

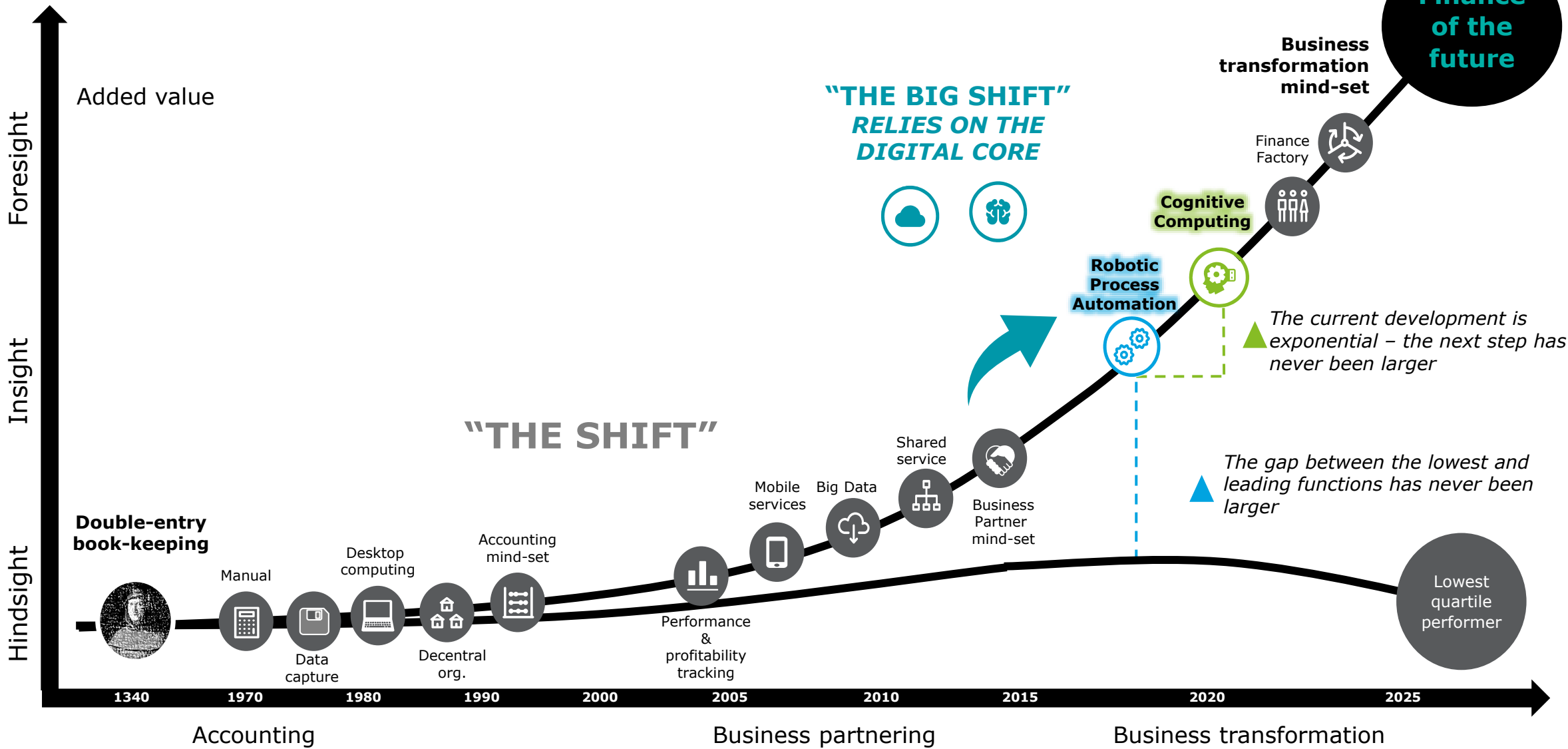
Deloitte.



