



BETTER WORKPLACES
BETTER WORLD™

THE 7 MAJOR SHIFTS IMPACTING HR: DISRUPTION LIKE NEVER BEFORE



THE FUTURE IS RIPE **WITH UNCERTAINTY**



**VOLATI
LE**



**UNCERTA
IN**



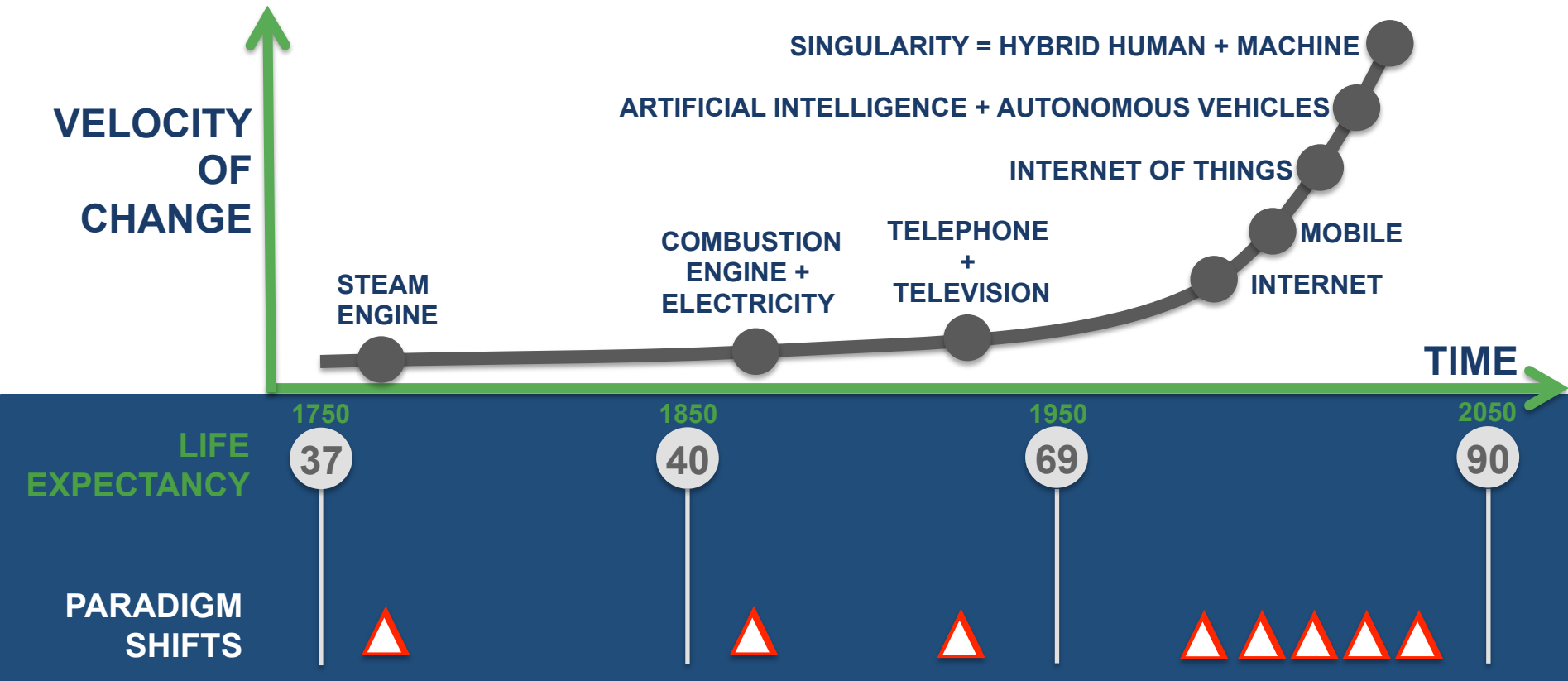
**COMPL
EX**



**AMBIGUO
US**



#1 *MANAGING THE LONGEVITY + CHANGE NEXUS*





#2 MANAGING A MULTIGENERATIONAL WORKFORCE

*The first person to live to **150** years
has already been born.*

8

NUMBER OF
GENERATIONS
IN THE
WORKFORCE
BY 2050

21

PERCENT OF
EMPLOYERS
OFFERING
FLEXIBLE
RETIREMENT

37 & 2

AVERAGE AGE
WORKER IN
DEVELOPED
NATIONS &
NUMBER OF
CHILDREN P/H/H

15 v 4

AVERAGE
NUMBER OF
TIMES GEN-X
WILL SWITCH
JOB **vs** THEIR
GRANDPARENTS



#3 MANAGING THE SKILLS GAP

50% of Apple's new hires in 2018 had **no college degree**

72% of global employers believe college degrees **fall way short** of career readiness and employability standards

