



MANAGING A DIVERSE FUTURE WORKFORCE

TOPIC OUTLINE:

© INTRODUCTION TO DIVERSITY & INCLUSION

© THE WORKFORCE OF THE FUTURE

© MANAGING THE DIVERSE FUTURE WORKFORCE




What is DIVERSITY?

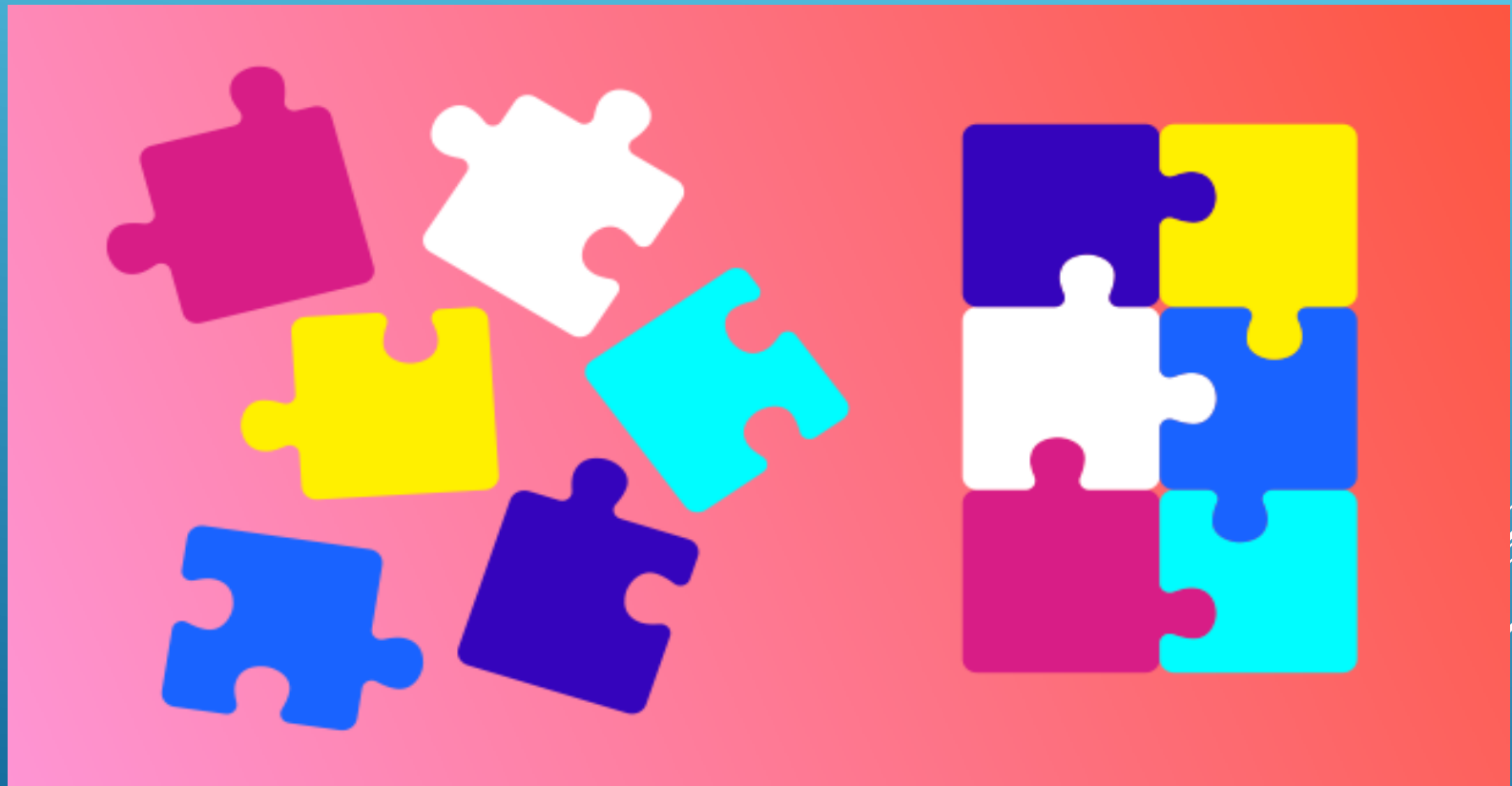
Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

What is **INCLUSION**?

Inclusion is the state of being included or being made a part of something.

A decorative graphic consisting of several parallel white lines of varying lengths, slanted diagonally from the bottom right towards the top right, set against a blue background.

DIVERSITY VS. INCLUSION



**DIVERSITY and INCLUSION in the
WORKPLACE - Why is it necessary
for organizations?**



DIVERSITY and INCLUSION in the WORKPLACE - Why is it necessary for organizations?

- more qualified workforce
- turnover costs avoided
- more creative and innovative workforce
- more empowered employees



THE WORKFORCE OF THE FUTURE

(5) Trends Shaping the Workforce of the Future:

1. New behaviors

2. Technologies

3. The millennial workers

4. Mobility

5. Globalization



THE WORLDS OF WORK

Fragmentation



The
YELLOW
world



The RED
world

Collectivism

Individualism



The
GREEN
world



The
BLUE
world

Integration

Based on PwC 'The Four Worlds of Work in 2030'

Four Worlds of Work: Which One Shall We Pick for the Future by Sebastian Reiche'

How do we manage a DIVERSE WORKFORCE?



