

The Future of Work

How Do We Lead and Thrive
in a “Workquake”?



**STEVE
CADIGAN**

The Washington Post

Democracy Dies in Darkness

Why America has 8.4 million unemployed when there are 10 million job openings

The economy is undergoing massive changes. There's a big mismatch at the moment between the jobs available and what workers want.



Listen to article 8 min

AXIOS

“The great resignation”: Upwards of 40% of workers are thinking about quitting their jobs

US MARKETS CLOSED
In the news

▲ Dow Jones -0.48% ▲ Nasdaq -0.91% ▲ S&P 500 -0.91% ▼ TSLA +0.33% ▲ FB -2.24% ▼ BABA +2.46%

[HOME](#) > [ECONOMY](#)

The record number of workers quitting is now in its third month, and it looks here to stay

Juliana Kaplan and Andy Kiersz Aug 9, 2021, 10:24 AM



WORK

'I'd rather bet on myself': Workers are quitting their jobs to put themselves first

Published Thu, Jun 24 2021•1:00 PM EDT • Updated Fri, Jun 25 2021•9:47 AM EDT



Jennifer Liu

@JLJENNIFERLIU

SHARE



The New York Times

Surge in start-ups is a surprise in the pandemic economy.

Work

Employees Are Quitting Instead of Giving Up Working From Home

The drive to get people back into offices is clashing with workers who've embraced remote work as the new normal.

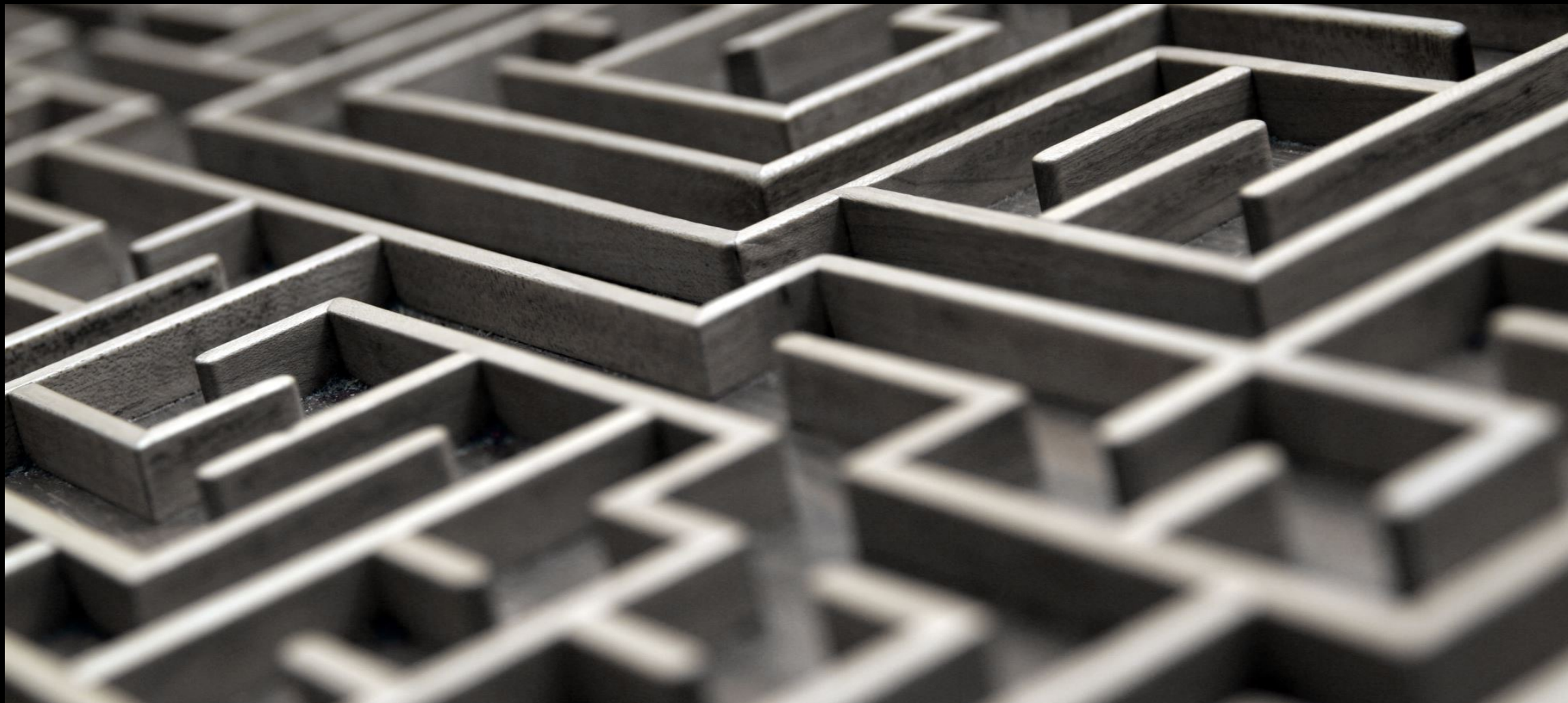
The Great Career Migration



WORKQUAKE

The image features the word "WORKQUAKE" in a bold, red, sans-serif font with a white outline. The text is centered and overlaid on a red, jagged line graphic that resembles a seismic wave or a heartbeat. The line starts with smaller, more frequent oscillations on the left and right sides, and then has several larger, more pronounced peaks and troughs that align with the letters of the word, particularly under the 'Q' and 'U'. The background is plain white.

