



keeping pace with the speed of  
change in today's world of work.

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CEO, Global Businesses & Executive Board Member

 randstad



fourth industrial  
revolution

the rapid rise of  
the human cloud



transformation-induced  
anxiety



HR's growing  
strategic role



technology is shifting  
how we work.

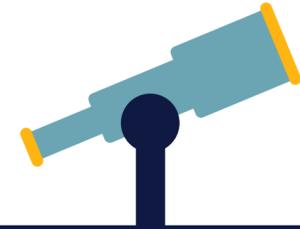


the past

- hierarchy
- fixed working hours
- hoarded information
- siloed and fragmented company
- email is primary form of communication
- work at the office

today, organizations  
are in transformation

the future



- flattened structure
- flexible working hours
- shared information
- connected and engaged company
- email is secondary form of communications
- mobile/virtual working from anywhere, anytime

technology is creating  
new skills and roles.

jobs of the future

drone manager  
private industry air traffic control  
self-driving car mechanic  
life transition coach  
extinct species revivalist  
space nurse  
personal privacy advisor  
tech ethicist  
cyborg designer



newly created jobs in  
the last 10 years

blogger  
AI chatbot copywriter  
IoT specialist  
cloud architect  
cyber security specialist  
data scientist  
bitcoin trader  
digital rehab counselor  
augmented reality developer

jobs that will disappear  
in the future

travel agent  
cashier  
postal service mail sorter  
sewing machine operator  
switchboard operator  
fast food cook  
data entry operator  
news street vendor  
sport referee

technology will impact workforce diversity.



## Women's work faces the greatest risk of automation, says new research



Job descriptions with the words 'machine' or 'operate' are most vulnerable.

Image: REUTERS/Thomas Peter



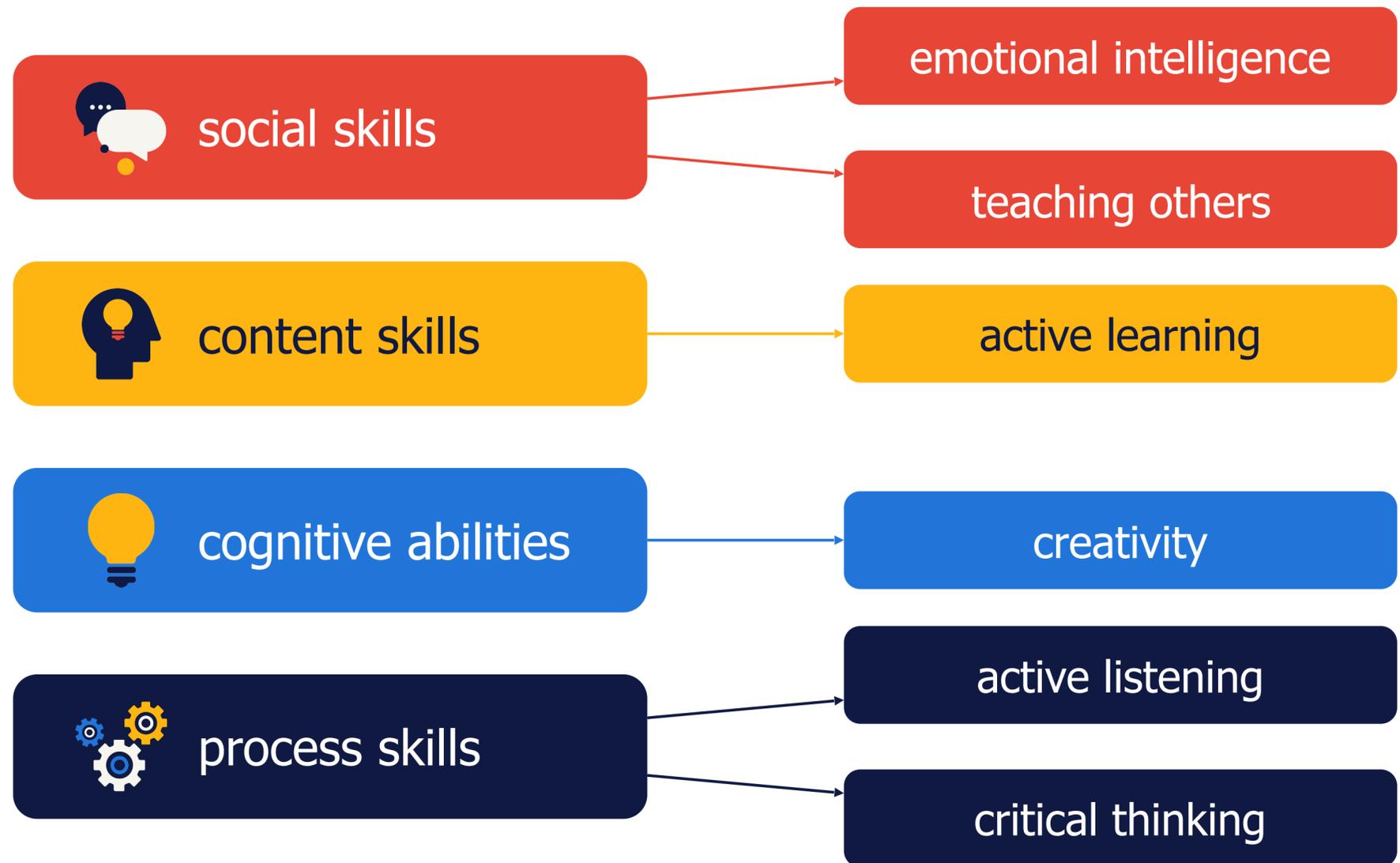
69% expect the term “workforce” to eventually encapsulate both human employees and intelligent machines.