(3) Strategies to Manage the Future for Work

1. Hire smarter

2. Foster life-long learning

3. Celebrate creativity

TEAMWORK AND CULTURAL DIVERSITY



TEAMWORK AND CULTURAL DIVERSITY – How can we make it work?

1. Acknowledge and Respect Cultural Differences



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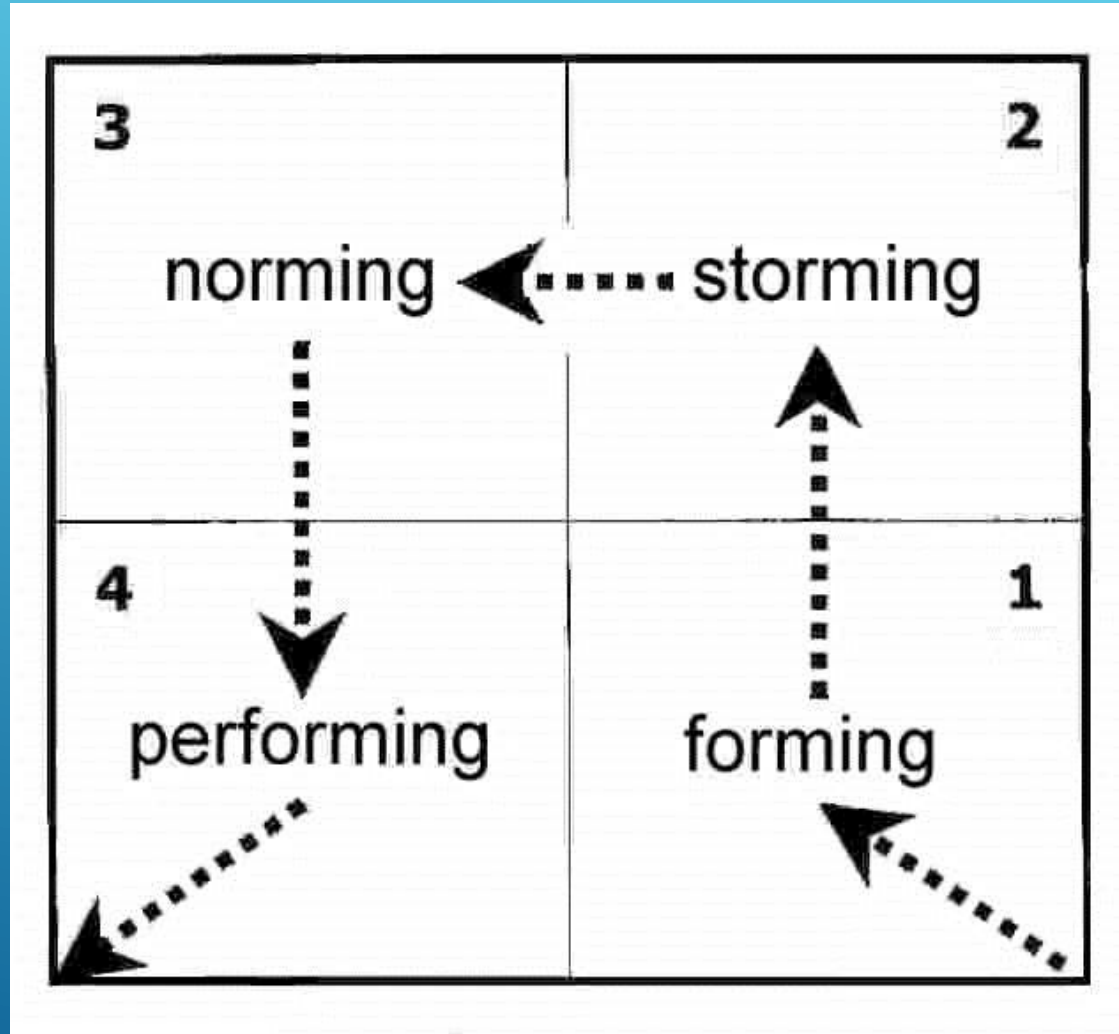
3. Develop a team identity and outline roles and responsibilities

4. Over-Communicate

5. Build rapport and trust



Bruce Tuckman's 1965 Team-Development Model



adjourning

Bruce Tuckman's 1965 Team-Development Model

Four Stages:

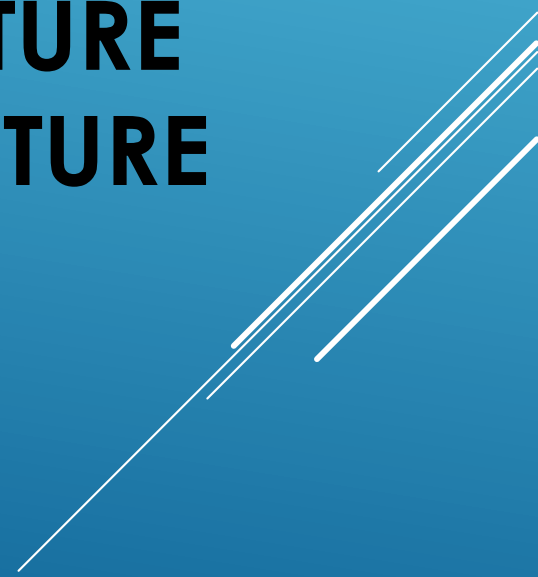
- **Stage 1 - Forming**
- **Stage 2 - Storming**
- **Stage 3 - Norming**
- **Stage 4 - Performing**

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**Salamat hin
madamo...!**