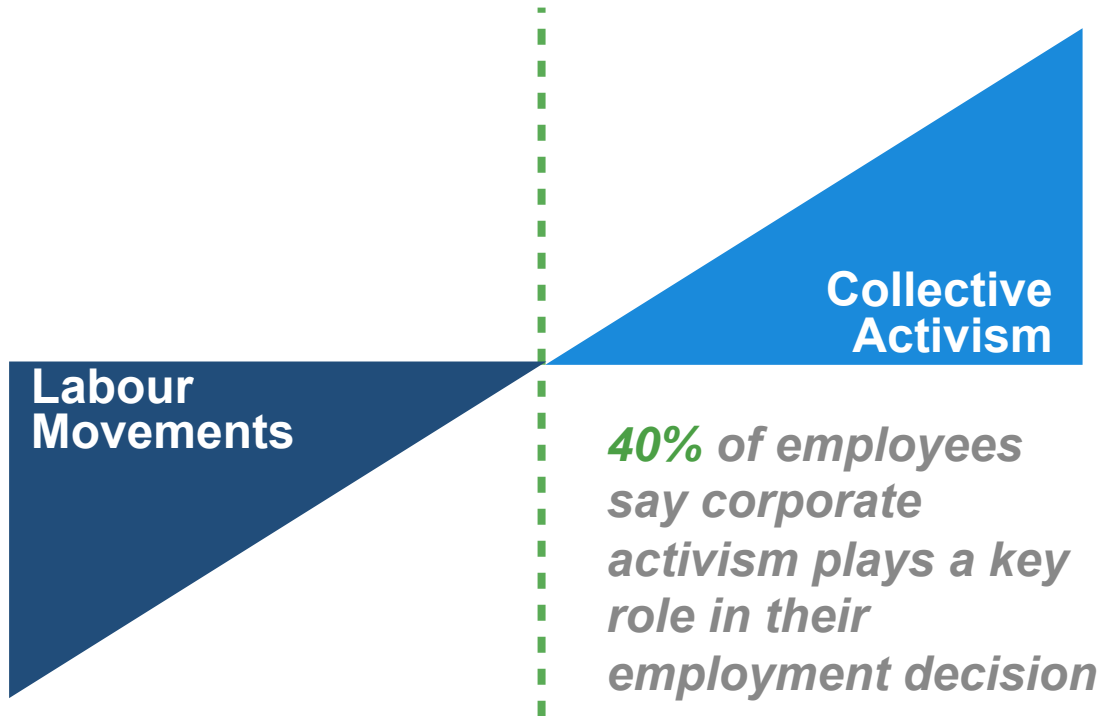
90% of employers have accepted K-12 **system-wide failure**

\$500M amount IBM **invests each year** in skilling and re-skilling



#4 MANAGING EMPLOYEE ACTIVISM

The overwhelming majority of employees expect corporate activism matching their values





#5 MANAGING “CULTURE” TO WIN WAR FOR TALENT

Model/Examples		Cultural Characteristics
	TEAL Evolutionary	Self Management, Wholeness, Evolutionary Purpose
	GREEN Culture Driven Organizations	Empowerment, Value Driven Culture, Stakeholder Model
	ORANGE Large Corporation, Charter Schools	Innovation, Accountability, Meritocracy
	AMBER Governments, Churches, Public Schools	Formal Roles, Hierarchies, Processes
	RED Gangs, Mafias, Mercenaries	Division of Labor, Command Authority



