

VUCA, Agile and Millennials

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Volatile

Uncertain

Complex

Ambiguous



"the new
normal"

From Harvard Business Review:

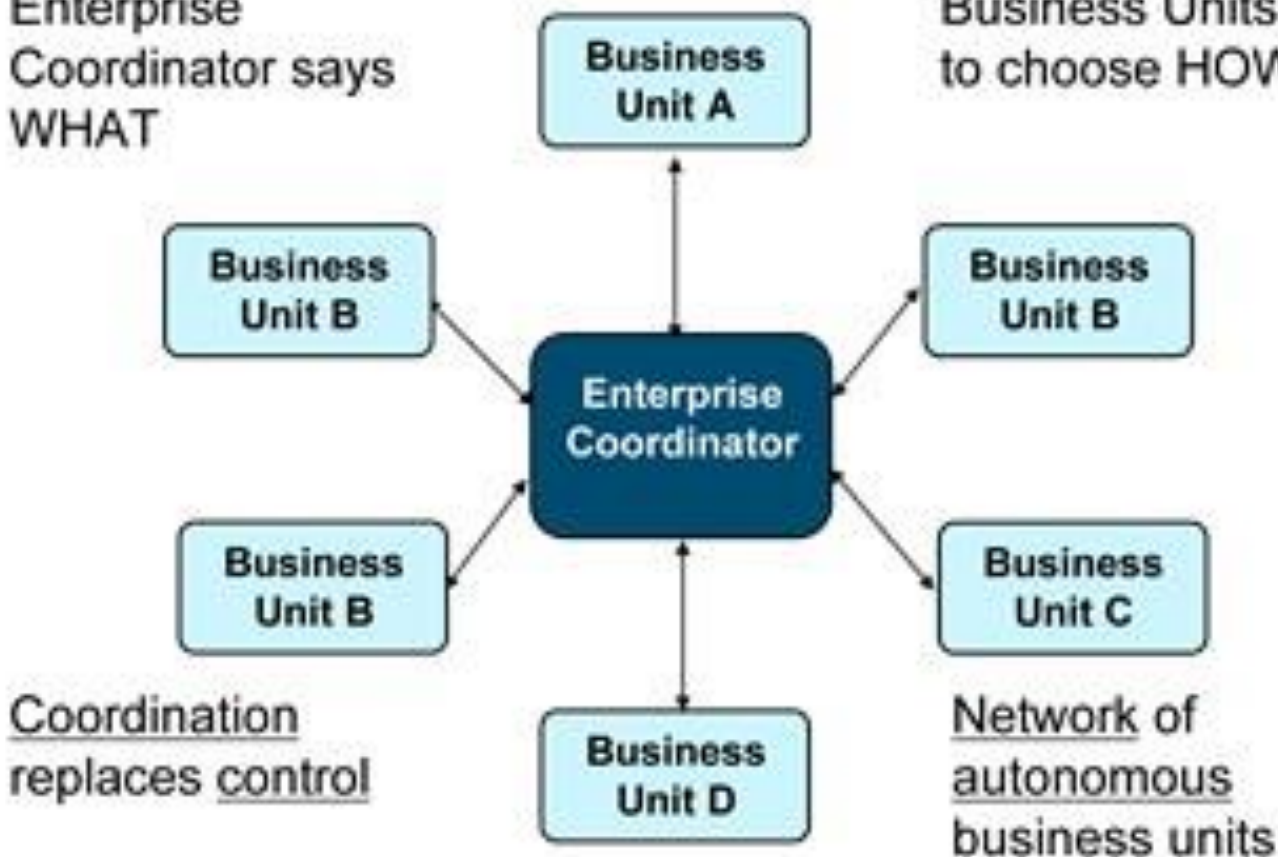
- 30% employee engagement costing the U.S. economy \$550 Billion a year in productivity loss
- 82% of people don't trust their boss
- 50% quit their jobs because of their managers
- Leadership is a resource for the group...



Agile Business

Enterprise
Coordinator says
WHAT

Business Units free
to choose HOW



Coordination
replaces control

Network of
autonomous
business units

Coordination requires transparency because everybody
needs to know the strategy and what's going on

Wisdom at Work in “VUCA Times”



Affirming our individual and collective capacity
to rise to the challenges of these times in
with deeper wisdom, resilience, compassion, and skillfulness.

