

# Attract, employ and engage talent or the future of organisations – are you ready?

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STARDUST



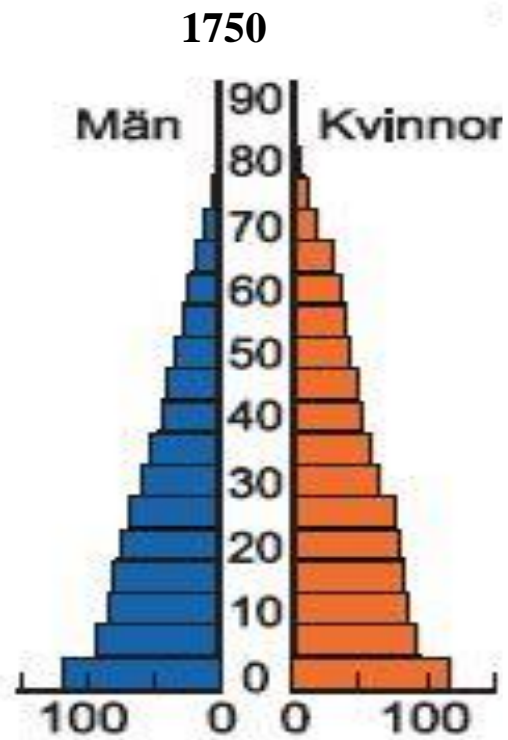
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<http://www.imeeting.se/3/nok>

”Organizations will change more in the next five years,  
than they have changed in the last fifty”

# The effect of the three D's

# 1. Demographics





# 2. Digitalization is exponential





### 3. Da new generations are not like us

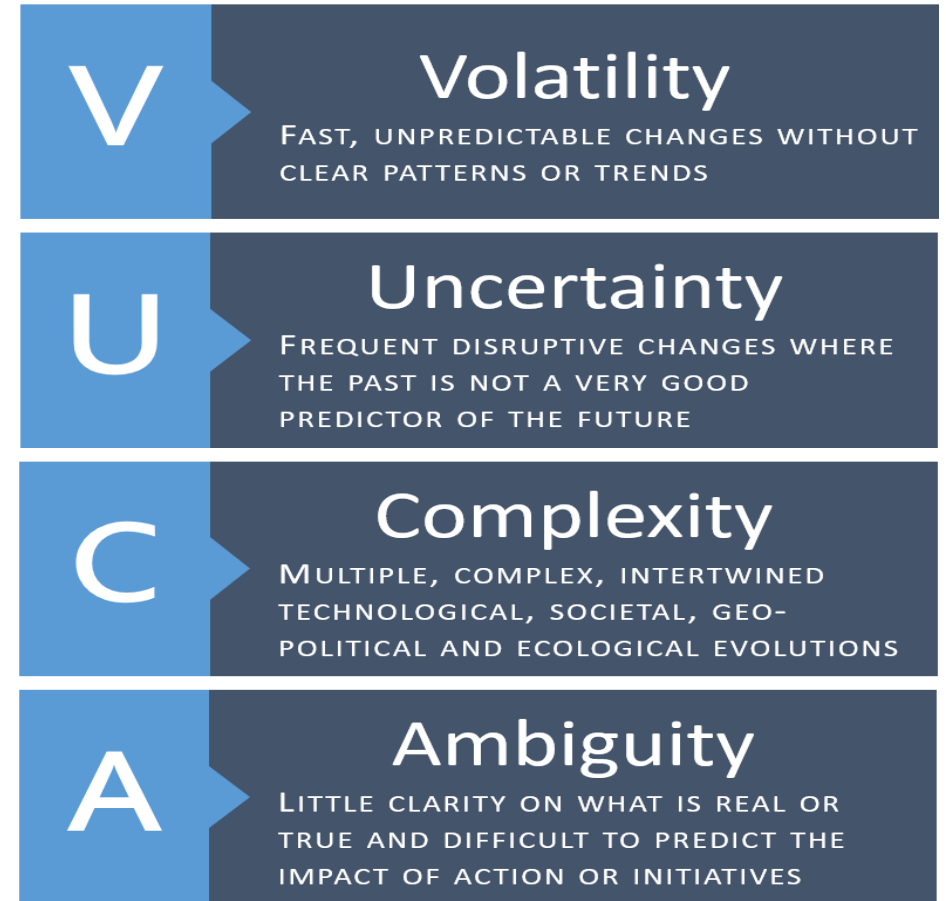
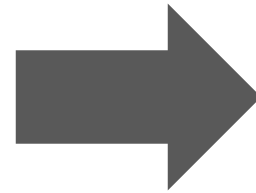