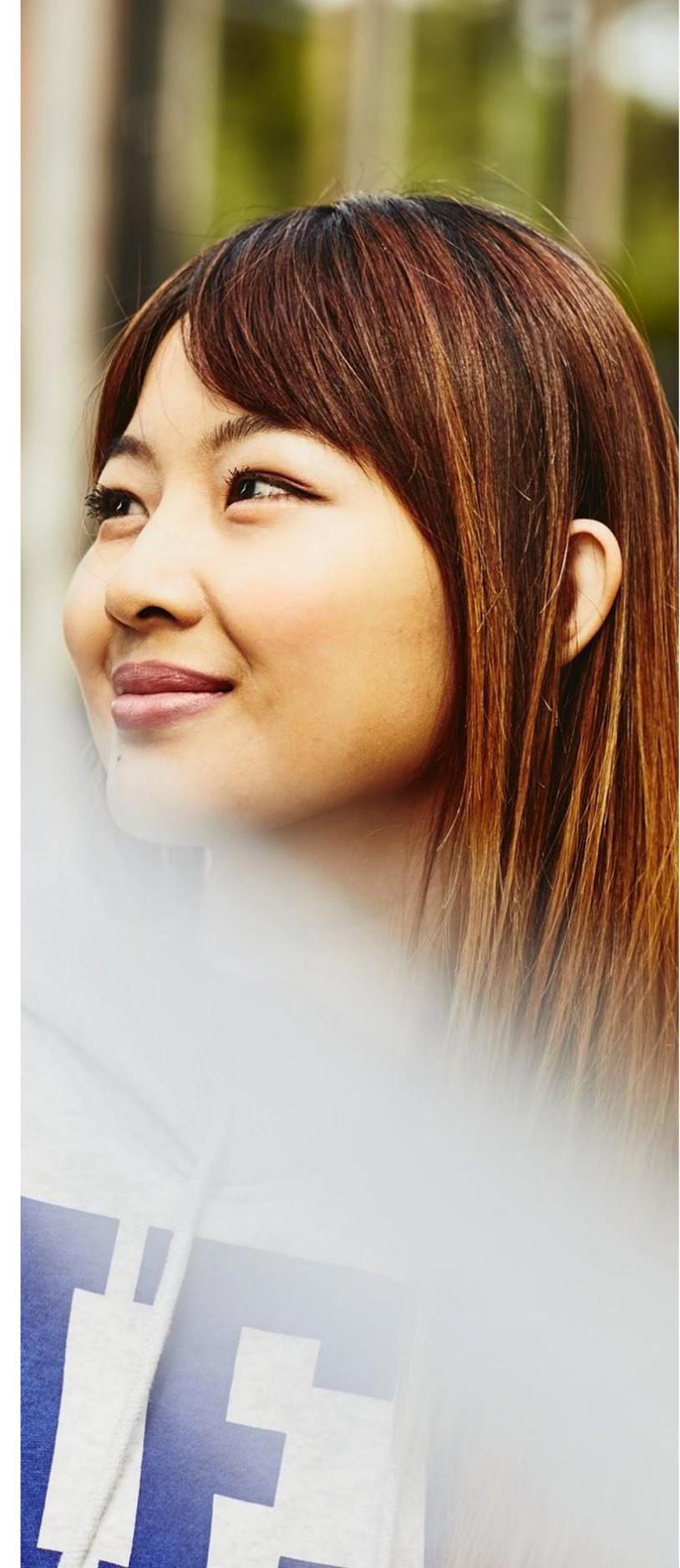
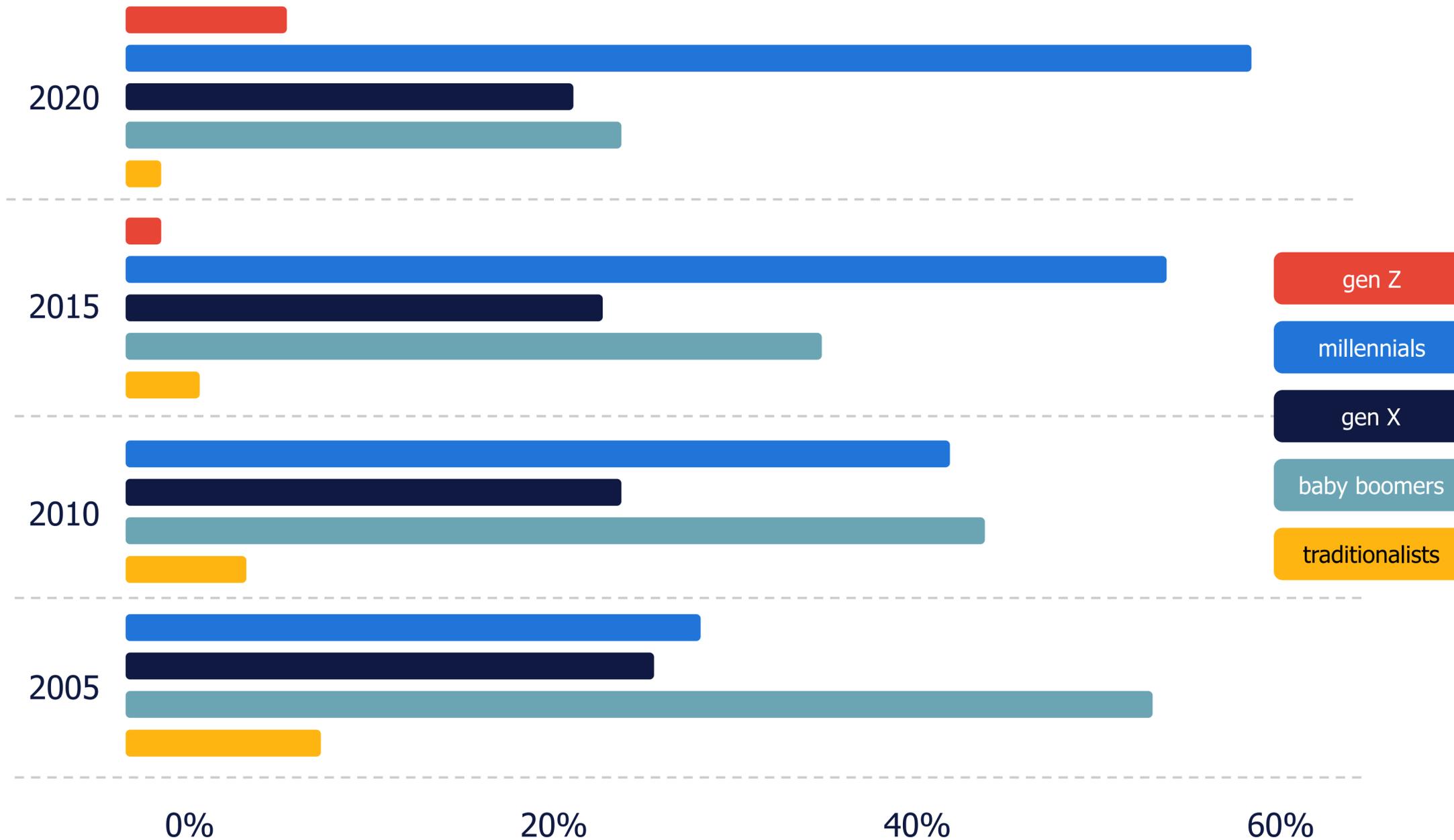
source: The Future of Work, a report from Pega and Marketforce of 845 senior executives



