

Master the Work Life Shift

The future of work is already here.

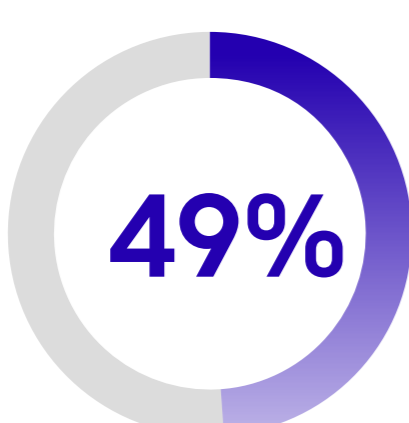
Globally, organizations are implementing new ways of working to meet employees' demands and help them make the Work Life Shift.

To nurture an engaged and productive workforce, organizations must support their employees in four ways.

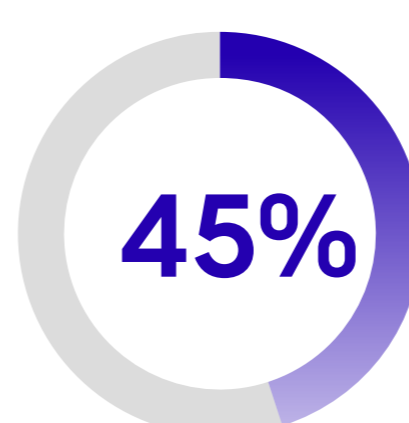


1 Enhance workforce agility

How are organizations boosting workforce agility?

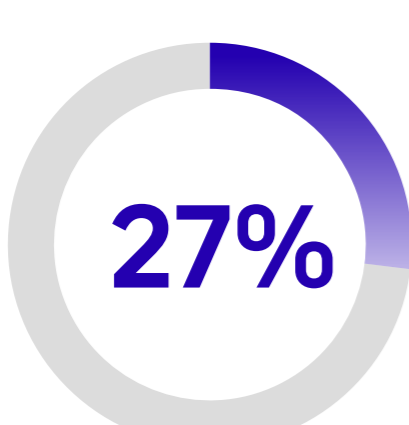


have adopted hybrid working

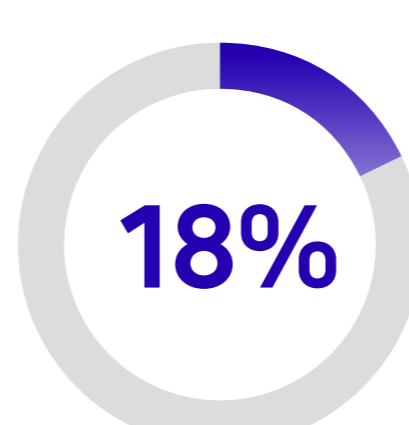


give employees the tools and data they need to make faster decisions

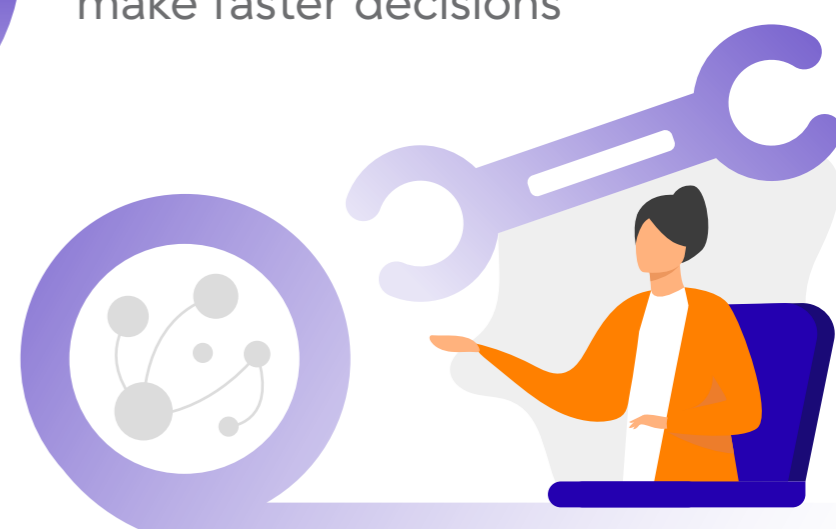
But very few are exploiting opportunities that could give them a wider set of skills



are using the gig workforce



are using the global talent pool



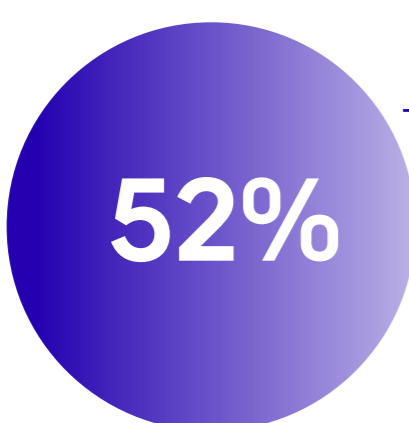
2 Tailor cybersecurity to employees' needs