THE FUTURE IS MORE UNCERTAIN THAN EVER



The Leadership Dilemma

Cognitive Dissonance

We used to build for **stability**

Today we must build for **instability**



MORE THAN ONE MILLION COPIES SOLD

BUILT TO
WIN
NOW

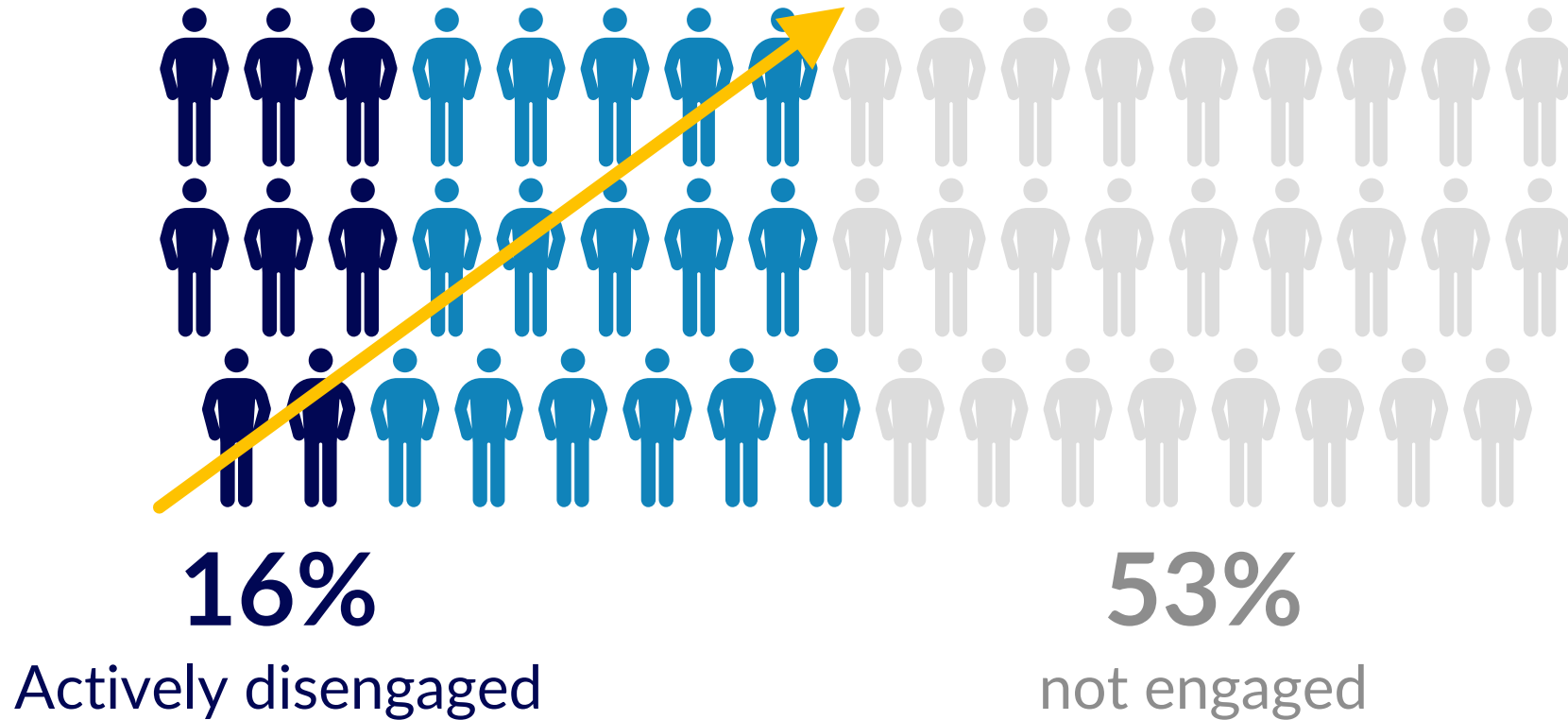
JIM COLLINS

(Bestselling author of **GOOD TO GREAT**)

JERRY I. PORRAS

Employee Engagement

According to a 2020 Gallup survey:



Tenure of Employees



2014



NOW



50-65
10 yrs



25-35
2.8 yrs

Source: Bureau of Labor statistics

Nobody believes this trend will change...



What Candidates See...

