

A nighttime cityscape with a digital overlay of white hexagonal icons connected by lines. The icons include a smartphone, a cloud, a car, a gear, a heart with a pulse line, a laptop, a person silhouette, a building, and a house. The background is a dark sky with city lights and a greenish digital pattern.

SSCC Business Forum

The Future of Work

29 Jan 2020 Zurich





SPEAKERS



SUSANNE ACKUM

Chair, **Future Work Forum**

"Future of work from a macroeconomic and historical perspective with evidence from research"



CHRISTOPHE CATOIR

Regional Head of France and Northern Europe, **The Adecco Group**

"Changes expected in the world of work"



CHRISTOPHER MCCORMICK

Executive Vice President for Academic Affairs, **EF, Education First**

"Directions in developing global leadership"



SIMONA SCARPALEGGIA

Head of the global initiative "The Future of our Work", **IKEA**

"Future of work and new opportunities ahead"



BAZMI HUSAIN

Chief Technology Officer, **ABB**

"Challenges and opportunities due to digitalisation"

PRESENTATION BY

SUSANNE ACKUM

Chair, **Future Work Forum** and
former State Secretary, Ministry of
Finance

**"Future of work from a
macroeconomic and historical
perspective with evidence from
research"**





FORUM FÖR OMSTÄLLNING

Future Work Forum

www.forumforomstallning.se

Structural changes in light of AI, digitalisation and robotization

Impact on society

Experiences in times of large structural change

Mood is always alarmistic

- The end of jobs or even society . . .

Research shows

- There has always been job creation in the aftermath of great structural changes. But it takes time to reach a new equilibrium – about 30 - 40 years
- You never know exactly where the new jobs will appear, but you probably know more than you think
- Meanwhile people, industries, regions and countries will be disrupted

What seems to be different this time

The speed of change => some think it is even escalating . . .

Whom will be affected

- Repetitive tasks are taken over by machines. Low **and** high skilled workers are replaced.
At what rate depends on whether they are complement or substitute to the machines
- Middle income jobs are not growing as fast as low- and high income jobs
- Continuous learning probably more important than before

Whom seems to be the winner

- Superstar economy, with an uneven distribution of wealth as a result

What research can tell us about transmission

Transmission mechanisms of new technology

Necessary that new technology is **known, understood** and **implemented** at the firm level ... but that might not suffice. New technology also has to be **socially accepted!**

People might be afraid of unemployment and of becoming poor

Answers to peoples worries could be

1. Close the border, subsidize old jobs and smash the machines (luddism)
2. Make way for structural change and compensate losers “Nordic model, protect people not jobs”

The Board of the Future Work Forum



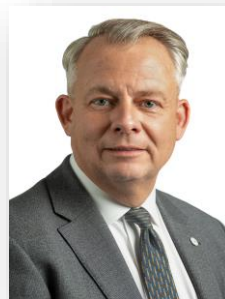
Anders Ferbe
President of the Governments
Delegation of Validation



Carl Leinar
former CEO of TRR
Trygghetsrådet agency)



Caroline Berg
Chair of
Axel Johnson



Göran Arrius
Chair of SACO
(the Swedish Confederation of
Academics)



Helen Dannetun
Chancellor at Linköping
University



Magnus Tyreman
Senior Partner
McKinsey & Company



Marcus Wallenberg
Chair of SEB



Martin Lundstedt
CEO & President
AB Volvo



Susanne Ackum
former State Secretary at the
Ministry of Finance and Audit
General

Future Work Forums Agenda

We **promote structural change while keeping society together!**

- We need a **digital strategy** for Sweden
- We need to do it **together**
- The **education system** needs to be more flexible in time, space and subject
- We need better opportunities to **finance continuous learning**
- We need to **use digital tools** to better match labor skills with labor demand



Going forward Future Work Forum

- Have **bilateral meetings** and **take part in the public debate**
- Initiated **Digital Day** 2019 (Swiss model)
 - 2019: 70 partners (public and private), 35 events at 11 cities from north to south
 - We are aiming at 100 cities Digital Day 2020 (October 2nd)
- Arrange an annual **Work in the Future** conference
- Initiate an annual **interdisciplinary science conference** (MIT model)
- **Pilot projects**
 - Surveys on strategic human capital formation within our companies
 - Digital matching model on the labor market (O*NET (US))
 - Paper on good examples of structural change within companies

PRESENTATION BY

CHRISTOPHER MCCORMICK

Executive Vice President for Academic
Affairs, EF, Education First

"Directions in developing global
leadership"



DIRECTIONS IN DEVELOPING GLOBAL LEADERSHIP

DR CHRISTOPHER MCCORMICK
EF EDUCATION FIRST

WHAT'S YOUR VUCA?