FUTURE



Cisco's Social Media Survey of Millennials

- 2/3 will ask about social media during job interview
- 56% will not take a job from a company that bans social media, or they will work around the ban
- 1/3 prioritize social media access and mobility device freedom over salary
- 41% say their company marketed their social access device and social media policy to recruit them
- 68% believe corporate devices should be used for social media and personal use
- 50% would rather lose their wallet or purse than smart phone
- 70% believe being in an office is unnecessary

Three Forces Shaping the Future of Work

BY 2020: Global access to markets and talent will reshape business



Globalization

BY 2020: Five generations will be working side-by-side in organizations



Demographics

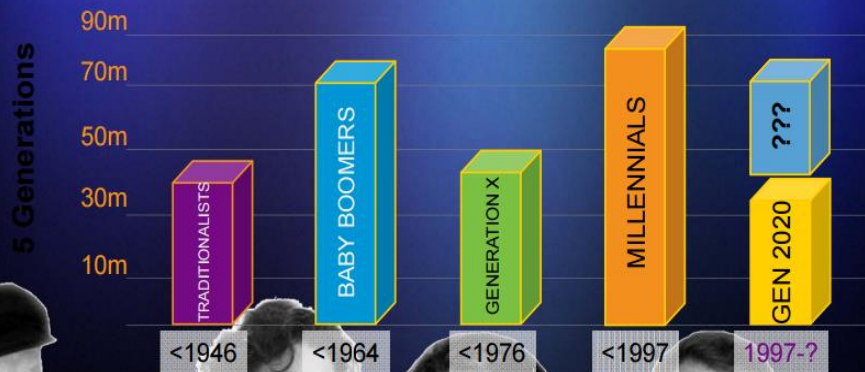
BY 2020: Social media will connect employees, customers, and partners for immediate communication