The future of work in a digital world

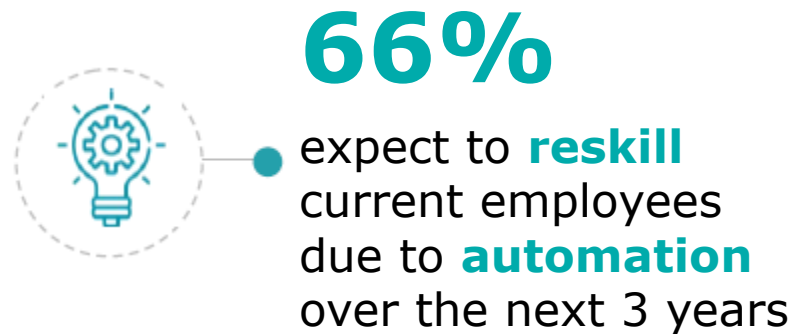
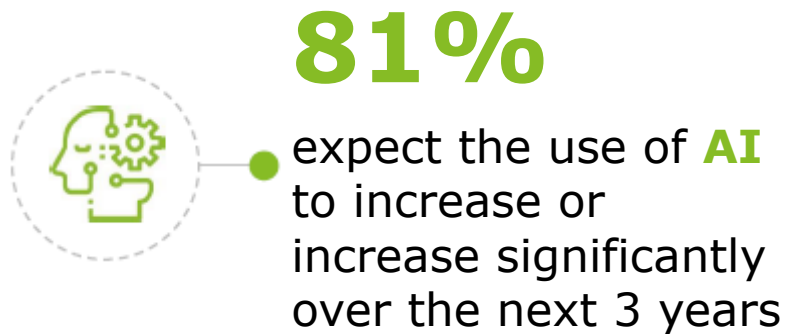
Susie Cooke, Partner, Deloitte LLP

Finance is on a spectrum of change

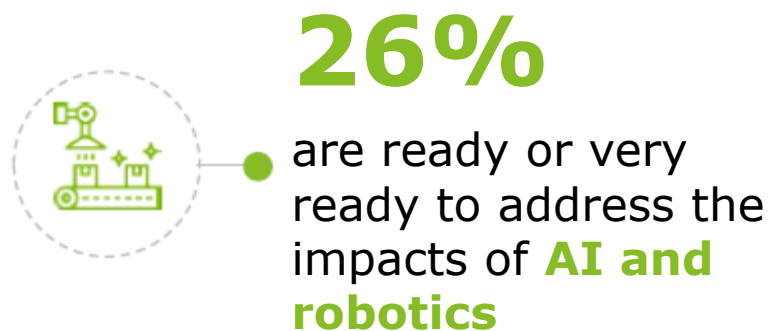


How we react to digital disruption will determine the future of finance

Numbers talk ...



But only ...



While ...



Even though ...