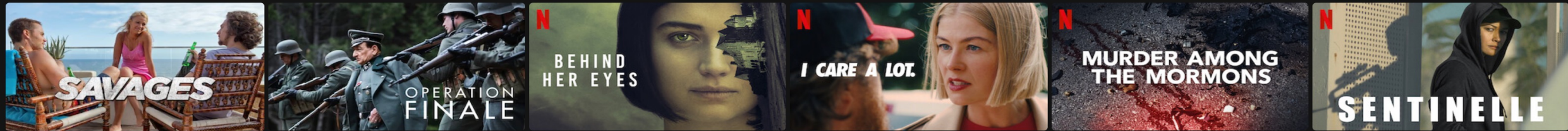


Choosing a Job...a Career...

Top 10 in the U.S. Today



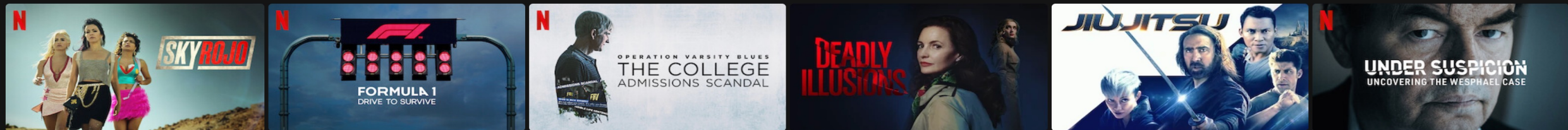
New on Netflix



Worth the Wait



Coming This Week



Employers & Employees
have the same problem...

What Skills do I need?



“The half-life of a skill today is
5 years... ..it used to be 50!”

- *John Seely Brown*



We are Confusing and Scaring the Workforce!

12 jobs by age 50

held by the avg. worker today.

65% of Students today

will be in jobs that don't yet exist are increasing.

~50% jobs

to be lost due automation.

60% Jobs in 2030

Haven't been invented yet.

Digital Transformation

will lead to massive job losses



How Do We Prepare People for a Complex World?

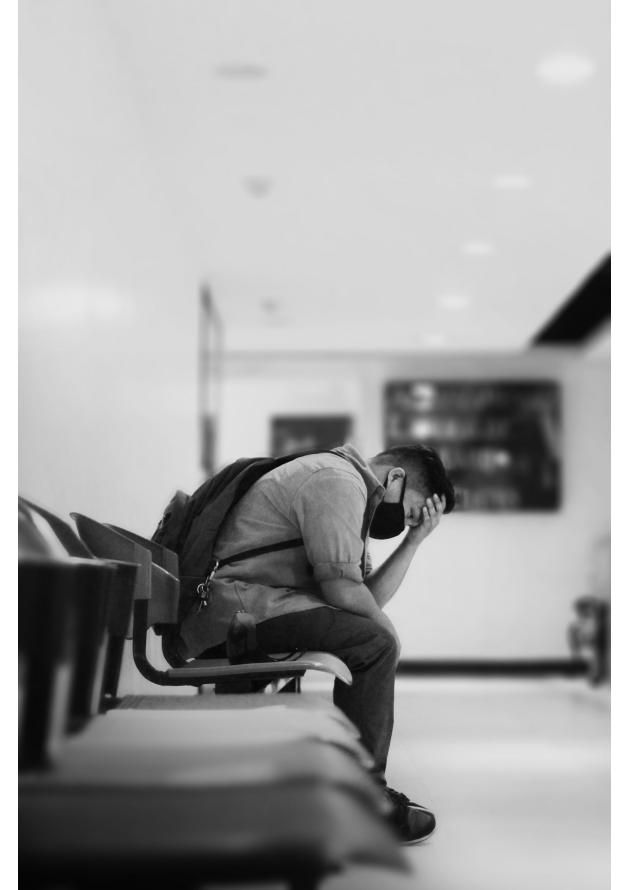


*“Our #1 Challenge is
DISTRACTION”*

-SVP Learning & Development

When You Say

“Digital Transformation”



**SAFETY USED TO BE
STAYING IN ONE PLACE**



SAFETY TODAY IS

MOVEMENT

NEW
INDUSTRY

NEW JOB

NEW
ROLE

NEW
NETWORK

NEW
SKILLS

Agility Adaptability

Changing Jobs Makes Me More Valuable



LOYALTY
to Learning,
not Company

Cultures of Change Have a Competitive Edge Today

Average Length of Employment in These 10 Tech Companies

Here's how long employees are staying at the 10 biggest companies in tech:



