

welcome
message

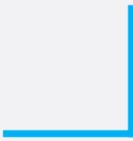


Gerard Kerr, Co-Founder
Kingston Human Capital

We help great leaders recruit great teams



**Thriving in the
21st Century
Workplace**



01 the risks to our jobs
What are the impacts of the fourth industrial revolution to our roles

02 the now and the near future
What are the affects of this change that have taken place and likely to take place in the future

03 how to remain relevant
We will take a look at how to future proof your careers

04 questions
We will open the floor to questions

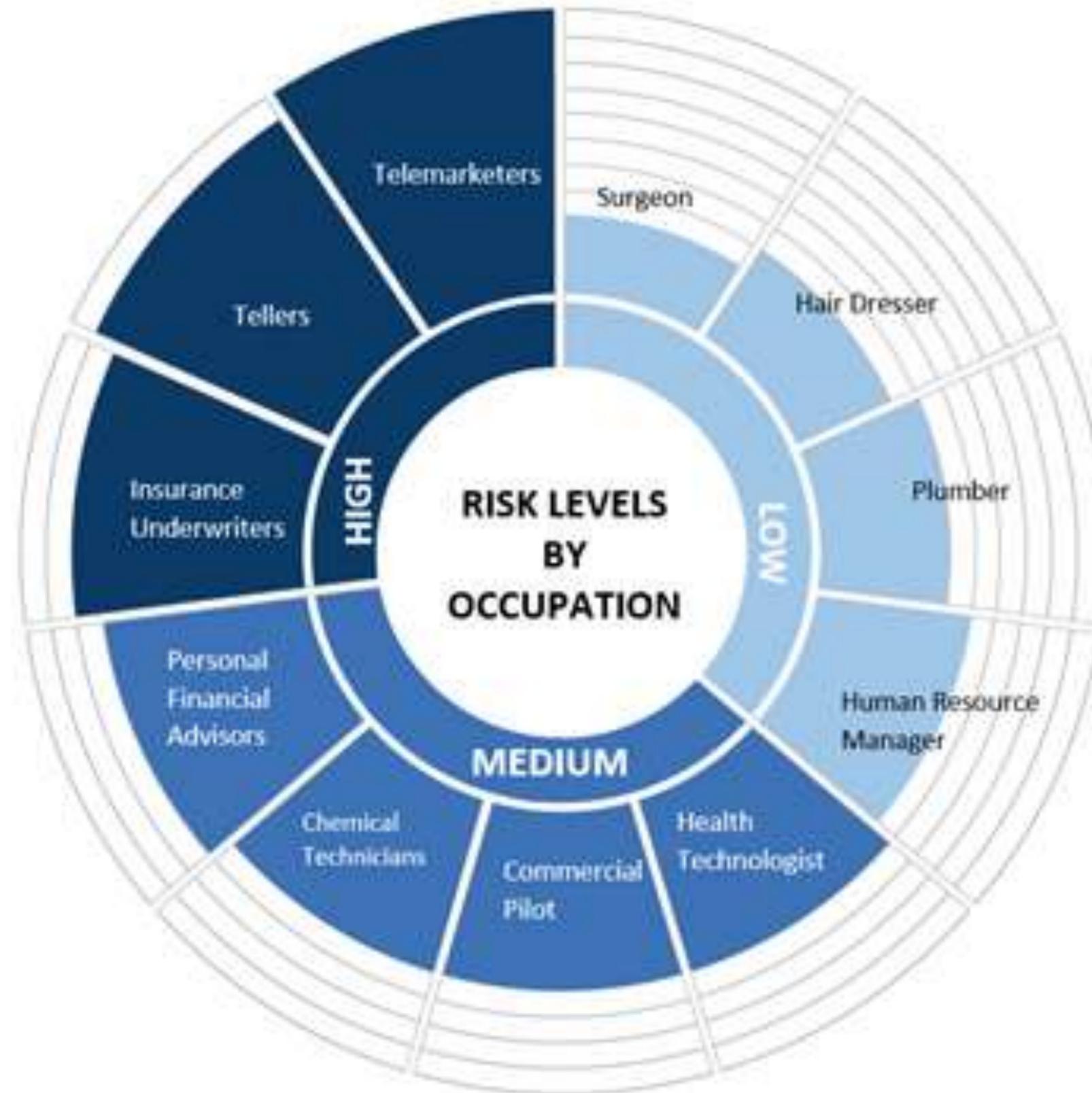
The fourth Industrial Revolution

Robots are going to take our jobs, or so hundreds of reports over the last three years have been telling us.

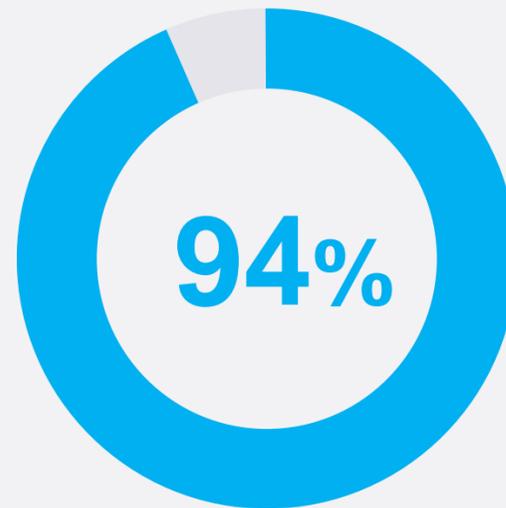
These reports include; KPMG, Deloitte, E&Y, McKinsey, CEDA, CSIRO and the World Economic Forum.

01

a sample of jobs at risk

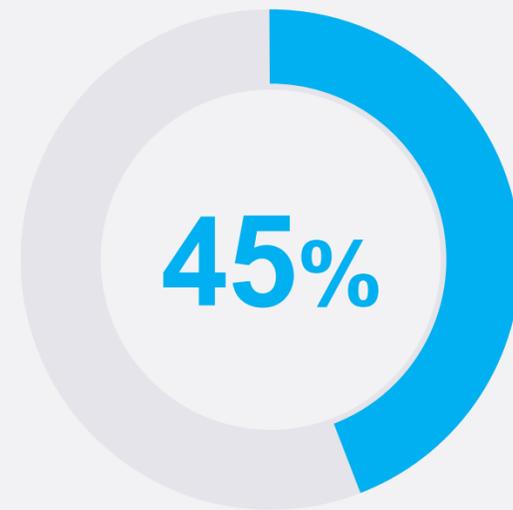


the bad news for accountants



probability of **accountants and audit roles** being computerised

Source: *'Future of Employment: How Susceptible are Jobs to Computerisation?'*,
Dr C. Frey and Dr M. Osborne (2013)



almost half the activities we perform in our jobs have the potential to be automated by adapting **current technology**

Source: “A future that works: Automation, Employment, and Productivity”
McKinsey Global Institute (2017)

The now and the near future

Where have these changes already impacted **peoples jobs** and lively hoods? And what changes can we expect to see in the **not so distant future?**

02

Impact of changes timeline

the now

Increased processing power
ERP's more effective
Robotic process automation
Self-service payroll
Linked data via cloud
Simplified reporting tools
Algorithms

the near future

Continued increases in processing
power
Quantum computing
Advanced algorithms = replacing
more complex functions in our roles
Blockchain

2025 - 2045

Artificial intelligence
Machine learning

The unknown
???

03

Future proofing your career

Turning Fear into Fortune.

Now that we understand what form these future challenges will take

How do we protect our careers?

