

Reconciling Cultural and Digital Transformation to Design the Future of Work

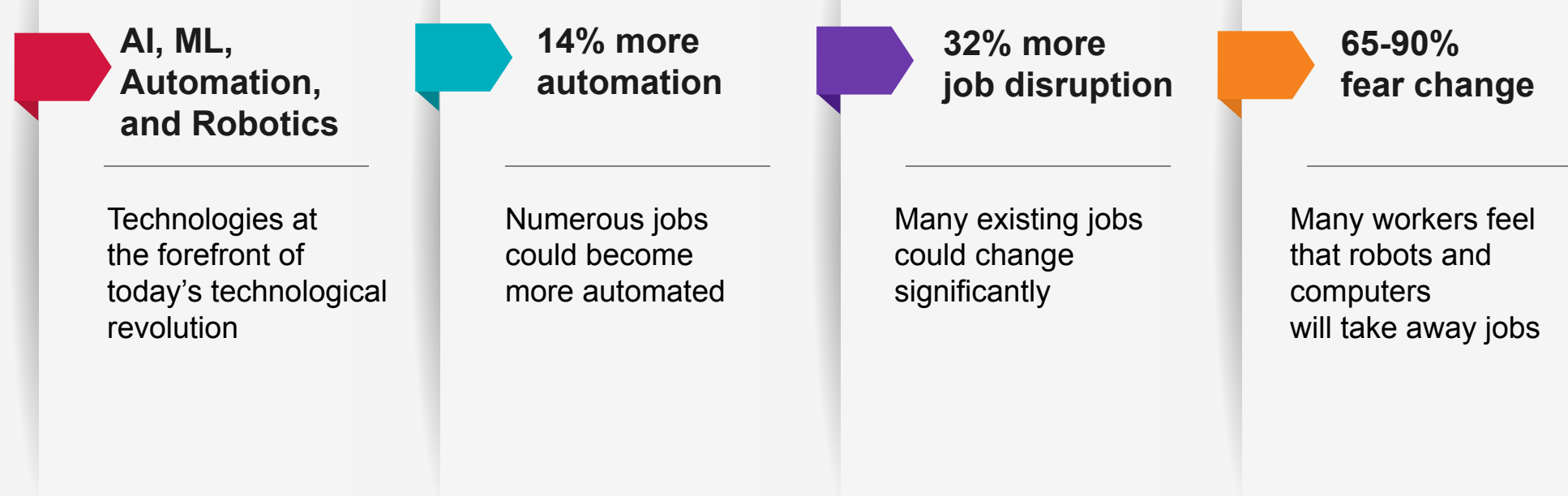
An exclusive whitepaper by Harvard Business Review Analytic Services, sponsored by HCL



Enterprises must reimagine the traditional workplace to drive employee engagement, boost productivity and amplify business growth. Discover what the Future of Work has in store for your enterprise

The Role of Tech in Today's Change

The workplace is moving toward a future where humans and robots can coexist. As technology becomes smarter and more cognitive, people will leave routine, mindless tasks behind and focus on higher-value work.



The Rise of the Gig Economy

A growing disconnect exists between the expertise that organizations need, and the talent qualified to fulfill that need. This warrants a flexible gig working model, where workers can contribute on a contractual basis.



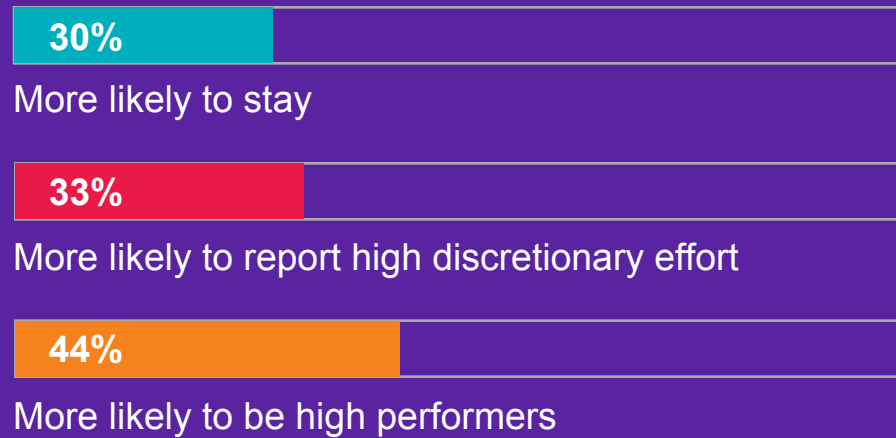
Employee Experience Takes Precedence

Employee experience is becoming just as important for companies as customer experience. Positive EX can drive productivity and help enterprises win the war for talent.

The Employee Experience Matters

A positive perception of work has proven business benefits.

workers are:



46% dissatisfied

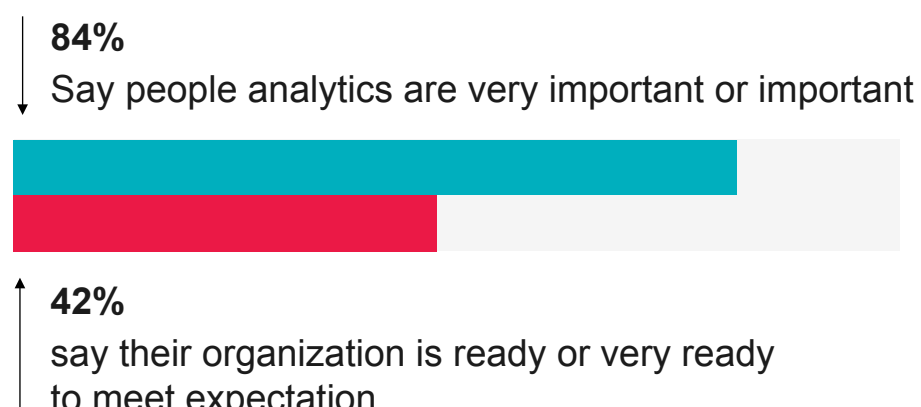
Almost half the workforce feels dissatisfied with the overall experience at their company

Building a Future Workforce with Data

Data and analytics are critical to shaping the workforce of the future. Leaders who need to redesign workflows must gain insight into their teams to assess the roles people play, their competencies, and how work gets done.

Expectation vs. Reality

A disconnect exists between importance and readiness



2% maturity

A tiny minority have reached the highest level of people analytics maturity