Volatility, Uncertainty, Complexity, Ambiguity





EXPERIENTIAL LEARNING

Reflecting on experience to create
transformational professional
development

(Developing Leaders for the 21st Century, EF and Ashridge 2019)

LESSONS THAT LEADERS LEARNED

NEEDED 10 YEARS AGO

1. Relational skills
2. Leading others
3. Emotional intelligence
4. Technical skills
5. Self-confidence
6. Training and development
7. Politics
8. Adopting new technologies

CRITICAL INCIDENTS

1. Experience
2. Failure
3. Personal development
4. Technology
5. Major life events
6. Power and politics
7. Lack of self-confidence
8. Learning from leaders

WHAT WILL ENABLE LEADERS TO DEVELOP

1. Learning by doing
2. Learning through people
3. Formal development
4. Growth mindset
5. Time
6. Extra-curricula learning
7. Intercultural competence
8. Emotional intelligence

SUCCESS AT DIFFERENT STAGES

EARLY CAREER

- Independence
- Ability to control short term results
- Creativity
- Ambition and high standards
- Specialty strength
- Contentious: taking a stand

SENIOR LEVELS

- Team player
- Strategic vision: longer term
- Managing innovation / creativity
- Knowing you have arrived
- General management skills
- Creating unity and cohesion

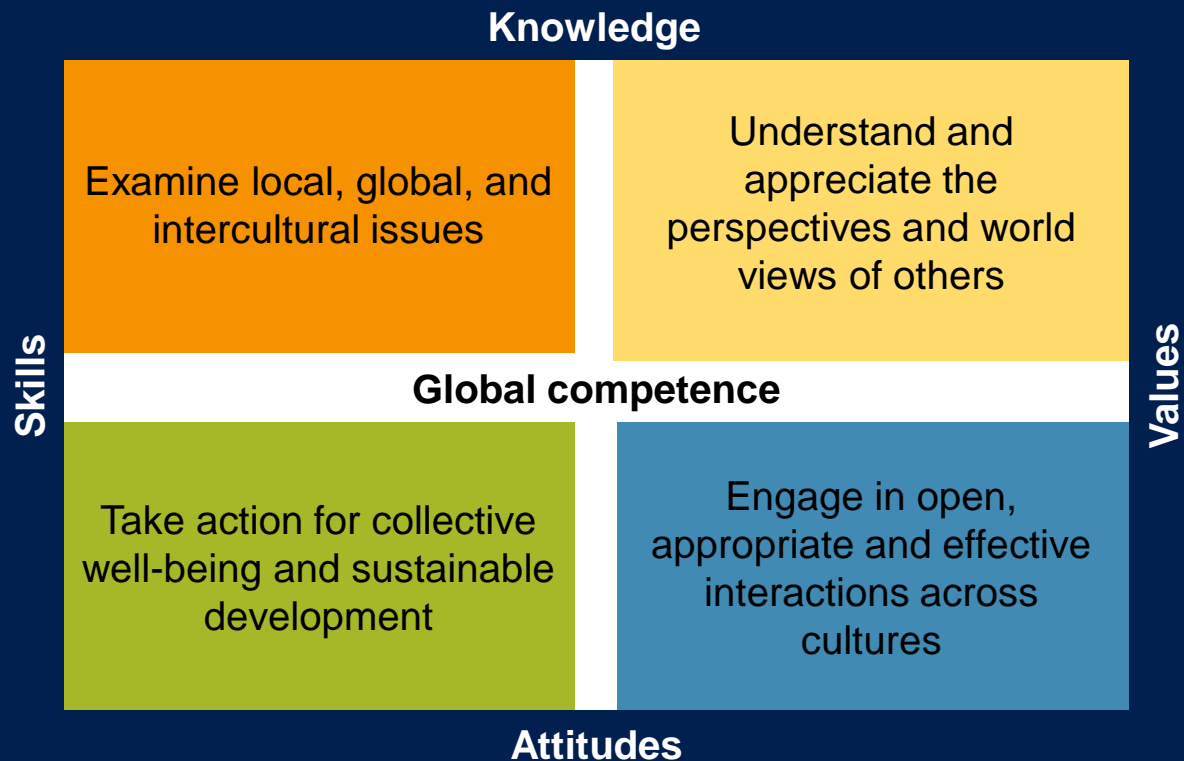
(Career Derailment Study, Ashridge 2019)