Median Tenure

Market Cap



2.3 Yrs

\$556 B



3.4 Yrs

\$427 B



4.8 Yrs

\$48 B



HONDA

5.8 Yrs

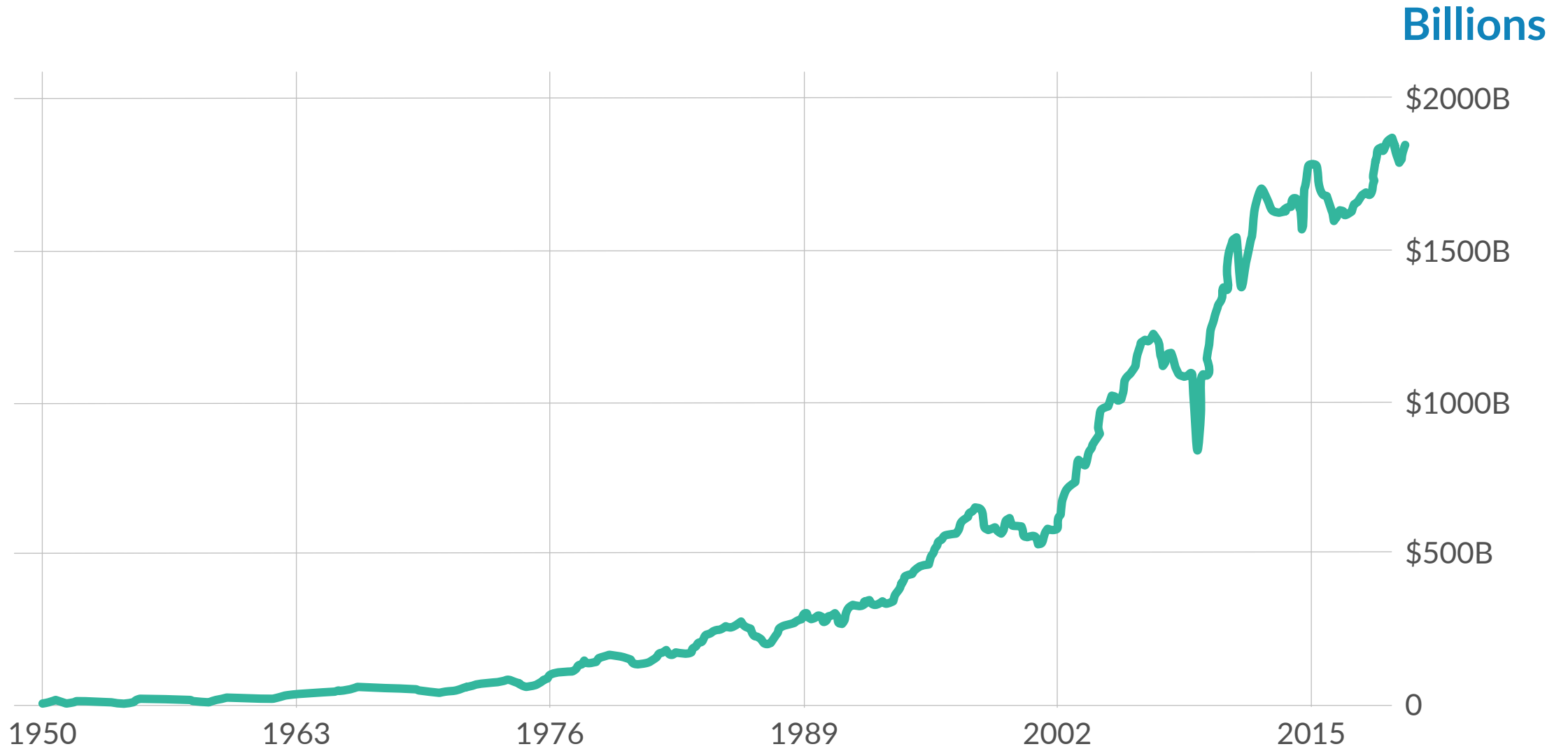
\$51 B



6.7 Yrs

\$220 B

US Corporate Profits



Our Leadership Operating System Needs an Upgrade



**WE HAVE
A BROKEN
MODEL OF
WORK!**

Its Time for a

**NEW
TALENT
AGENDA**

The standard chunk of Lorem Ipsum used since the 1500s is reproduced below for those interested.

