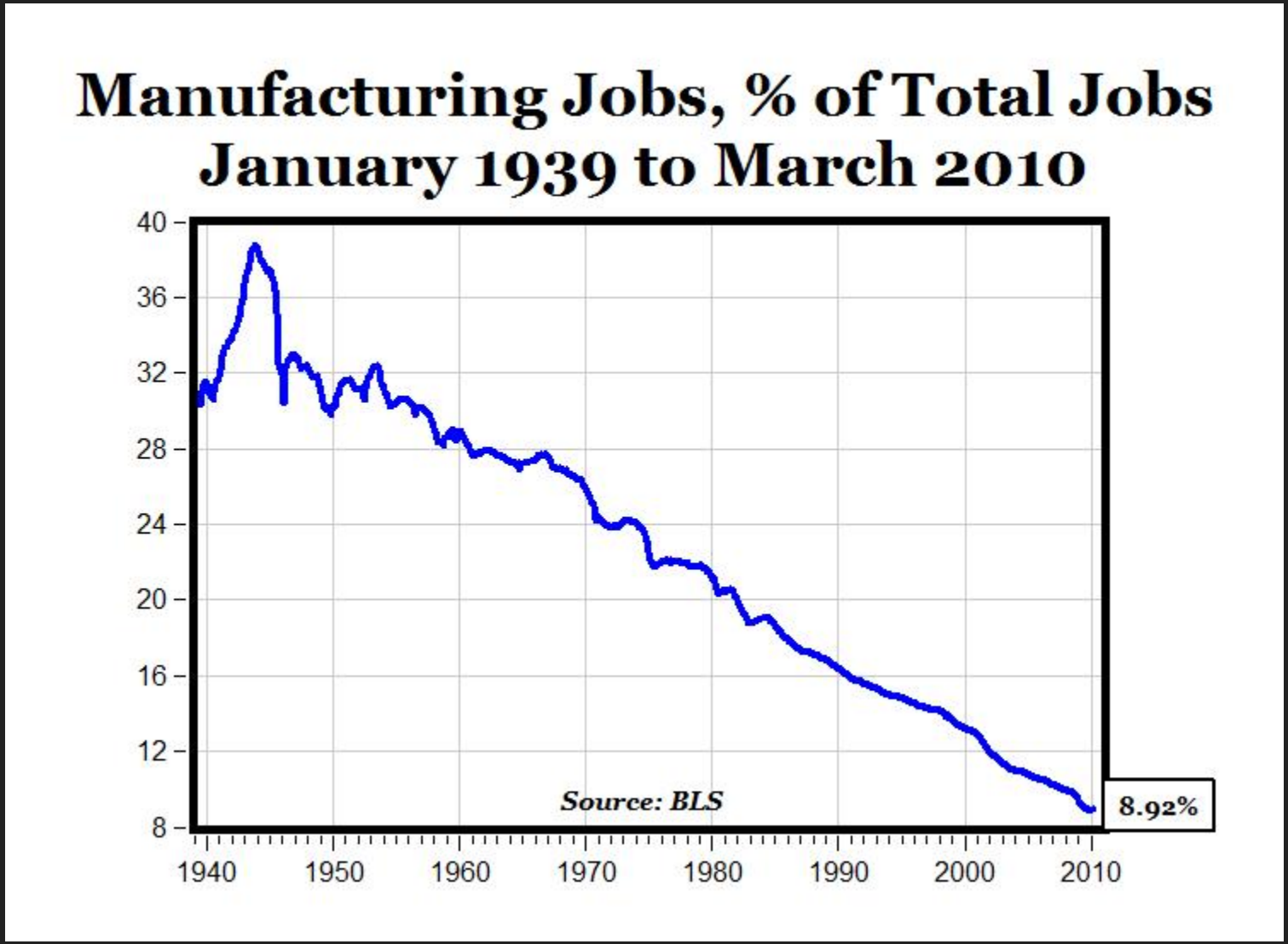
Agriculture Jobs



Source: http://www.aei.org/publication/a-lesson-about-manufacturing-jobs-from-farming/print/

Manufacturing Jobs



Source: http://www.aei.org/publication/a-lesson-about-manufacturing-jobs-from-farming/print/

- Artificial intelligence
- Blockchain
- Nanotechnologies
- Data
- 5G

Source: KPMG

“AI will change 100% of jobs in the next 5-10 years”

Ginny Rometty, IBM CEO

Source: KPMG

“375-800 million global workers will lose their jobs by 2030 and be replaced by robotic automation.”