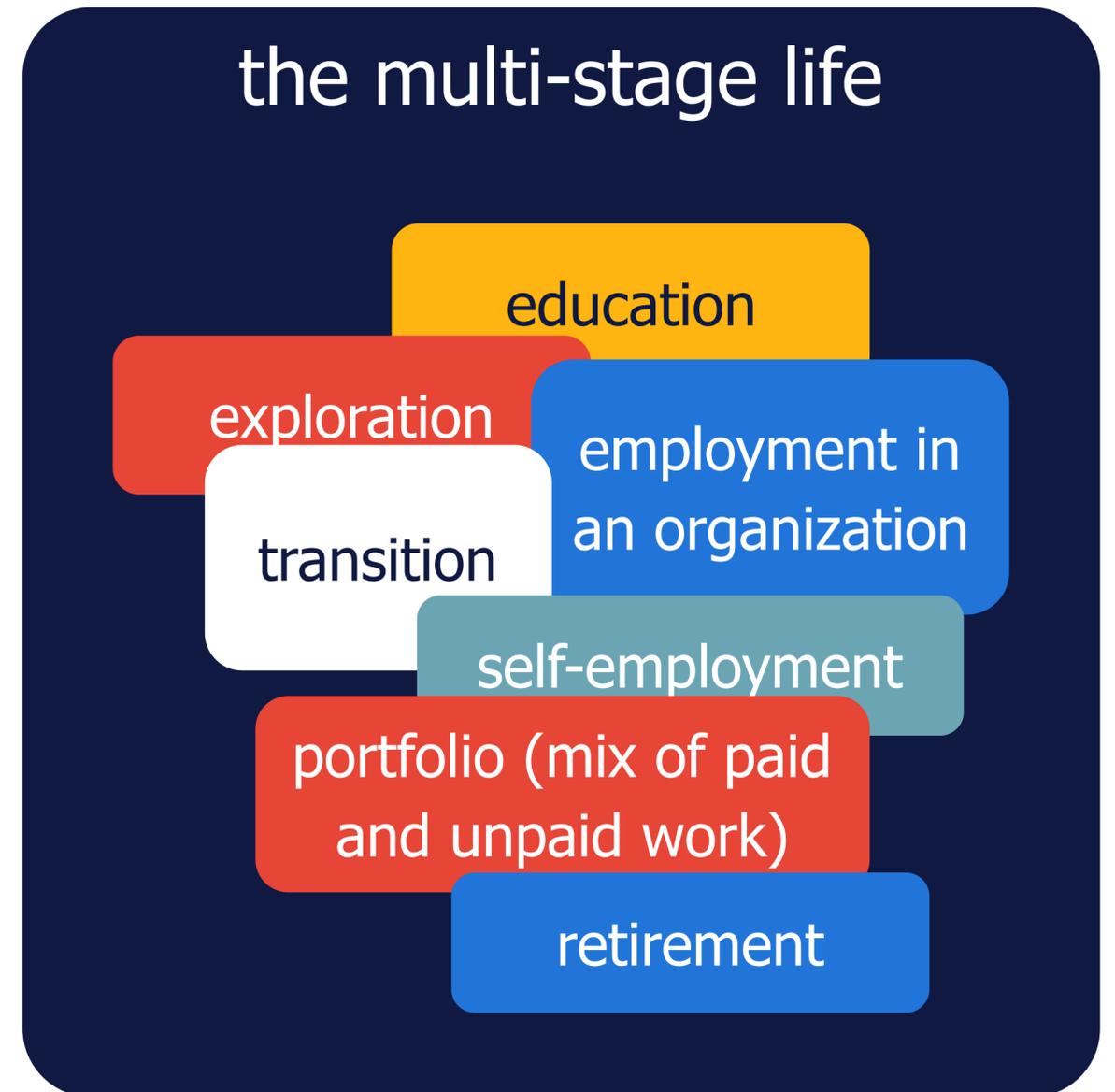
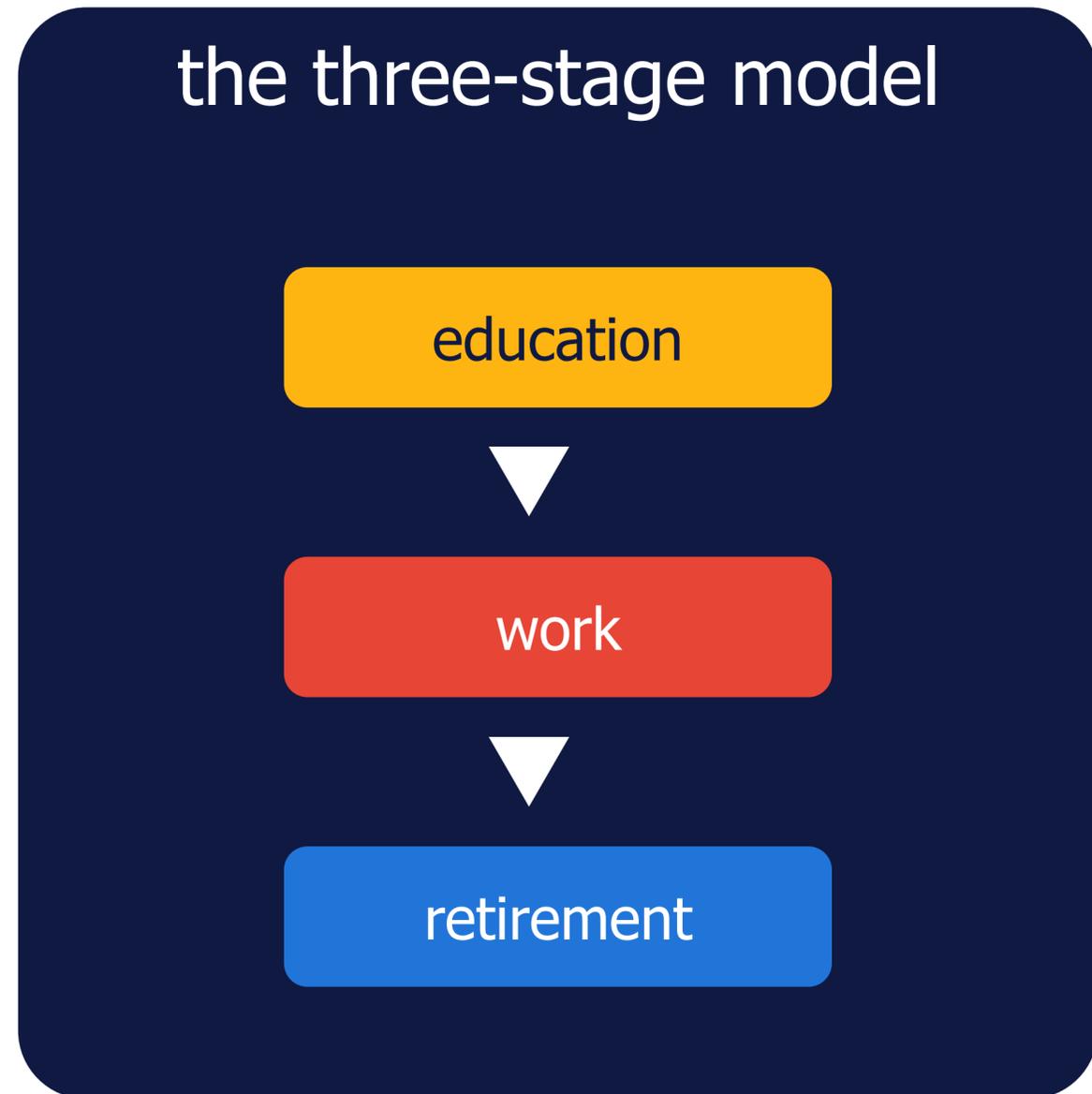
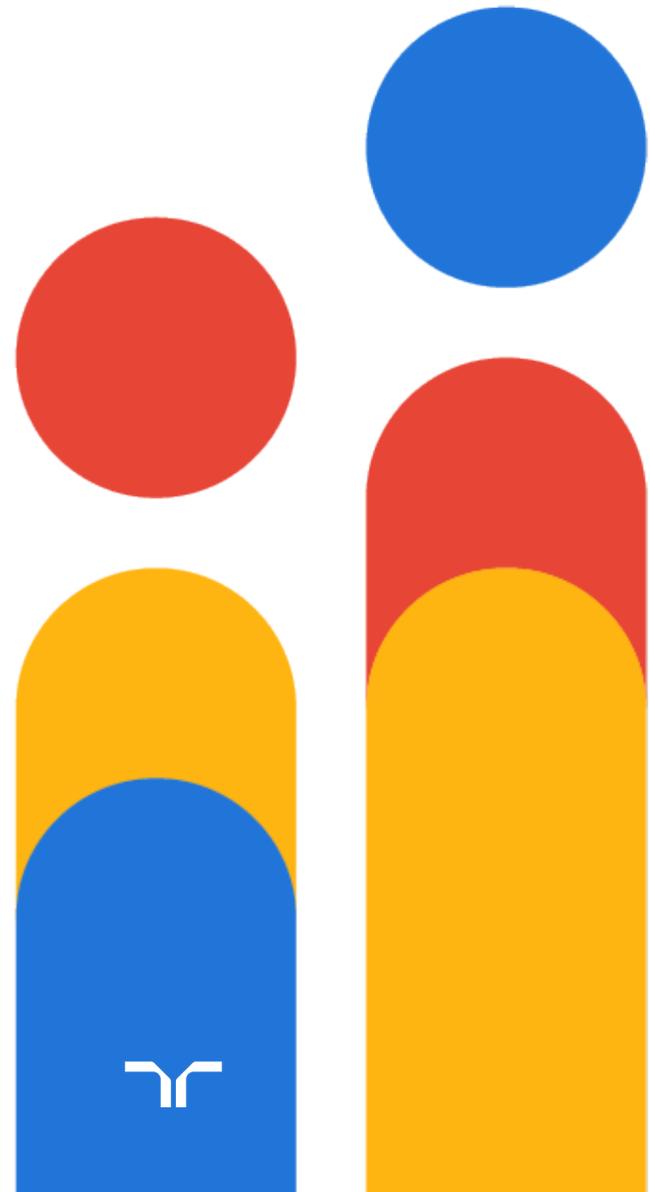
but while some skills will be automated,  
many skills remain inherently human.