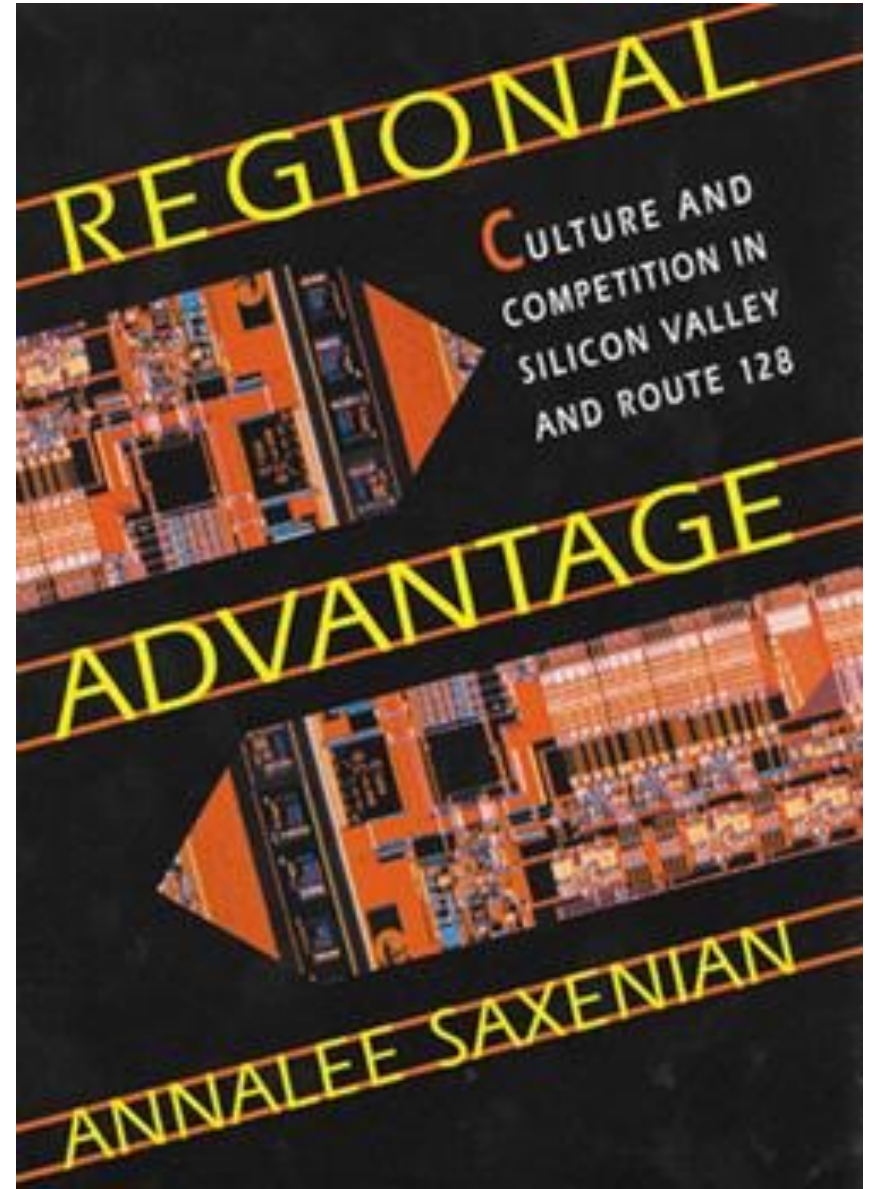
It is a long established fact that a reader will be distracted by the readable content of a page when looking at its layout.

Lorem Ipsum is simply dummy text of the printing and typesetting industry.

Benefits of a Fluid Workforce

What part of the world is seen as most innovative?

What part of the world has the highest turnover?



