**16th Induction**

**28th September, 2019 @ Public Service Institute of Nigeria, Abuja.**

**The Evolution of Work**

Work today is being defined by Technology and social forces, they determine who does it, how work gets done and what looks like. The growth of the gig economy and advances in Artificial intelligence is changing, what work looks like is coming to under severe examination as the evolving work place drives organizations to explore new business models, systems and solutions.

**Seven Realities in the Future of work**

* Exponential organizations
* Lifelong re-invention
* The unleashed workforce
* Technology, talent and Information
* The ethics of work and society
* The nimble enterprise
* The regulated innovation.

**Work Search/Recruitment Process**

It is important to know that: not only has work evolved, even the search for work has evolved and so also the recruitment process.

No more help wanted signs

Jobs are found on platforms online.

Online research- you can find out about candidates even before they are interviewed.

Talent acquisition-using online tools:

No newspaper advert etc.

Resume Revolution-Videos, website

Business correspondence- No more letters only e-mail and sms

Women in the workforce and gender equality

Work Landscape

So many generations all at once in the workforce

Silent generation (1927 – 1945)

Baby Boomers (1946 -1964)

Generation X (1965 -1980)

Millennials/Generation Y (1980 – 2000)

Generation Z (2000- Present)

And recently the UNICEF and global pop sensations BTS launched Generation Unlimited (GU) campaign in front of world leaders to hear the voices of 1.8 million young people around the world. Obviously, it can be better than what know and do: for future of work place dynamics.

Flexibility: Billionaires work from home.

In the final analysis, work is what we say it is. Ultimately, anything that brings home the balon is work. I would like to encourage all of us to embrace the evolution of work because the future is already here with us. Regardless of where we find ourselves therefore, let us strive to be productive and in doing so history will be kind to us.

Thank you for listening

CYRIL OGBOLI ***f.hcd***

Chairman BoT

Chartered Institute of Human Capital Development of Nigeria