GLOBAL COMPETENCE

A blue-tinted photograph of three people in silhouette standing in a high-rise office with large windows overlooking a city skyline. The scene is viewed from an elevated position, looking out over a dense urban landscape with various buildings and structures under a cloudy sky. The interior of the office shows structural beams and a polished floor reflecting the light from the windows.

Developing soft skills to build better relationships in diverse contexts

DEVELOPING GLOBAL COMPETENCE



(OECD, 2018)

EF ENGLISH PROFICIENCY INDEX 2019



Proficiency Bands

● Very High

● High

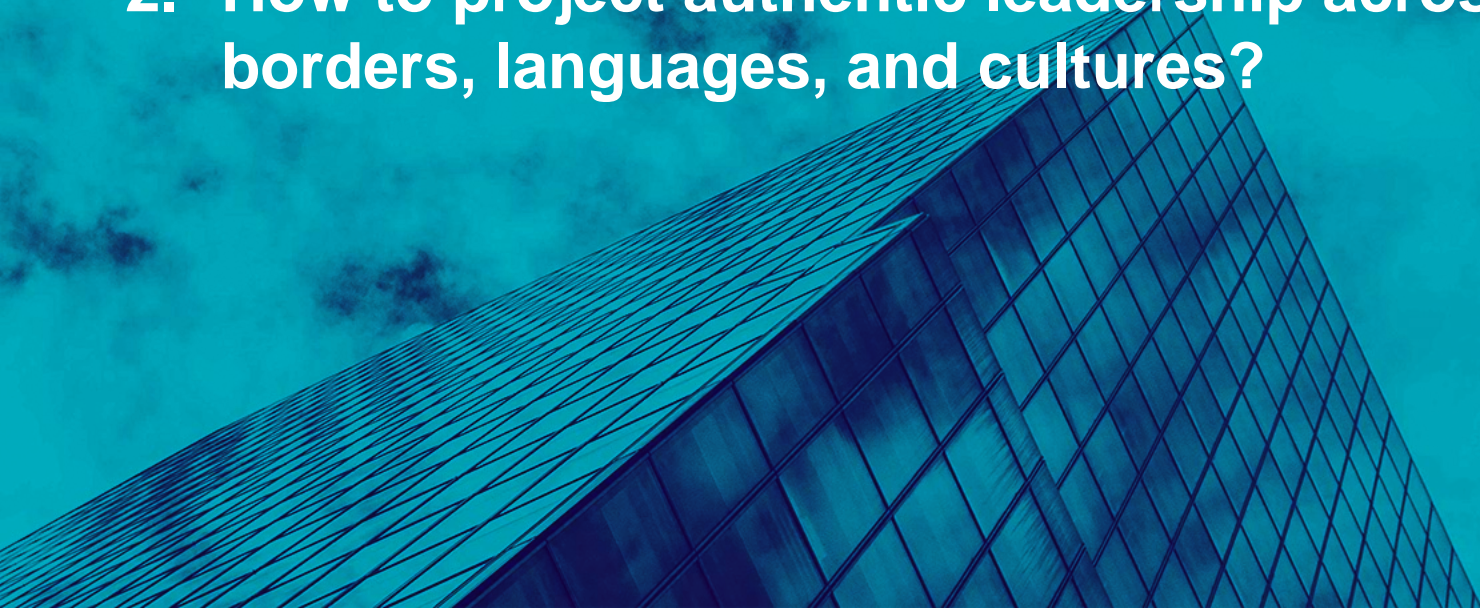
● Moderate

● Low

● Very Low

CONSIDERATIONS

1. How to support lifelong learning during change?
2. How to project authentic leadership across borders, languages, and cultures?





Swedish Swiss Chamber of Commerce

www.swecham.ch