We are in Transition

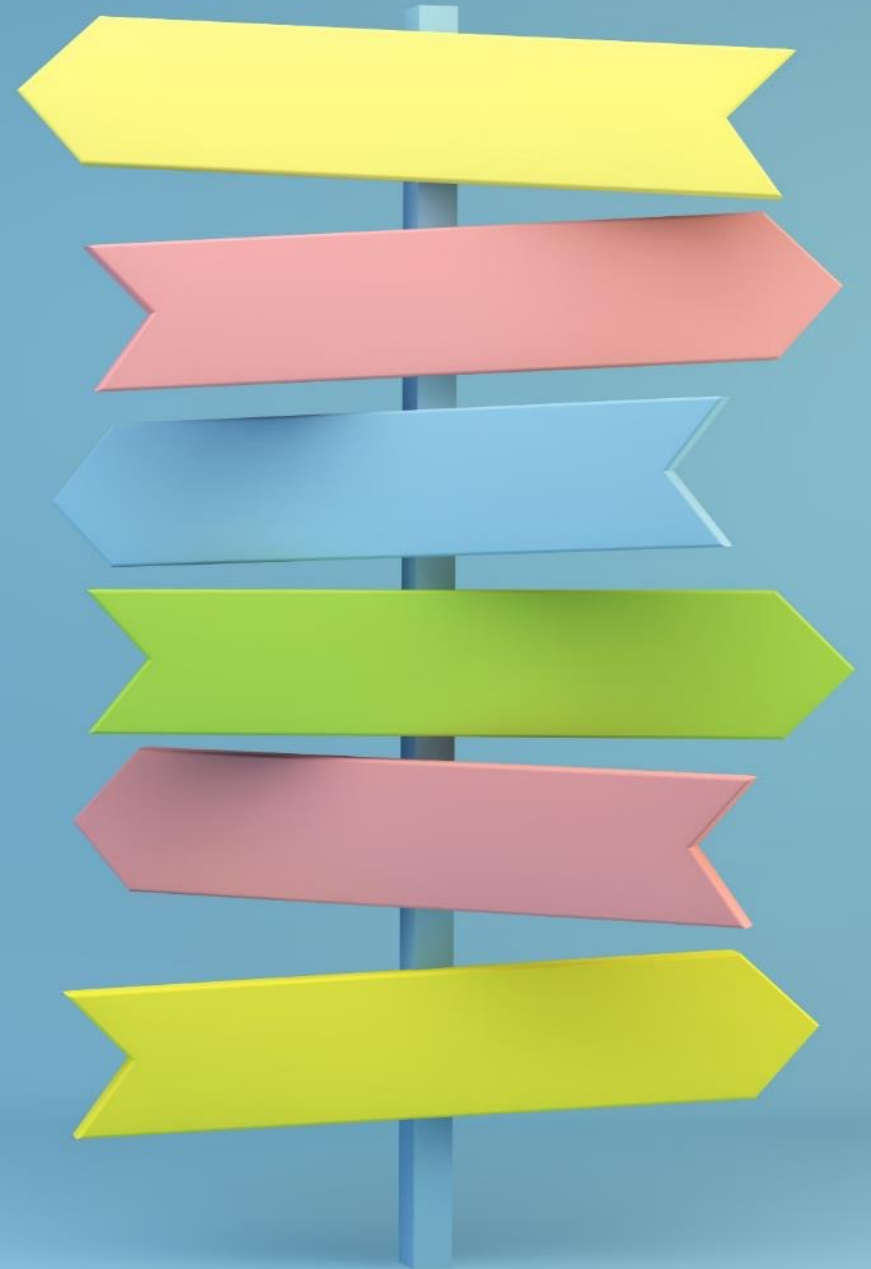
The Best Practice today is

Experimentation

We don't know how customer needs will shift

We don't know what will work for our workforce

We don't know what optimal productivity looks like



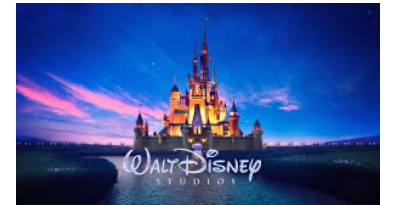
Consider Existing Models

CONSULTING



Come Here Then Please Leave

HOLLYWOOD



Project Based Work

A New Model for Work and Careers



Enlightened Leadership



Hard Decisions Delivered with Humanity



Alumni Strategy



Retain Our Relationships

Change Your Recruiting Slogan?

STAY HERE BECAUSE

I WILL HELP YOU LEAVE

“We cannot promise the future is stable, but we will make you better for tomorrow.”

Los Angeles Times



Column: Why the ‘great resignation’ of 2021 is a sign of hope



Megan Witherspoon • 2nd

VP Communications at Altria • Mom • Relentlessly Optimistic • I'd rather...

1w • 🌐



I DO care that your daughter is home with yet another ear infection.
I DO NOT care that you'll be offline for 2 hours this afternoon for her doctor's appointment. 🙄

I DO care that your ailing mom needs hands-on care and her facility is understaffed.

I DO NOT care if you need to work asynch this week between meals, medications and visiting hours. 🙄

I DO care that a bus driver shortage means you don't have reliable transportation for your son.

I DO NOT care if you need to get back to me in an hour after picking him up from school. 🚌

I DO care that your dog is puking all over your rug right now.

I DO NOT care if you need to jump off our call to rush him outside and clean up the mess 🤢.

Human Centered

Leadership

I DO care that you desperately need to get out of your house because you've been cooped up far too long.

I DO NOT care if you'd like to work from the office for a few days, or from Florida for a week.

I DO care that you haven't taken your vacation time, because I know you need a break.

I DO NOT care if that means asking for help so you can disconnect without missing a deadline.

In short...

I DO care about YOU and the things you care about.

I DO care that you deliver quality work and perform at your best.

I DO NOT care when, where or how you get your work done.

[#flexibleworking](#) [#balance](#) [#peakperformance](#) [#pandemiclife](#)



