

Post COVID 19 the world of work will never be the same



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It's hard to believe that a virus will cause the world of work to change forever. Companies from Face Book to McDonalds are set to change and change in a big way. During the COVID 19 days, people were the weakest link. The way we do work, the number of people employed, and the skillset needed has changed and in a very dramatic way. Face Book's Mark Zuckerberg has already predicted that 25,000 of his employees will work from home in the future. Elsewhere robotics and Artificial Intelligence is set to sweep through every facet of our lives commencing late 2020. The result will be re organised organisations employing fewer staff.

Just in case you have missed it here are a few game -changers happening at the moment:

Planes 2019 ALICE – Israel's first all-electric commercial plane 9-seater
 2020 (May)USA Cessna Caravan also claiming to be the 1st
 electric commercial plane 12-seater
 2020 first flying skyborg US air force
 The world of aviation will change beyond recognition

Boats

The first fully autonomous boat, doing sea surveys finished its successful trials in the Atlantic. Its hybrid propulsion system was so fuel efficient it took designers by surprise. Already, many of the big survey companies

that run traditional crewed vessels have started to invest heavily in the new, remotely operated technologies. Freight companies are also acknowledging the cost advantages that will come from running robot ships. Reported by the BBC 17th August 2020

Trucks & Cars

Volvo are offering a range of electric trucks for city use 2019
Tesla have started taking orders for electric Semi trucks 2020

In the first quarter of 2020 electric vehicles sales jumped by 57% in Europe

Best - selling electric car worldwide – Tesla model 3 2019. Tesla is now rated as the most valuable car manufacturer in the world!

June 2020 – Battery supplier Catl are taking orders for batteries for cars that will have a One Million Mile lifespan.

The world of transportation is making a massive paradigm shift. Robotics will be the car workers in all future factories

Home working

Harvard Business review. Savings \$1900 per employee over a nine - month period. Productivity increases 13%

Business daily news – 2020 “With all the modern comforts of home beckoning for our attention, it would be understandable if employers saw a dip in productivity, yet the opposite is true. According to the Airtasker study, telecommuters "worked 1.4 more days every month, or 16.8 more days every year" than people who worked in an office.

The average American's commute is now nearly 30 minutes. That much time on the road means workers are spending more money on fuel, not to mention maintenance and repair costs due to the wear and tear on their vehicles. According to researchers, the average remote worker saved more than \$4,500 on yearly fuel costs. The lack of a daily commute also led to a slight decrease in maintenance costs, with remote workers spending \$55 per month versus the \$59 per month office workers spent. Additionally, it helps the environment by decreasing the number of people taking cars, trains, and buses to and from the office.

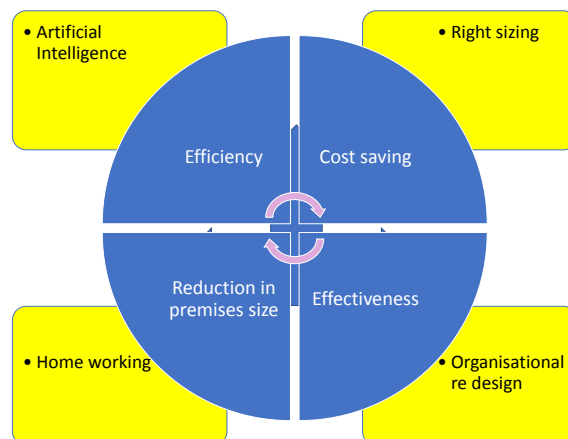
June 2020 -Facebook CEO Mark Zuckerberg on the advantages of a remote workforce

Facebook CEO Mark Zuckerberg predicts in the next five to ten years that half of the company's nearly 50,000 employees will work remotely. Mark Zuckerberg spoke with CNBC's Andrew Ross Sorkin about how he envisions the workforce of the future.

This year will be a major tipping plate for where and how we work in future.

The process need is for you to find out what's needed this year and to urgently make preparation's for the changes. The world of work will have several impacts all happing together.

Organisational Game Changers 2021 Dr Tony Miller



Organisational design

Homeworking which is currently the biggest trend will mean organisations will have to radically re design their organisations. This together with rightsizing will have massive financial benefits for large corporations. The way we do work is changing. If you look at one of the most successful car makers in the world. Which also is the richest, its Tesla. Elon Musk commented in July 2020 that getting things done was the business focus. If that means bypassing the chain of command then so be it. Expecting communications to pass through levels of management is the past. The present is speed, delivery and effectiveness. That's a sobering thought and perhaps the end of traditional management and the need for assymmetricly designed organisations.

Finding out what's needed and how to implement the specific changes is best done by *training and education*. Those who act and act fast will be the beneficiaries. Those who chose to do nothing may well live to regret it, the world beyond 2020 will be run by talented people. Work will be rewarded not by what you know but by what you can do. Bonus schemes for the talented will be self - funded and massive. We live in interesting times – dramatically accelerated by COVID 19 and A.I.

A company that really prospered throughout COVID 19 and was outstanding was Amazon. Is it coincidence? They have more than 300,000 robots, none of which had time off or were sick.

For those readers involved in Workforce planning, A.I., HR, Organisational design; pick your training with care. You don't want to attend out of date courses but those that are future focused. I hope the following might help;

- *It should be future focused not using old out dated concepts and practices
- * It should be able to demonstrate the added value H.R. can offer organisations
- * It should be able to give delegates tools that will enable them to forward plan for change including new approaches to training
- * It must include how best to advise management of change and what's needed e.g. rightsizing
- * It should provide delegates with the tools and techniques need for now and more importantly; the future
- * It should include the biggest game changer of all – Artificial Intelligence and its dramatic effect on employment numbers
- * It should provide guidance on getting, retaining and paying talented people using techniques like self - funding bonus schemes

The future of work is indeed; going to be very interesting.

Dr Tony Miller July 2020

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