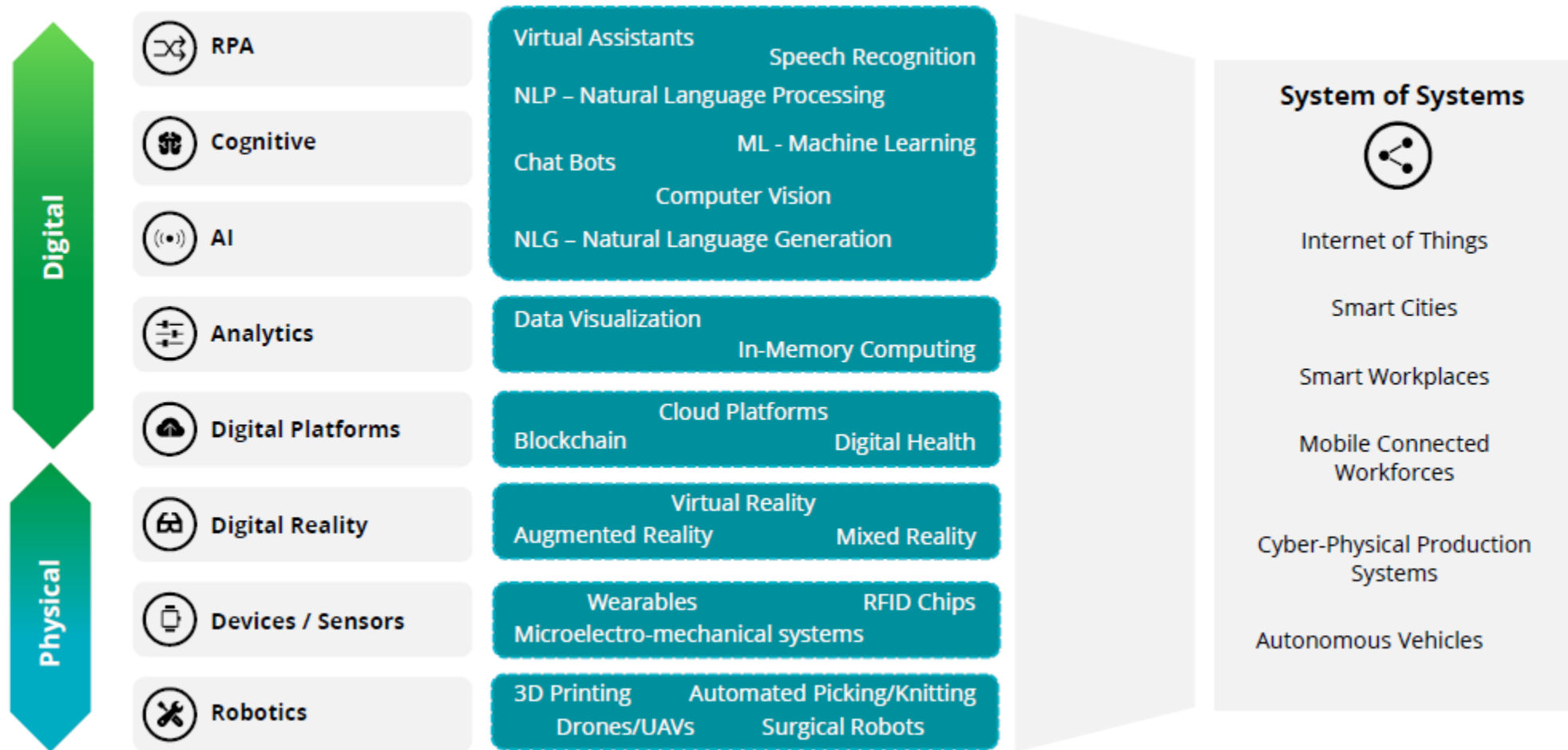


The future of work



What?

What work can be done by smart machines and robots?



Who?