# The future organisation



Napoleon - One man leadership



"VUCA" – Self leadership

Napoleon is now encountering VUCA.

And Napoleon will lose. Again.



HIERARCHIES



|   |   |
|---|---|
| V | <b>Volatility</b><br>FAST, UNPREDICTABLE CHANGES WITHOUT CLEAR PATTERNS OR TRENDS                                       |
| U | <b>Uncertainty</b><br>FREQUENT DISRUPTIVE CHANGES WHERE THE PAST IS NOT A VERY GOOD PREDICTOR OF THE FUTURE             |
| C | <b>Complexity</b><br>MULTIPLE, COMPLEX, INTERTWINED TECHNOLOGICAL, SOCIETAL, GEO-POLITICAL AND ECOLOGICAL EVOLUTIONS    |
| A | <b>Ambiguity</b><br>LITTLE CLARITY ON WHAT IS REAL OR TRUE AND DIFFICULT TO PREDICT THE IMPACT OF ACTION OR INITIATIVES |

NETWORKS





SILOS



|   |   |
|---|---|
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TEAMS



|   |   |
|---|---|
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MANAGEMENT



SELF-LEADERSHIP



CONTROL



|   |   |
|---|---|
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TRUST





SATISFACTION



ENGAGEMENT

|          |   |
|----------|---|
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| <b>A</b> | <b>Ambiguity</b><br>LITTLE CLARITY ON WHAT IS REAL OR TRUE AND DIFFICULT TO PREDICT THE IMPACT OF ACTION OR INITIATIVES |



POLICIES



|   |   |
|---|---|
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VALUES



- V** **Volatility**  
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- U** **Uncertainty**  
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LITTLE CLARITY ON WHAT IS REAL OR TRUE AND DIFFICULT TO PREDICT THE IMPACT OF ACTION OR INITIATIVES

CONFIDENTIALITY



TRANSPARANCY





PROFIT



|   |   |
|---|---|
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PURPOSE



PLANNING



EXPERIMENTATION

|   |   |
|---|---|
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PERFORMANCE  
MANAGEMENT



|   |   |
|---|---|
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PERFORMANCE  
DEVELOPMENT



FEEDBACK  
DESERT



|   |   |
|---|---|
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FEEDBACK  
OASIS

