



DIGITAL WORKPLACE EVOLUTION AND CHALLENGES

VIDEO TRANSCRIPT

00:00
[Music]
00:04
hi I'm Steve Paxman our lead extensions
00:07
global digital workplace services
00:08
practice across consulting and many
00:10
services that would want to spend just a
00:12
few minutes talking about what we're
00:13
seeing in the market for digital
00:15
workplace services so I think we will
00:18
recognize now the post digital era is
00:20
now upon us people are incorporating
00:22
technology driven capabilities alongside
00:24
their existing skills and experience to
00:27
do new kinds of work in new ways and
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also we're seeing things like the
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average lifespan of employee reduced to
00:33
around three years and this is becoming
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rather the new norm roles are changing
00:37
frequently and roles are expected to
00:39
last for about a year now with employees
00:41
transitioning frequently to new roles
00:43
whether within the organization or
00:45
moving externally so now companies must
00:48
really adapt their technology strategies
00:50
to support the realities of working in
00:51
this kind of post digital age and in a
00:54
recent survey 71% of execs believe that
00:57
their employees are more digitally
00:58
mature than their organization so what
01:00
that means everything they're really
01:02
waiting for their organization to catch
01:03
up so the workforce is really waiting
01:05
for for their organization technology to
01:08
to really deliver and support them and



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as a result we've seen across industries
01:12
and organizations that workers are
01:14
incorporating technology to build on
01:17
their own inherent skills and experience
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and the workforce of becoming what we
01:21
see now is we've been cool what we call
01:23
now is human plus so meaning workers are
01:26
empowered by their skills and knowledge
01:28
plus a new constantly growing set of
01:31
capabilities that's made possible
01:32
through technology so they're adapting
01:35
these new technology strategies that
01:37
created this next generation workforce
01:39
to incorporate their new enterprise
01:42
needs so to propel their workforces
01:45
forward and lead the way for continued
01:47
growth companies are really should be
01:49
looking at adopting innovative
01:50
technologies such as AI extender reality
01:53
sentiment analysis as well as looking at
01:56
the core cloud-enabled evergreen mobile
01:59
workplace technology strategies that
02:01
really created and label this next
02:02

generation workforce in the beginning
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and then make these new investments in
02:07
training and rescaling to better prepare
02:08
the workers for changing roles and one
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Klieman working with
02:12
moment is is interviewing using gaming
02:14
engines and techniques and creating
02:16
scenarios to test the flexibility of
02:18
their candidates so the way it works is
02:21
interested candidates begin with a
02:22
screening process that includes a series
02:24
of short games and they're designed to
02:26
access a person's potential fit based on
02:29
traits like memory risk acceptance and
02:31
whether they're more likely to read
02:32
contextual or emotional cues and this AI
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based tool then reviews the results what
02:38
it does then it avoids the legacy or
02:40
traditional approaches of resume based
02:42
evaluation in favor of more of an
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optimizing for potential view so they
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realize really their roles will change
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frequently within their organization
02:51
their ability to flex in these new roles



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is a critical attribute that they want

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in their future workforce therefore each

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worker then is is empowered by their

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skills and knowledge plus a new set of

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technologies enabled and driven

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capabilities so companies now need to

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adopt technology enabled strategies to

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to really enable a new way of working in

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this sort of post digital era

03:12

[Music]

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