58% agree

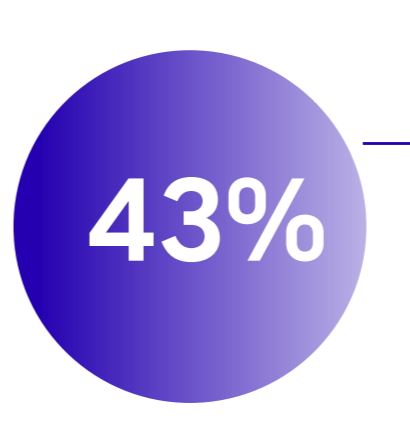
"My organization's cybersecurity approach is continuously updated to align with the needs of employees"



But in practice only:



communicate regularly about the importance of working safely online



provide ongoing cybersecurity training

3 Adopt automation – boldly

67% agree

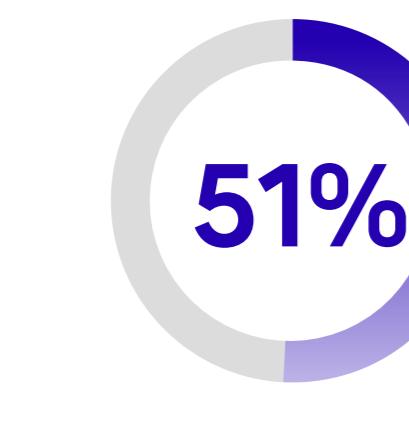
"Automation will be critical for facilitating new ways of working in a hybrid working environment"

58% agree

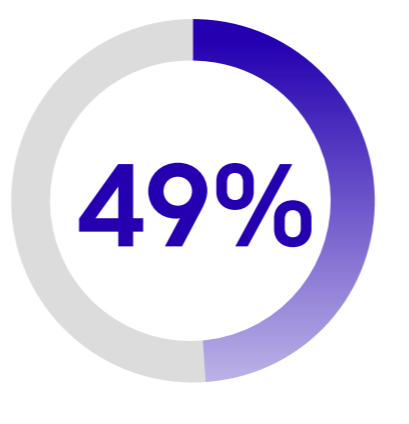
"Our employees are always consulted and involved in the development and implementation of automated processes/automation"



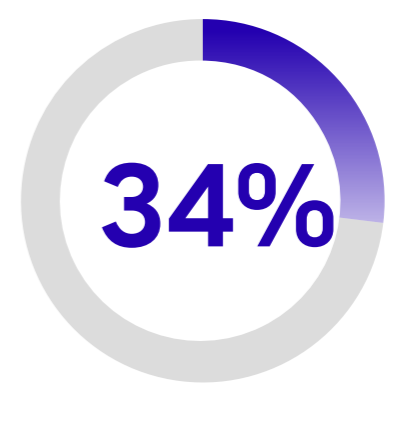
Some organizations are already exploiting automation



enable employees to do some tasks remotely



simplify and digitalize existing processes



enhance innovative thinking by automating repetitive tasks

4 Redefine responsible business

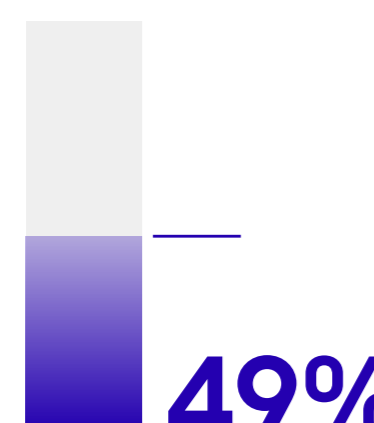
"Purpose is the one thing that is bringing together virtual teams." 58% agree

Joanna Molik, Senior Industry Digital Strategist, Worldwide Financial Services at Microsoft

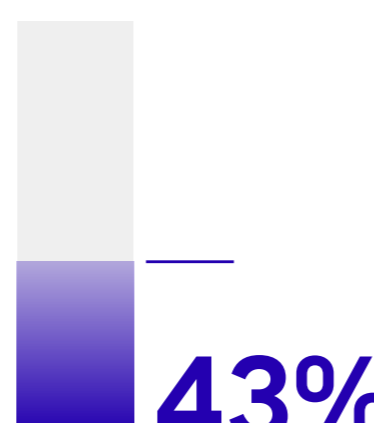
"My organization's cybersecurity approach is continuously updated to align with the needs of employees"



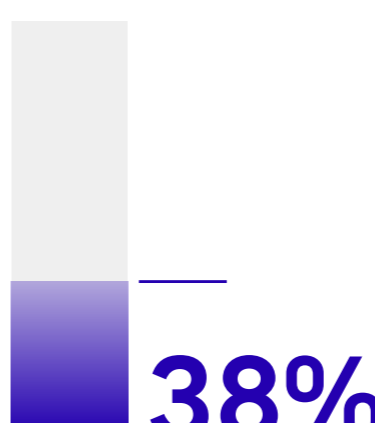
But not enough are matching their words with



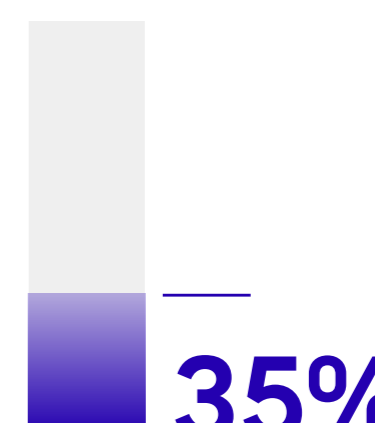
are contributing to the communities they serve



are actively trying to reduce their environmental impact



are trying to improve diversity and inclusion at work



are supporting women in their professional development