# Summary: from Napoleon to VUCA

Hierarchies

Silos

Management

Performance Management

Policies

Profit

Control

Confidential

Satisfaction

Planning

Feedback desert



Networks

Teams

Self-leadership

Performance Development

Values

Purpose

Trust

Transparent

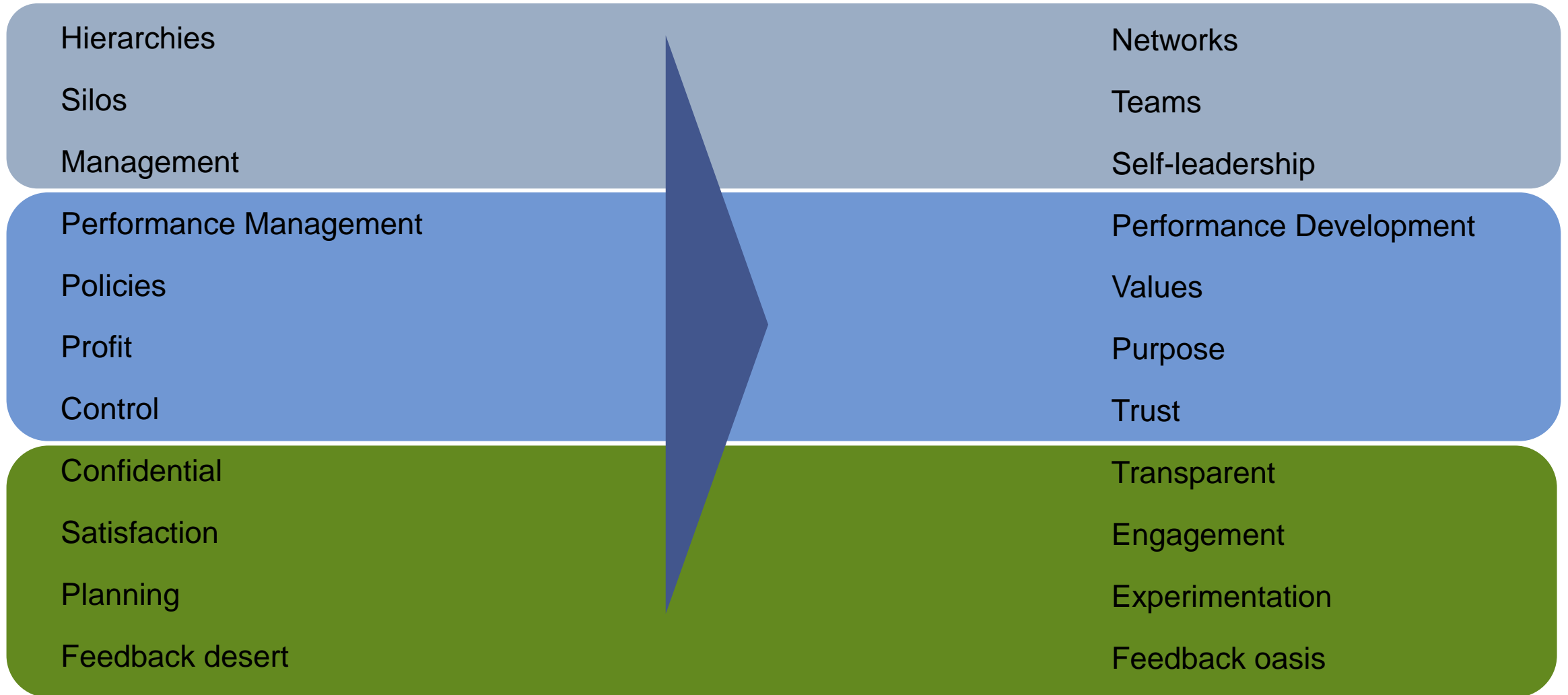
Engagement

Experimentation

Feedback oasis



# Summary: from Napoleon to VUCA



How VUCA is your organization?

## Questions to ask yourselves – organization of the future

- What issues do you see with your current organization?
- What do you need to solve?
- How can you start/speed up the transformation?

Share your thoughts in Interactive Meeting



Implications on attract and recruit?

Do not take shortcuts – work on your VUCA set-up

Let people know why you exist, what you want to achieve and how you do it. Be transparent.

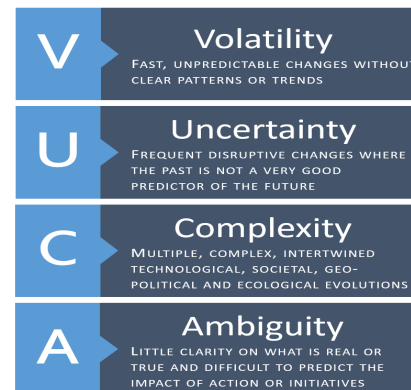
Marketing and Employer branding needs access to the same channels

Take control over your recruitment process

Create an objective recruitment process



”In a VUCA-world, the biggest mistake you can make is not to make any mistakes at all”



Questions and comments?