for the first time in history  
you have **five generations** in your workforce.



and generational coexistence is redefining how people want to work.





**so how will you stay a  
step ahead?**

breakdown traditional silos to engage talent how they want to work.



what is your business ambition?



what work needs to get done?



what talent do you need to achieve it?



# focus on skills transformation to beat the skills crunch.

## the dawn of augmented intelligence

augmented intelligence can effectively improve workplace productivity by automating various routine and admin tasks

automating tasks in the workplace

organizations have to identify roles that can be transformed with the help of technologies to spur employee growth

transforming employee roles

business leaders have to revamp their training and development programs to include emerging technologies and their applications

rethinking learning and development

the advent of augmented intelligence will create an influx of new jobs

introducing new jobs



# dissolve geographical boundaries and working silos to create a "Sourciety".



increase collaboration  
& productivity through  
the power of connection.

sourciety. Search 1 4618

#rsrsharedmoments DISCUSSION FILES 4618

No one can tell the story of Randstad Sourcright better than our people. How do we create impact, collaborate, innovate and focus on people?

MEMBERS

Channel links

DRAFTS MY DRAFTS

MY NOTIFICATION SETTINGS SHOW

What widgets would you most like to see here? Tell us by taking a minute to complete [this quick survey](#). We'd love to hear your thoughts!

Happy International Woman's Day! So many women have influenced me over the years, but the very first one was my Grandmother. She was a working Mom in the 50's in NYC, which was VERY rare. She went on to become Partner/owner in her firm in the 70's (also rare)and is pictured with her colleagues. She worked until she was in her 80's (part time),because she loved it so much. Thank you Norma Notarfrancesco Short for leading the way! ❤️ #empowerawoman

LIKE COMMENT 28 likes | 9 comments

SHOW MORE COMMENTS

Sue Marcus | a month ago | ❤️ 1  
the strength runs deep!

Cherie Ware | 25 days ago | ❤️ 1  
Impressive woman - impressive family!

What do you want to say?