Source: McKinsey Global Institute 2018

Bold Statement 1:

Technology will disrupt everything in life and work as we know it, in ways we don’t know yet

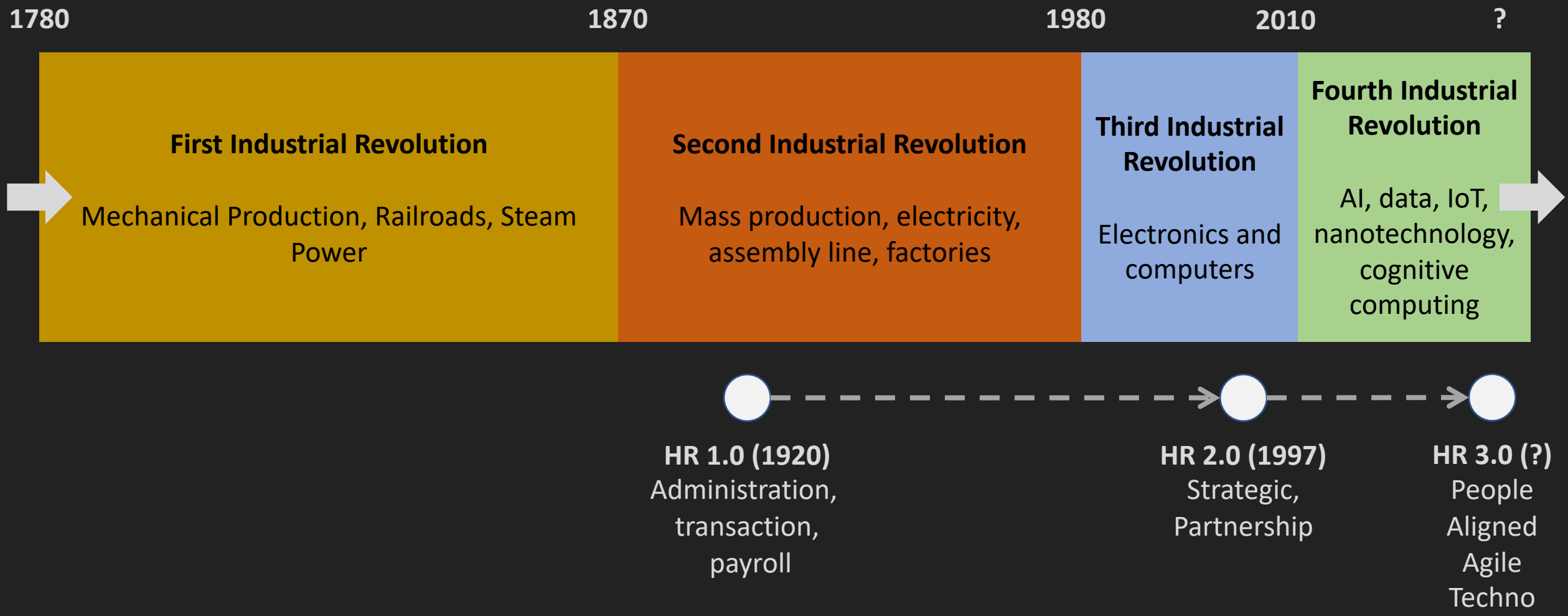
- 10 to 50% of the workforce will be impacted by automation in the next two years
- Banks could reduce 30% of their headcount
- 53% of companies are already using machines to perform tasks previously done by humans
- 66 percent of CEOs believe cognitive computing can drive significant value in HR
- 54 percent of HR executives believe that cognitive computing will affect key roles in the HR organization

Source: KPMG

Bold Statement 2:

We are headed to a place where fewer human workers will be needed

Evolution of work and HR



91%

“We are not ready for the era of digital HR”

Source: https://www2.deloitte.com/content/dam/Deloitte/global/Documents/About-Deloitte/central-europe/ce-global-human-capital-trends.pdf

Barriers to Automation

Committing the resources required	Employees resistance to change	Concerns about job elimination
65%	64%	60%

Source: ServiceNow 2017 State of Work Survey

Bold Statement 3:

We don’t know much about what’s happening, we are not prepared and we are already late

“Digital is the main reason just over half of the companies on the Fortune 500 have disappeared since 2000”