#6 MANAGING ALL OF THIS BIG & SMALL DATA

*Employees generate more than **60%** of the data leveraged by organizations*

90% OF ALL DATA EVERY
RECORDED IN HISTORY
WAS RECORDED LAST
YEAR ALONE

1/3 OF ALL DATA
PRODUCED IS LINKED
TO YOUR
EMPLOYMENT
EXPERIENCE



[“IBM AI Can Predict With 95 Percent Accuracy Which Employees Will Quit”](#)



#7 REPLACING D&I WITH I&D

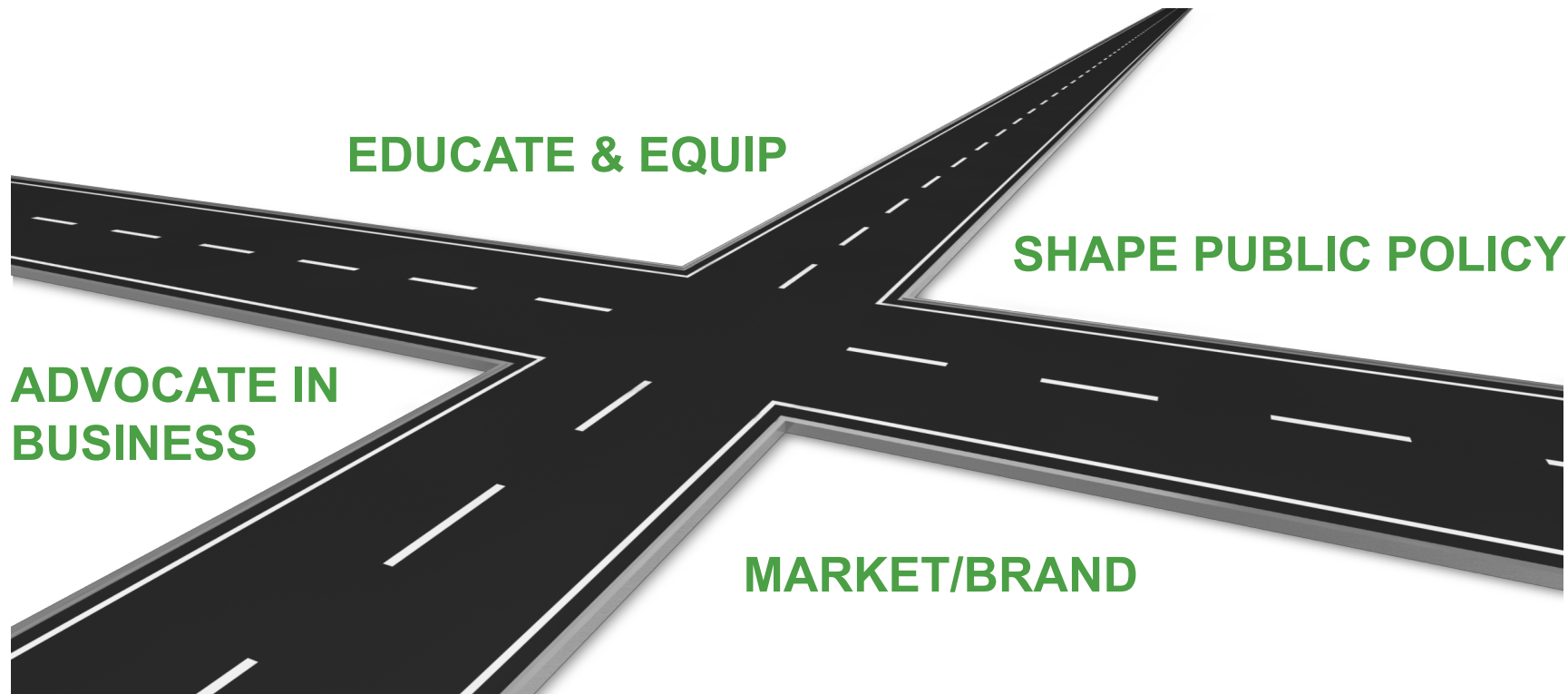
DIVERSITY = HARD

INCLUSION = VERY HARD!

*Organizations lacking effective **inclusion** are ten times more likely to disappear within the next five years.*



WHAT MUST **SHRM** DO FOR YOU TO BE SUCCESSFUL?



EDUCATE & EQUIP

SHAPE PUBLIC POLICY

**ADVOCATE IN
BUSINESS**

MARKET/BRAND



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