Like



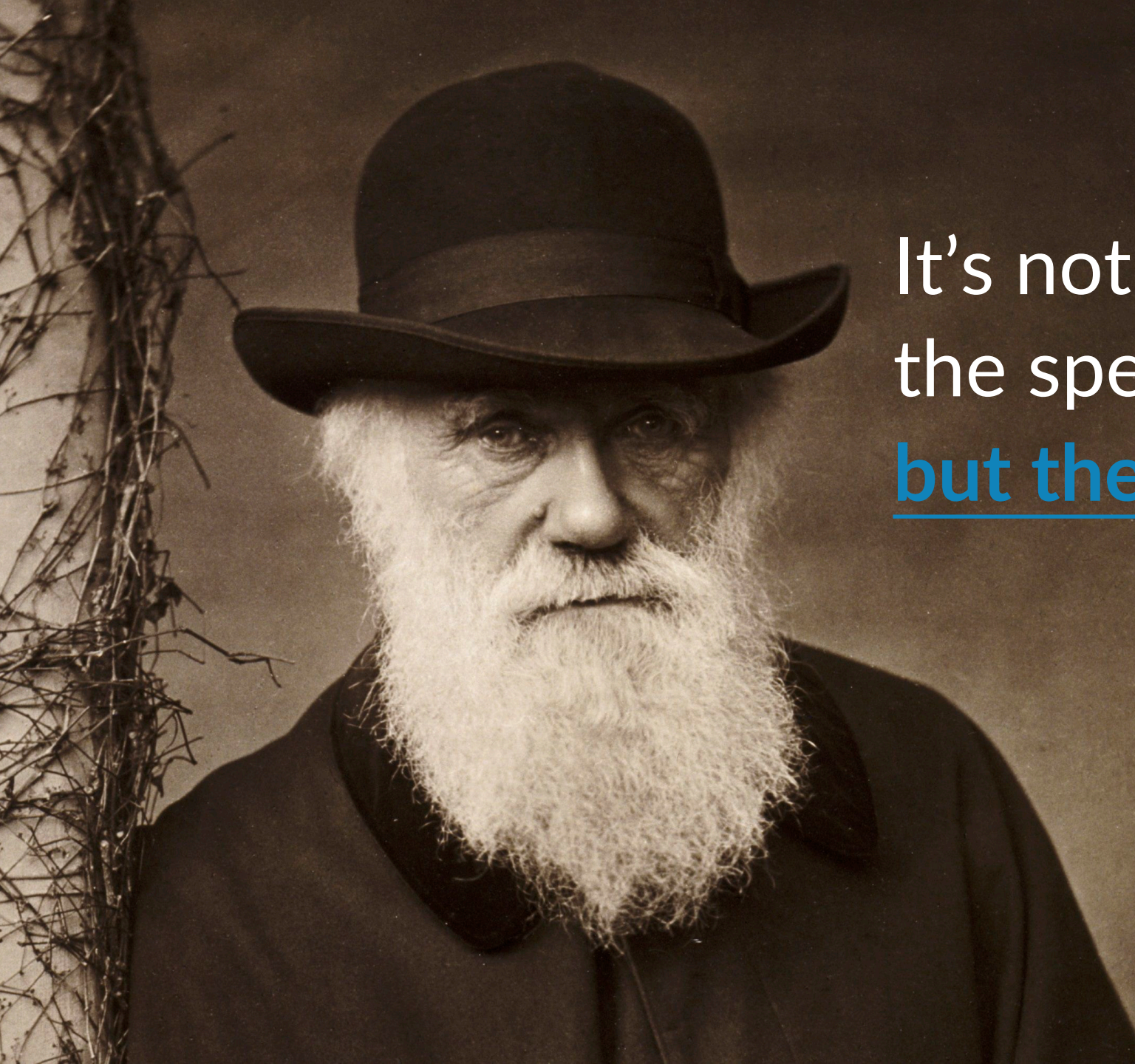
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Send