Kimberly Eshev | a month ago

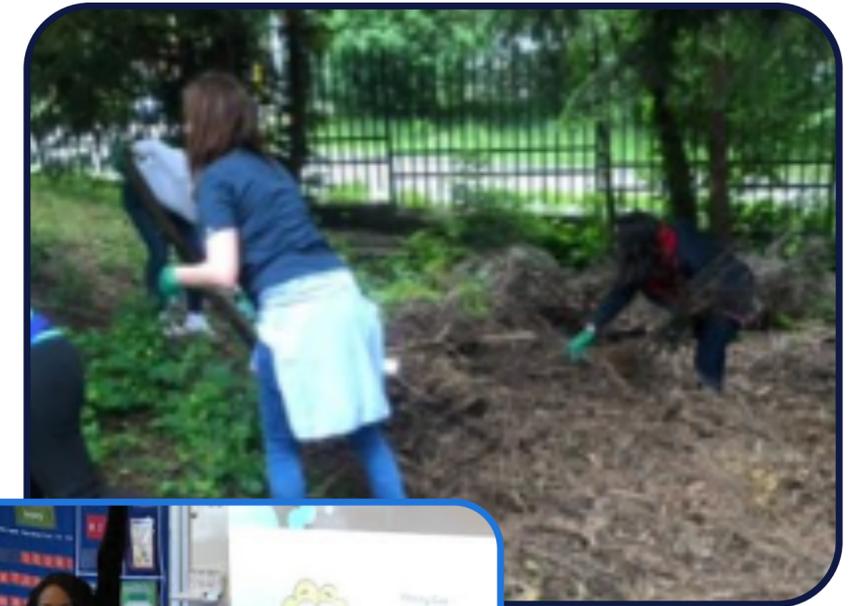


answer the increasing need  
for company purpose.



our ambition is to touch the work  
lives of 500 million people around  
the world by 2030.

empower your people  
to support sustainable  
local communities.



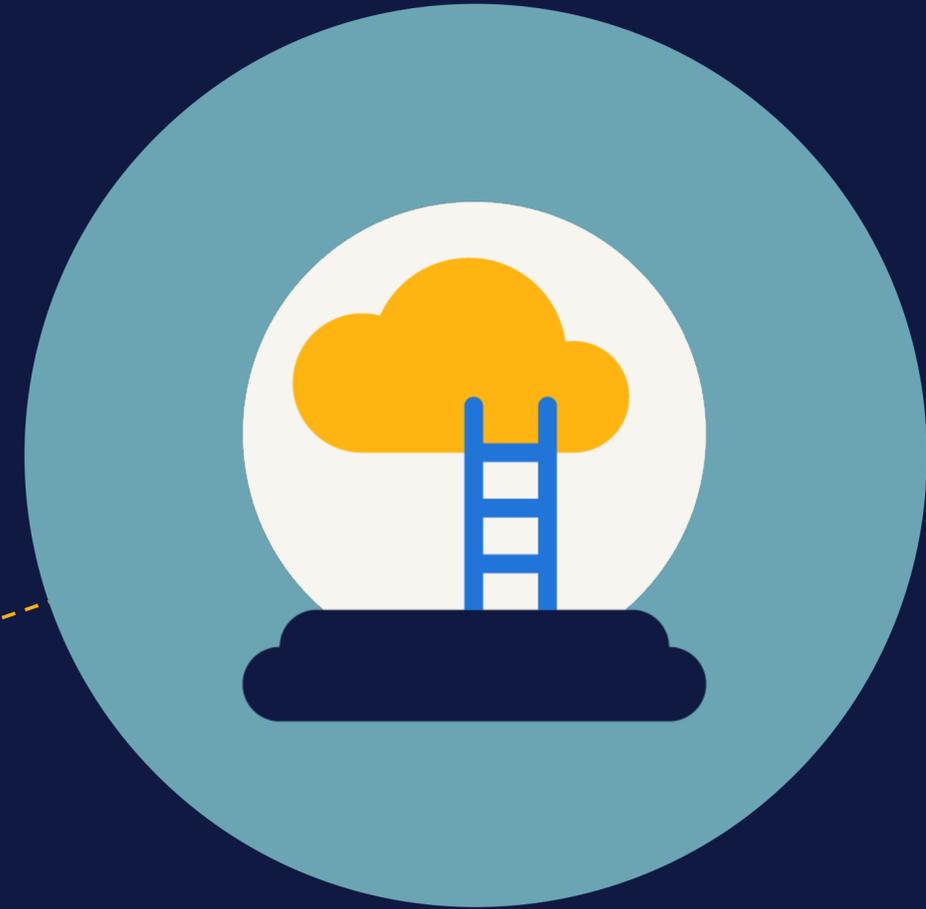
randstad  
with heart.



A man and a woman are sitting at a table, smiling and looking towards the right. The man is wearing a striped shirt and has his hand on his chin. The woman is wearing a purple top. The background is a blurred office setting.

and your role  
as leaders?

to lead the change



you need to be the change.