Shortages in certain skills, as existing jobs are redefined and new jobs created



Shortages



10,000

or fewer **AI specialists** exist worldwide



+400%

The increase in the demand for **Data Scientists** in **India** in 2018



1.8M

The **workforce gap** that **cybersecurity** will experience by 2022



Job Growth



50 million

new **technology jobs** globally by 2030



40 million

Net new **healthcare sector** jobs will be needed in **India** by 2030

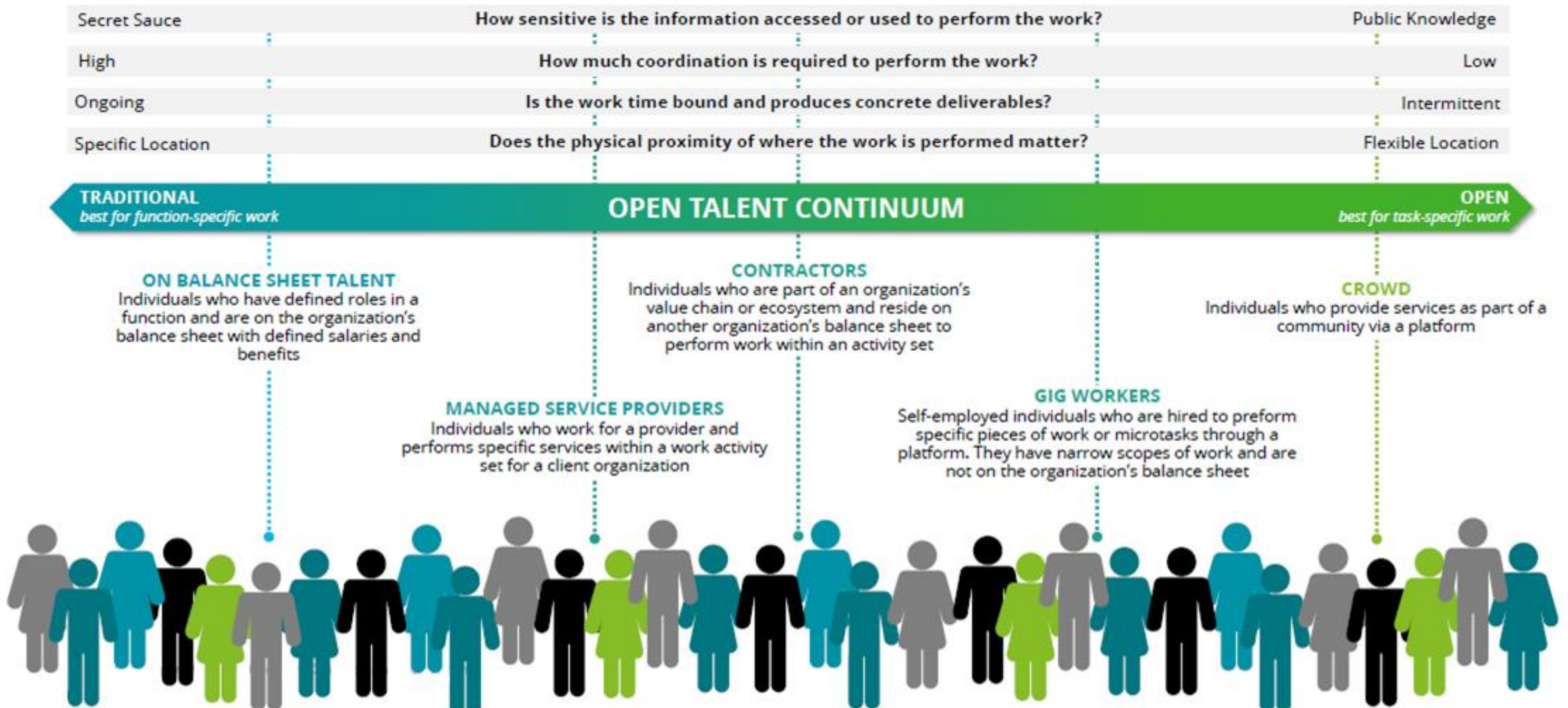


50%

growth expected in **creative roles** in China and **India** by 2030

Who?

What does that workforce look like?



Where?

Where can the work be done?



CO-LOCATED

Physical Proximity

DISTRIBUTED



Physical – Physical Interactions

In person meetings, common working spaces, and campuses

Physical – Virtual Interactions

Most participants are in-person with a combination of remote and distributed workforces, increasingly mobile with use of key technologies (i.e. collaboration platforms, tele/video conferencing)

Virtual – Virtual Interactions

Remote and distributed teams, increasingly leveraging virtual reality (VR) and augmented reality (AR). Experts connected to distributed workers

Implications

Individual, organizational and public policy



Implications for individuals

- Engage in **lifelong learning**
- Shape your own career path
- Pursue your **passions**



Implications for organizations

- **Redesign work** for technology and learning
- Source and integrate talent across networks
- Implement **new models of organizational structure**, leadership, culture, and rewards



Implications for public policy

- Reimagine **lifelong education**
- **Transition support** for income and health care
- Reassess legal and **regulatory policies**

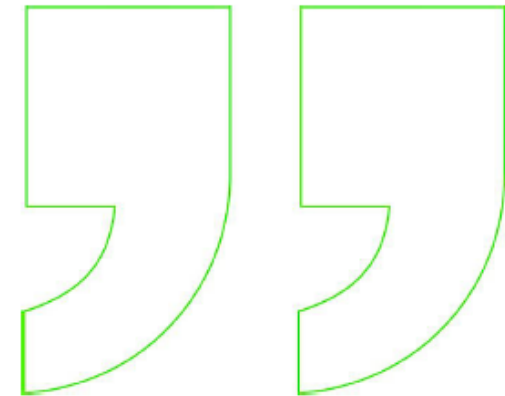
Key takeaway



Today's workers need to approach the workplace much like **athletes preparing for the Olympics**, with *one difference*. They have to prepare like someone who is training for the Olympics but **doesn't know what sport they are going to enter**.

➤ Thomas L. Friedman

The World is Flat: A Brief History of the Twenty-First Century





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