It's not the strongest of
the species that survives
but the most adaptable

-Charles Darwin



Innovation Happens During Recessions

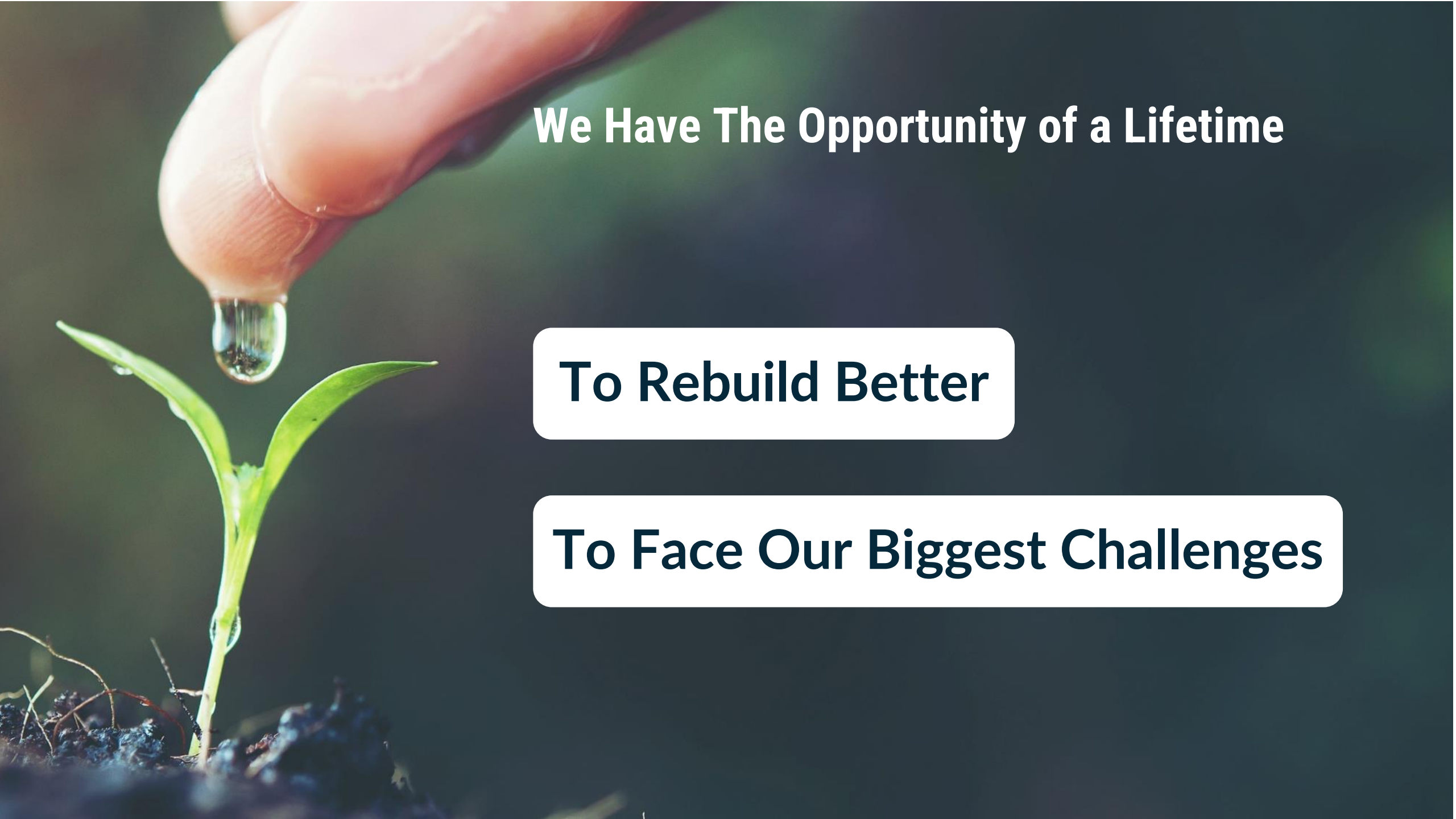


Uber



GROUPON®

Founded in 2007 - 2008



We Have The Opportunity of a Lifetime

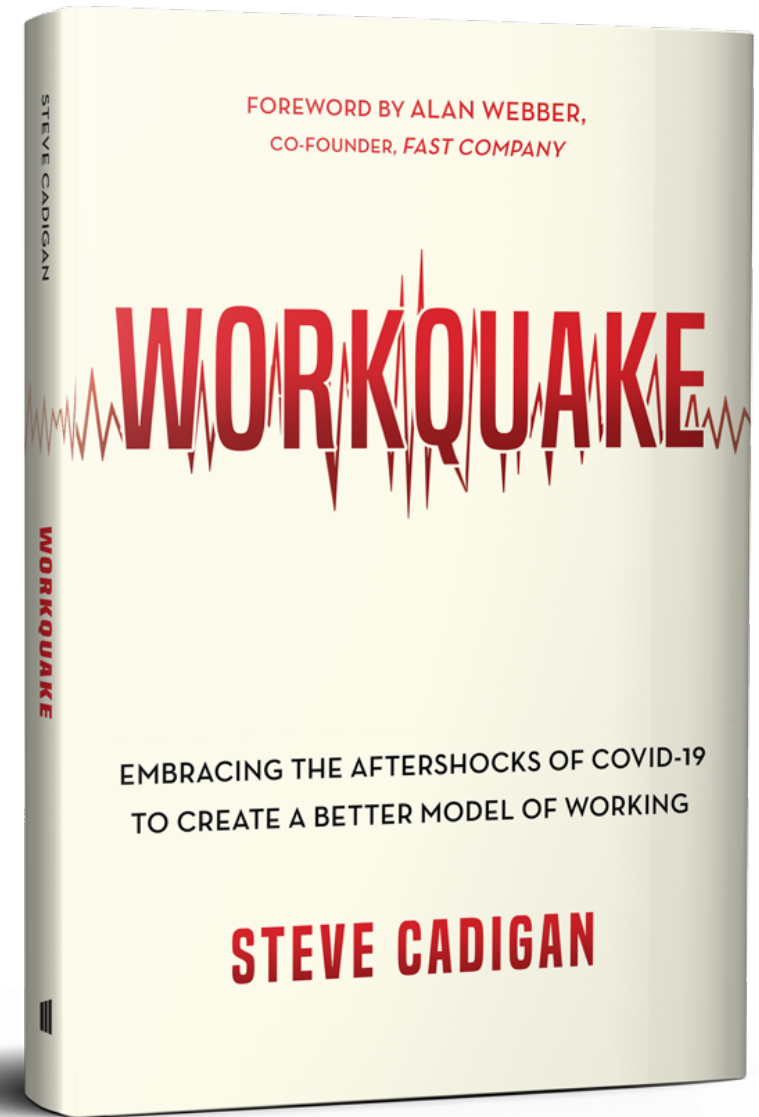
To Rebuild Better

To Face Our Biggest Challenges

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Questions?