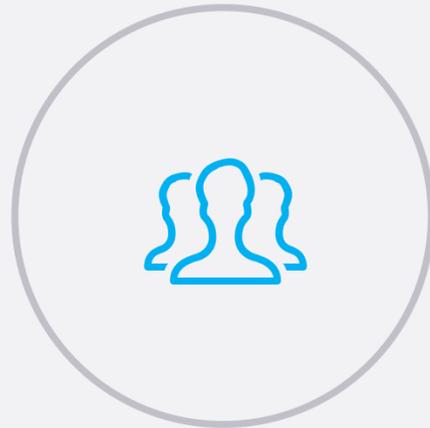
How do we thrive instead of survive?

Can we ready ourselves so that we may capitalize on the changes?

If we prepare well – could we end up in the most satisfying roles we've ever held?

Future proofing your career

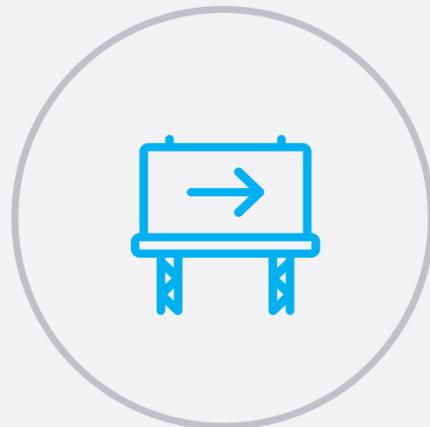
Strengthen the skills that technology can not fill



social intelligence



creative problem solving



adaptability & flexibility



continuous learning

social intelligence



What it is:

- It is the ability to get along well with others
- To get them to cooperate with you "people skills"
- Is the ability to successfully build relationships and navigate social environments
- To be able to read others non verbal cues and modify your own interactions in response



How are professionals are building this capability?

- Actively adopting the practice of building their listening skills
- Actively developing their Emotional Intelligence Skills
- Actively developing their capability to read and understand others emotions
- Actively enhancing their communication skills
- Engaging with more people across their business

creative problem solving



What it is

- Is proficiency in thinking and coming up with solutions/responses beyond that which is *rote or rule-based*
- Creative problem solving/thinking is one of the three key skills highlighted in the University of Oxford study differentiate your success against future algorithms



How are professionals are building this capability?

- Identify, Define, Examine, Act and Look for lessons
- Borrowing Brilliance from Cross industry
- Practice of escalating issues to a manager with at least 3 solutions
- Some individuals have cultivate self-checking

adaptability flexibility



What it is?

- The ability to change to fit changed circumstances and capacity to be bent, usually without breaking
- Our roles are changing and will continue to change
- Your ability to adapt to changing situations and expectations makes you more valuable to a current or future employer.
- It also makes you more equipped for a variety of career opportunities.
- 65% of the kids at primary school today will have roles that don't exist today, we need to adapt



How are some professionals cultivating their adaptability and flexibility?

- They are developing their willingness to learn new methods, procedures, or techniques and take on new tasks
- They are practicing using initiative & self-reliance.
- They are practicing the behavior of being resourceful with a positive, 'can do' attitude to change
- They are practicing their ability to respond with energy to new challenges, the unfamiliar and the unexpected
- Look for ways to make changes work rather than identifying why change won't work
- There is always a bigger picture, take a moment to understand it

continuous learning



What it is?

- The practice and acceptance that learning is now a life long journey
- You don't finish your degree and stop learning – learning is for life



How are professionals cultivating life long learning?

- They are accessing -Massive open online learning courses – Udemy
- They are researching topics of interest or share useful sources of information with your team
- Ask the world how they have solve issues through Quora, Wiki Answers or stack overflow in ICT
- They are making the commitment to study in their personal time/commute time/ a couple of hours on the weekend
- Rekindle that hunger you once had to learn new things

content overview



the risk to our jobs

Review the fourth industrial revolution and the impacts to date and in the future



the now and the near future

What are the effects of this change that have taken place and likely to take place in the future



how to remain relevant

We will take a look at how to future proof your careers via social intelligence, creative thinking, adaptability & flexibility and through continuous learning.

04



questions?

「thank you.」