

People & Culture

A fast changing world puts new demands on people and organisations. To succeed we must ensure that the right people want to contribute to and develop with the organisation. Culture is the key factor.

The conditions in which we work are changing radically. Digitalisation affects not only where, when and how we work, but also creates completely new roles while established roles disappear. We are right at the centre of this change, together with our organisations.

When co-operation and collaboration in project form increases, work becomes more interactive and the traditional manager's role less relevant. New network-based organisations are developing where everyone is a leader.

” Five areas that affect how we work in future:

1. Your closest colleague is a robot; new ways of working
2. The manager-free workplace; everyone is a leader
3. What is work; from duty to passion
4. Continuous change towards undefined goals; meet the future with your strengths
5. The future workplace; where passion becomes valuable to others

From the book Framtidens professionella liv,

Clear values...

The glue that will keep us together in professional lives of the future will be common values and a strong culture. In The Communicator 2017 over 90% of respondents answer that the importance of sharing values with one's employer will become ever more important in future.

The view of what a job is all about is changing too. From having been focused on duty, work today is more about passion.

This means that our professional and private identities are closer to each other, which increases the need for shared values.

... attract the right competence

We see how the definition of competence and talent is changing. It is no longer about knowledge. Knowledge can be learned and with today's rapid speed of change it is necessary to continuously acquire new knowledge. It will therefore not be knowledge that will be critical in meeting the demands of a role, an assignment or an organisation. Instead it will be about skills, attitudes and behaviour. Therefore awareness of the organisation's definition of talent and what competences are required today and in the future is an important success factor.

To create a strong culture with clear values to attract and keep the right competence at the right time will be critical to competitiveness.

Get started

Identify your competence needs:
Behavioural competencies, skills and values (workshop 1h)

Future professional lives: Game changers, terms and short cuts (inspirational seminar 1h)

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