

5 Emerging Fundamentals of the Future of Work



When the fast-evolving nature of technology, the transforming workplace dynamic, and the ongoing challenges of unexpected crises come together, the result is a future work scenario in constant flux. Stepping up to meet the requirements of this new world of business, key fundamental traits are emerging. These characteristics have the capability to “make or break” a person’s career or, on a much broader level, an organisation’s chances for survival.

Without these traits forming a solid foundation, any individual on a determined career path and leadership who possess a clear view of their organisation’s mission will ultimately fail—or perhaps, simply remain mediocre and unexceptional. When only adequate activity takes place in the life of a person or an entity, the ripple effect will eventually touch every aspect of society. That touch will bring negative consequences—poor and unreliable quality, lower revenues, lacklustre performance, indifference and disinterest, and a host of other potential outcomes likely to appear. Therefore, the workforce and their leaders must become proactive by recognising and encouraging the following five fundamental

characteristics to ensure success in both personal and organisational endeavours.

1. Suddenness

Suddenness involves the ability to be comfortable with the fact that, in today’s hectic world, things happen and factors change without much warning. Addressing this fact requires a sense of calm, clear thinking, a mindset that is able to perform without panic or hasty decision making. It involves flexibility of thought, as well as action, to determine the most suitable solution to problematic situations. Using solid data, based on proven methodology, problem solvers can explore all the options without subjective feelings factoring into the discussion. Consider the recent pandemic, where employers considered the facts and, where possible, allowed employees to remain productive by working at home. Not every type of operation has this flexibility, so leaders in those organisations had other facts to think about—and fast—as the decisions would have an immediate impact on workforce employment and company survival.

”When the fast-evolving nature of technology, the transforming workplace dynamic, and the ongoing challenges of unexpected crises come together, the result is a future work scenario in constant flux.”



2. Lack of Safety Networks

Imagine a circus performer on the high-wire trapeze who has the skill to balance at great heights over frightening open spaces without a safety net. This same talent requires a person, in any field, to work without the guarantee of a safety network to correct or slow one's potential mistakes.

The workplace of the future demands individuals and leaders to develop self-confidence, knowledge, and guts to consider a scenario, make a thoughtful decision, and go forward with whatever needs to be done. Second-guessing one's choices, or wasting too many resources and effort on reviewing an unending number of potential actions, can only lead to stagnation or worse.

3. Uniqueness

Individuals, and the organisations for which they work, must demonstrate exceptionality, not simply competitiveness. To perform optimally, each individual and leader should consider what makes them unique—the advantages, talents, and products and services that they offer to the overall entity and their customer base.

Uniqueness and competitiveness are totally different concepts. To stand heads above the crowd today, simply being competitive—in terms of price or quality or service—is insufficient and will not lead to sustainable success. Uniqueness imbues something that reflects a one-of-a-kind difference that only a particular individual or organisation possesses and is willing to contribute.

4. Contextual Thinking

Intelligence, being smart, or having earned an advanced degree does not only involve knowledge. To succeed and thrive, people (particularly in leadership positions) must possess the ability to read and comprehend facts, as well as identify trends and patterns accordingly without personal bias—and do so on a timely basis. Consider market trends that are studied when a company desires to introduce a new product. Without an analyst who can grasp what's happening, and what may happen, in the marketplace, the new launch has an excellent chance of petering out after wasting time and money. Objectivity is an essential fundamental trait that encourages and supports sound decision making. Technology, when leveraged, can support this positive outcome by providing the requisite information and analytical methodology to do the job.



5. Relearning

Stagnation and disinterest in the evolving world stage can only lead to failed endeavours; that is, if the person or organisation even shows an inclination to make any effort to go forward. The future of work and personal development requires a renewal of spirit and a regeneration of mindset and talent on an ongoing basis.

Without re-learning—whether it involves specific work skills, business-related trends, or other focus—the future achievement of personal and organizational goals will fall by the wayside. But it requires personal initiative, boosted by organisational support, to exhibit the desire to keep broadening one's experience and knowledge base. In the end, the result always depends on the individual.

The Future Is Here

Denying the urgent need to accept and meet ongoing challenges every day, as well as understand their future implications, for individuals, entities, and society at large will ultimately result in a future that cannot be sustained. The strength to meet new problems and swiftly changing events,

with lucid and objective decision-making, is crucial to growth and development. Offering unique and special talents, and continuing to refresh and refine these offerings, can help both individuals and organisations to play a leadership role.



About the Author:

Ali Kursun is a Managing Partner at sparkChief & Co., a consulting firm that helps clients develop sustainable workforce and talent strategies, change management, and career solutions.

Copyright © 2020 sparkChief & Co.



EMPOWERING BUSINESS LEADERS THROUGH
THE POWER OF LEARNING AND CREATIVE THINKING.

sparkChief & Co.

25 Route de Lullier
1254 Jussy, GE, Switzerland

Tel +41 22 346 24 05
inquire@sparkchief.com
www.sparkchief.com

Copyright © 2020 sparkChief & Co.