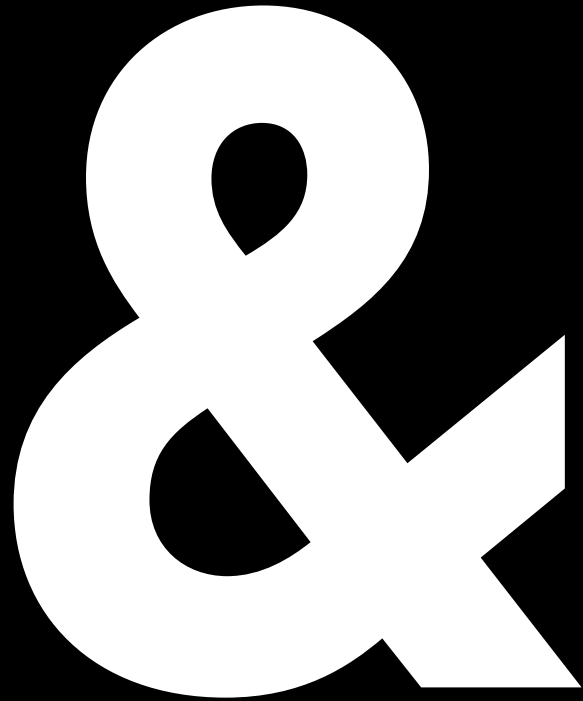


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Secrets to Leading the Workforce of the Future

The Leadership Institute Roundtable
May 16, 2019



What are the key trends driving workforce disruption?

78% of CEOs are concerned about the availability of key skills

37% of CEOs are worried about automation putting jobs at risk

60% think few people will have stable, long-term employment in the future



PwC's Workforce Goals

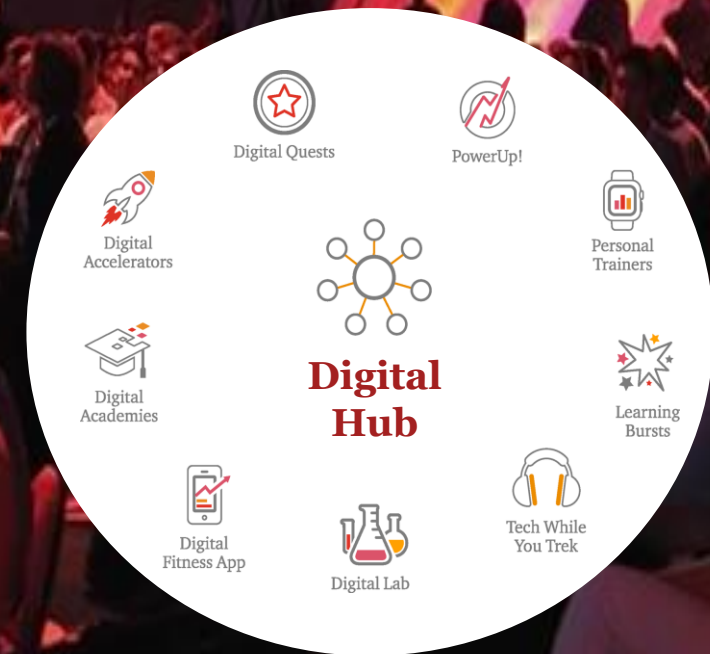
1. **Upskill** our employees to live Digital
2. Inspire **culture** of **employee ownership**
3. Create a **more productive workforce**
4. **Take hours out** of the business

Transformation Priorities

- Drive **emotional commitment, not just reluctant compliance**
- **Reward behaviors** we seek
- Gain Leadership engagement by giving challenging **business targets** that ensure commitment to transformation
- **Equip our people** to identify and solution their own problems
- Develop an **active, empowered community** to learn and apply digital skills

The Digital Environment

We set up an environment to **enable our people** with upskilling opportunities and a place to **apply their knowledge...**



... and created an atmosphere that encouraged “citizen-led” innovation and delivery of change, **empowering employees to constructively disrupt their work**

What do
employees
want?





Meaningful Work

- Fourth Industrial Revolution or Purpose Economy
- Fulfillment is the new standard
- RIG = Relationships, Impact, Growth

Effective Teaming

- Community – a second family
- Virtual and Digital
- A “real” virtual team = flexible and agile

Great Cultures

- 74% vs. 28% say culture is on leadership agenda (healthcare)
- 63% vs. 41% believe what they say about their culture reflects how people *really* act

How should leaders engage?

Cultivate emotional
commitment



Lead with
vulnerability

Empower others





What will you do differently tomorrow?

Outcomes:

- Pride
- Commitment
- Agility

Thank You



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