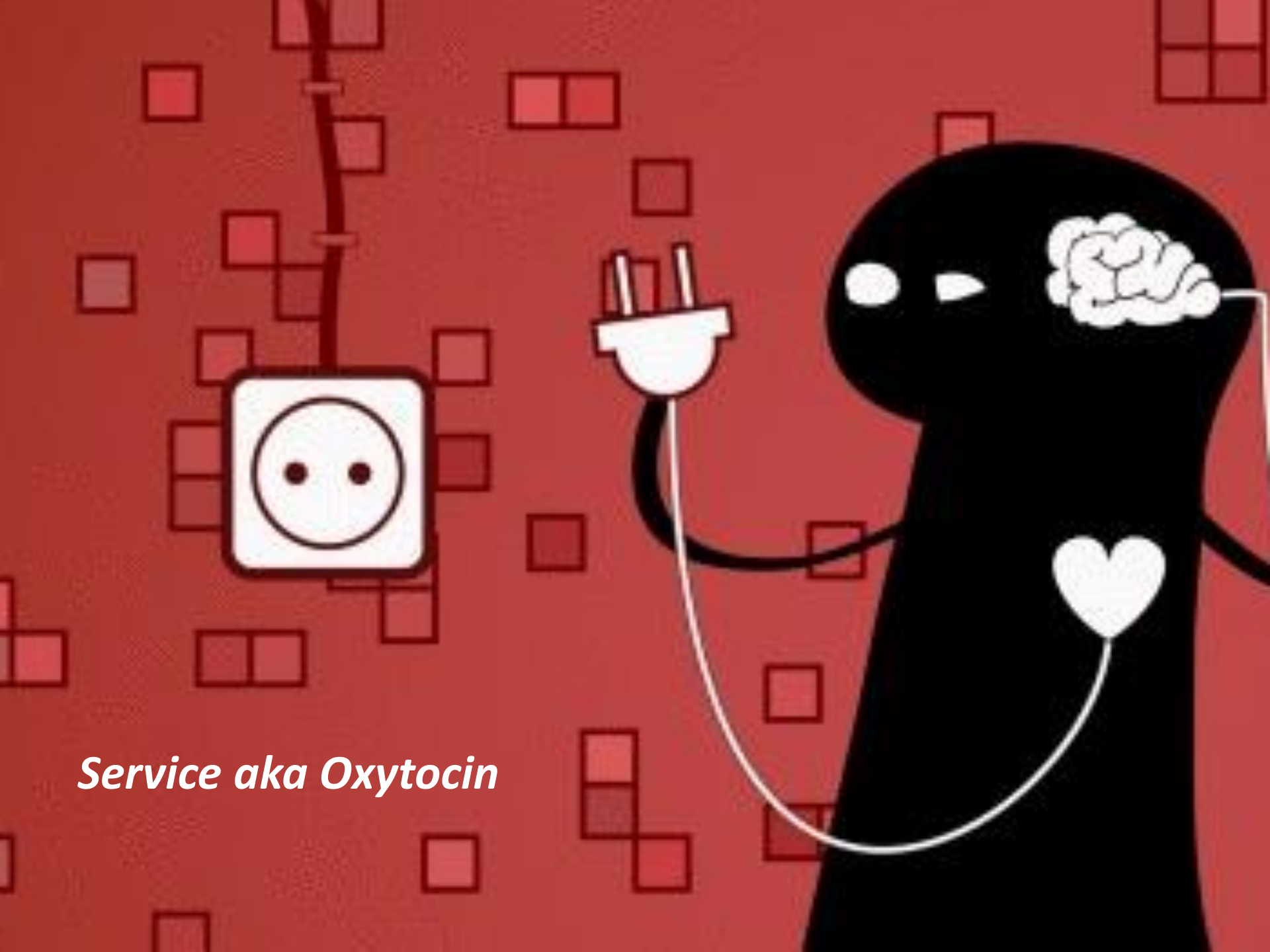


Social Web

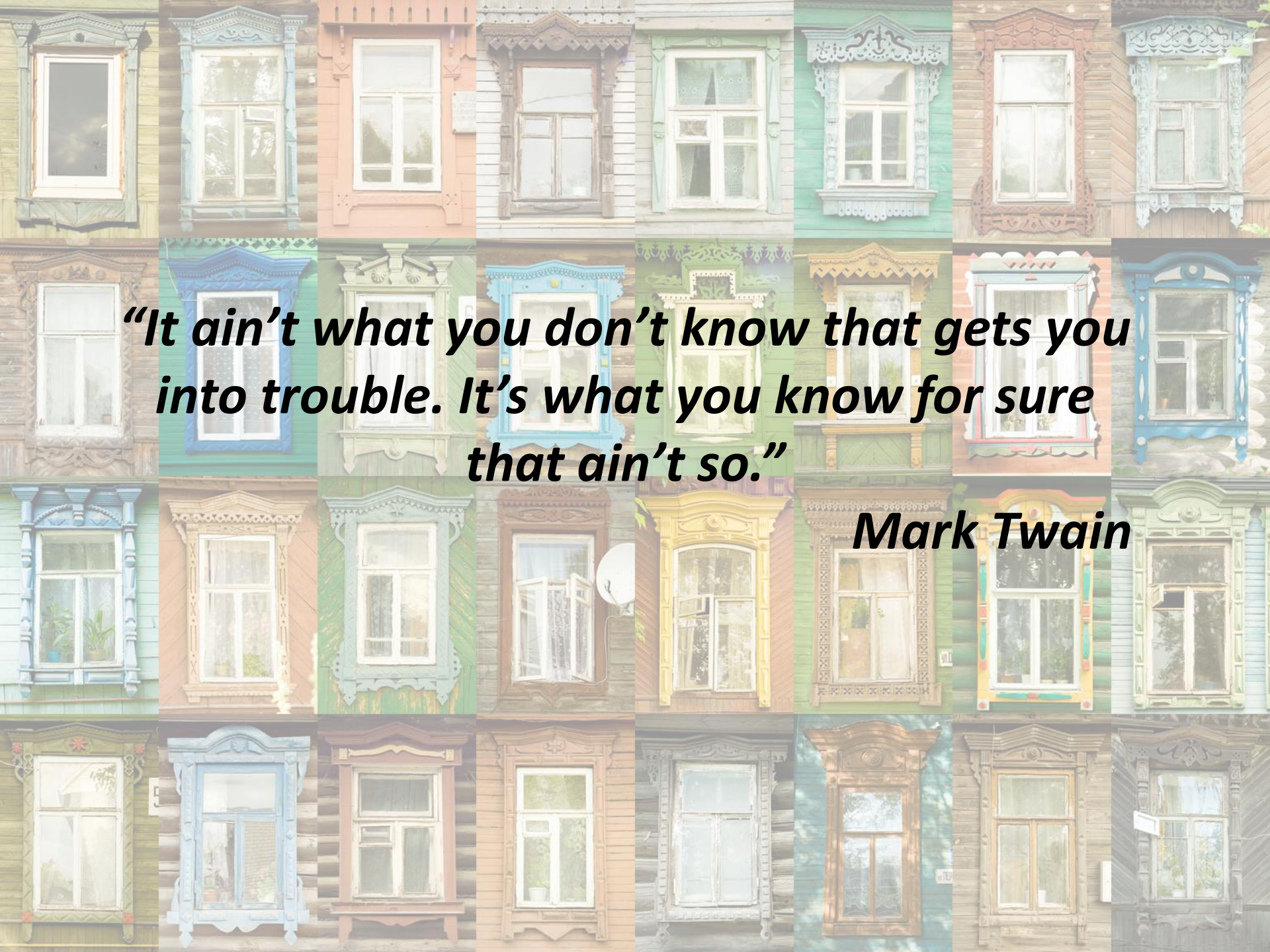
SuccessFactors CONNECT 2012

Size of the Generations in US Now





Service aka Oxytocin



***“It ain’t what you don’t know that gets you
into trouble. It’s what you know for sure
that ain’t so.”***

Mark Twain