The Future of Work

Work from here, work from there, or work from anywhere.

Technology advancement that allows for extreme mobility is pushing work into the home, the coffee shop, the vacation, or anywhere. The boundaries are blurring and separation of personal space and work life is rare indeed. Thought leaders such as Richard Branson founder of Virgin Group are predicting the death of the office, – “In 30 years’ time, as technology moves forward even further, people are going to look back and wonder why offices ever existed”.

The Society of Human Resources (SHRM) reports that nearly three out of five (56%) employers report offering telecommuting on an ad-hoc basis in 2015, up sharply from 42% in 2011. This flexible work arrangement is quickly becoming the norm. Working from home or other remote locations will be more of an assumed option in most progressive organizations that rely on speed and innovation to remain competitive.

The trend we are watching is the heightened need for the future workforce to possess independence and flexibility as it relates to the shifting work environment which may not have the structure and benefit of the physical presence of coworkers and supervisors or even technological support. Think self-management and agility as a necessary skill quickly moving to the top of the core competency charts.

So what does this mean for talent acquisition? While some people flourish and enjoy working in a structured office environment and not the tablet at the local café’, it is really the choice to do so that will position your company to benefit and play to the strengths of the individual employee’s needs and preferred work style. We do agree as Sir Branson suggests, it is offering the option to physically work wherever one is most productive and creative that will prevail in retaining the best talent.