

A large, stylized orange chevron graphic pointing to the right, with the text "High performance. Delivered." centered within it.

High performance. Delivered.

Liquid Workforce

Video Transcript

As businesses try to face some of the challenges of digital disruption and become truly digital themselves, they also need to think about their own people and their workforce.

The liquid workforce trend is about how digital is requiring businesses to look at a new type of workforce. So with digital transformation hitting many industries, and the rapid pace of change, organisations are having to think about the different types of skills and the level of adaptability in their employees, to actually meet the demands of this disruption.

So in the future, workforces will be

organised around project rather than job function. So we're seeing a number of industries already moving to this model. In fact we do that here at Accenture ourselves – moving to activity-based projects.

We're also seeing millennials are no longer having very linear career paths. They're actually moving around from employer to employer, doing tours of duty that are sometimes only about a year long.

Australian organisations can start to manage the changing workforce by aligning their HR and their recruitment strategies to their digital

strategy. By hiring in the right types of skilled people and also by evolving their own workforce through training experiences. They need to experiment with different organisational models. And they also need to make sure they're providing the right kind of environment and culture and tools for their workforce to truly succeed.