

7 PRINCIPLES OF THE FUTURE EMPLOYEES

From Morgan, 2014 [1]

1. Flexible environment

Not just important for millennials, even more for older workers



Work anytime
Work anywhere
Outcomes > incomes
What employees produce is more important than the time they work



Free the employee



2. Customize your work

The employees will configure their own path in the Company
Three categories:



Based on **Voice**



Give the employees the opportunity to be heard

Based on **Self-Organization**



See available projects and choose (or create a new one)

Based on **Choice**



Interest and passions are constantly changing: dynamically change



3. Share information

From competitive to collaborative companies



hoarding
information



Share information means:

- Engagment
- Feedback
- Sense of ownership
- Lines open for communication
- Possible innovation



Techniques as "Stack ranking" has started to disappear from companies (Microsoft, GE, Goldman & Sachs)



4. Become a leader



empower the employees to
become **leaders**



With today's tech tools
employees be heard



5. Collaborate and communicate in new ways

Rely on new technologies for getting "closer"



traditional
communications
emails



Collaborative
platforms
e.g.: Slack, Trello

6. Always keep learning

Ability to learn and apply this acquired knowledge to new scenarios



ADAPT to changes



Opportunities



7. Learn & teach at-will



learn from other employees

teach other employees

Autonomy | Filter | Communication skills | Adaptation

The 7 principles



Management mind-set

Use of **technology** as enabler

Laying the foundations

What the future looks alike?

REFERENCES

[1] MORGAN, J. (2014). THE FUTURE OF WORK: ATTRACT NEW TALENT, BUILD BETTER LEADERS, AND CREATE A COMPETITIVE ORGANIZATION. JOHN WILEY & SONS, INC.

ICONS GOT FROM: [HTTPS://WWW.FLATICON.ES/](https://www.flaticon.es/)