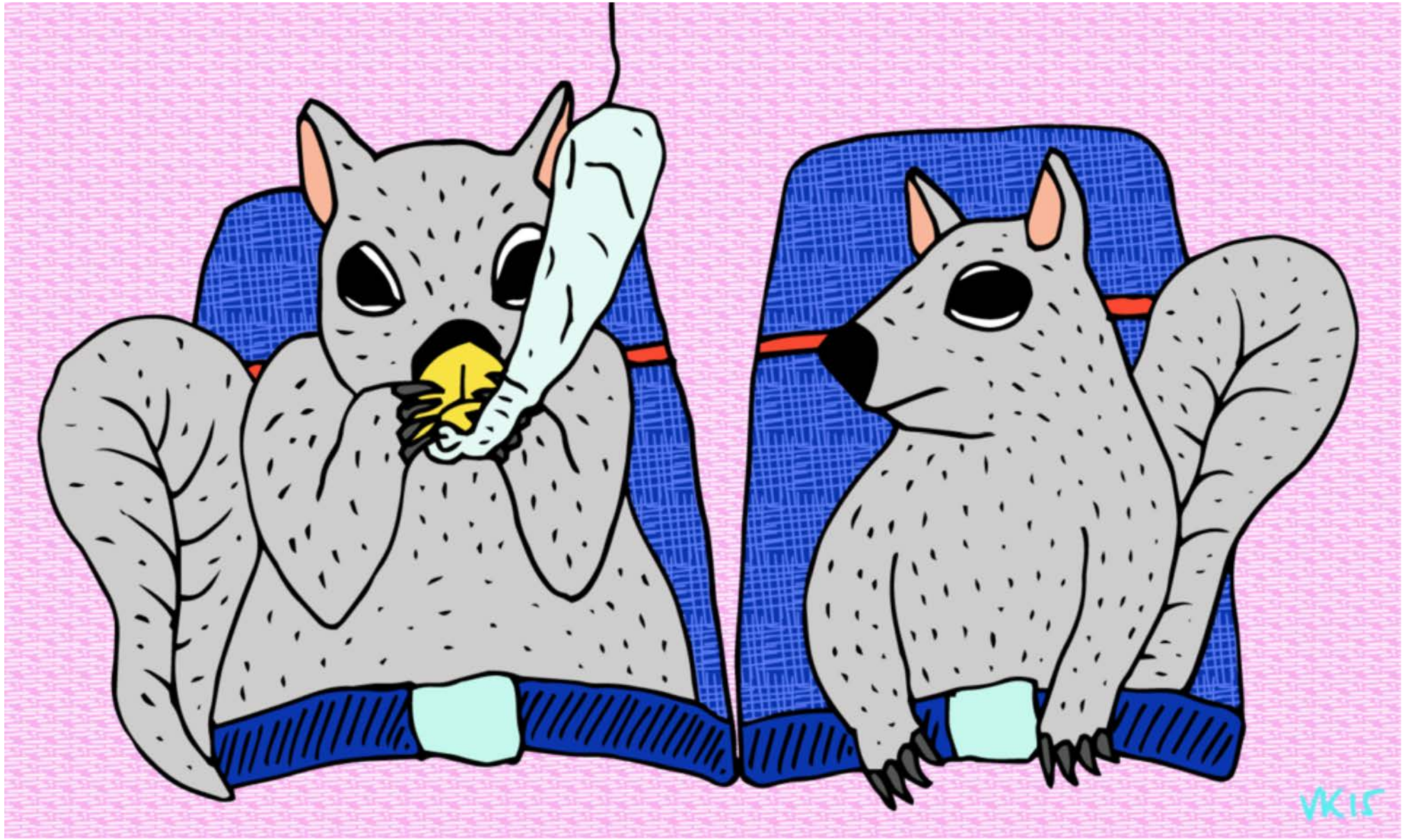
Pierre Nanterme, Former Accenture’s CEO

Source: KPMG

Bold Statement 4:

The transition to a new model of life and work will be painful

Where is the future of HR?



Current Capabilities

Compensation
Labor relations
Leadership
Onboarding
Compliance
Org. Design

“Strategy”

New Capabilities

Digital transformation
Design thinking and agility
Technology applications
Emerging and disruptive technologies
Future of work and future trends
Data analytics
Ethics
Marketing
Innovation
Org. Design
Politics and policy
….

- **Providing an amazing Employee|Human Experience at work**
- **Bridging technology and people**
- **Redesigning organizations**

How to get ready

KEEP
CALM
AND
REMOVE
THE HYPE

85 per cent of the jobs that will exist in 2030 haven't even been invented yet.

Source: Dell Technologies – Institute for the Future