

## Is Your Workplace Strategy Fit for the Fourth Industrial Revolution?

Millennials will control the boardroom, AI will go mainstream and the office as we know it will disappear by 2025.

**50%** of employees will be working remotely...



### Working patterns are changing

More than half of the workforce in major economies will work in a freelance capacity by 2025.

...and **75%** of workers will be in a non-traditional office environment by 2025 and will require seamless access to corporate data.

### Employee experience

The traditional office model will be obsolete by 2025 and the search for a great work-life balance will be paramount.

"Enterprises and organizations need to establish a new partnership model to enable more effective collaboration with external parties. They also need to develop guidelines for information sharing and disclosure to partners to protect privacy and security."

Hiroshi Nishikawa  
Director, Fujitsu



Companies will greatly reduce their real estate and virtual meetings will replace commutes through the use of Virtual Reality and high-definition video.

"The skills focus will shift from people who collect data and write apps to people who can interact with robots, with the coding done automatically. I expect skills to become more analytical in nature."

Ramanan Ramakrishna  
VP Innovation and Portfolio, Fujitsu

### AI will be embedded in everyday life

AI will have a major impact on transactional jobs, but it will also enhance compliance, security and employee experience.

**\$9 Trillion** expected to be contributed to the global economy by AI in 2025.

### The company organization as we know it today is dead

Traditional structures and hierarchies will be replaced with collaborative networks of smaller teams.



"There is no perfect plan or blueprint for 2025. You have to start doing something now and expect it to change going forward. For instance, get cross-generational workers involved on exploring ways to reduce dependency on devices and locations. It will have a positive impact today and help your workplace evolve for the future."

Calvin Hsu  
VP, Product Marketing, Citrix



### A clash of generations at the office

Managing the melting pot of aging employees working in their 60's and 70's and the influx of Gen Y and Z will prove a challenge. Knowledge sharing through augmented reality will become critical.

**50%** of the global workforce will be made up of Millennials by 2025.

## Recommendations for the forward thinking workplace

2025 may seem a long way off in the distance, but organizations need to start laying the foundations now if they are to be ready for the shape of things to come. Here are five building blocks that businesses should start to put in place right now:

- 1. Plan for a smaller, more agile workforce.** Create new positions, career paths and incentives that are designed to support smaller collaborative teams that are led and staffed by flexible and often freelance workers.
- 2. Start to measure the "employee experience".** Adapt your current KPIs and performance tracking tools to support health and wellness as well as performance and career progression.
- 3. Break down the silos to get real value from data.** Businesses need to break down the silos in their organization in which data currently resides and create a central team of experts to ensure a holistic approach.
- 4. Security needs to become an enabler not a barrier.** Work towards developing a unified layer of identity management that leverages AI to run constant user authentication based on biometric and behavioral analysis.
- 5. Focus on open co-innovation within an ecosystem of partners.** How can you provide better services by combining offerings from various partners within an ecosystem?

Learn how we can help you take the next step in your workplace transformation strategy:

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