



Leading The Future of Work

Dr. Kelvin McCree

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Leading The Future of Work

The Pivot: *Leading The Future of Work*
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This book is dedicated to all of the amazing corporations, businesses, not for profits and churches who provided us the opportunity to serve you.

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Not only did you trust us to work with you and your staff, your written and verbal feedback, responses to surveys and Needs Assessments, became the impetus for this work we called, The Pivot: Leading The Future of Work.

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INTRODUCTION

Over the past 20 years, we have seen an explosion in technological innovation. From MP3's, Smartphones, Flash Drives, Skype, Google, and YouTube, there has been immense changes since the dawn of the new millennium. While all of these advances have been quite significant, my goal is to help people remain equally focused on the importance of human capital, specifically, how to handle and impact the future workforce.

Technology alone does not create transformation and business impact, but, emboldened with the right skills, technology, and solutions, your people are able to be an incredible force within your organization. Nearly “60% of U.S. workers are confident they can adapt to new technologies so get them in the game.”

Companies, businesses, and organizations of all sizes must possess the ability to integrate strategic and workforce planning in order to be properly positioned for the future. However, many organizations either lack the data or competencies necessary for them to quickly respond to outward change. If there is one lesson companies have learned from 2020, it is the significance of having an agile and flexible workforce that can respond quickly to changing circumstances. *The Pivot: Leading the Future of Work*, is intended to help you

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and your organization think more critically about the future workforce and provide you with a blueprint to leverage your people power.

It is time to rethink how, where, and why we all work. It is time to think differently about the potential of your people and what they need in order to be more productive and create value. It is time to Pivot and unlock the power of your people!

“Put people at the center
of the planning process.”

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TRENDS AND TRAJECTORIES

One of the most important undertakings a company, business, or organization can do is analyze data, trends, and trajectories which may impact its business model or workers. One way to do this is to ask your staff, “what are you worried about?” This is not simply an attempt at keeping your ear to the ground or reading the tea leaves, rather, it is an opportunity to gauge what people are thinking and compare it to available data.

What is impacting your workforce is not contained to what is happening within the four walls of your organization, rather, the people within your organization are impacted by what is happening in the world. Our work with approximately 125 companies has revealed that many of their stories are remarkably similar. We have found that there are five primary challenges all organizations face when it comes to agility:

- 1) Wealth and income equality are eroding the middle class.
- 2) Innovation and Disruption causing companies to move and adapt faster.
- 3) Age disparity-the workforce is getting older in some areas and younger in others.
- 4) The role polarization and divisions play on human relationships.

5) Less adherence to norms and fidelity to institutions.

This means that organizations must consider how they will address the income structures that will affect their workforce, disruptive forces including climate issues, managing people-to-people relationships, and build trust with a population who is losing an appreciation for institutions.

The prevailing questions are: How will organizations make sense of the influences of external factors and what workforce solution strategy should they be considering? It is important to double down on being agile and flexible. This could mean creating flexible projects so that talent is more fungible within the organization, or consider looking at alternative talent pools to meet specific demands. Also, recognize that because of the aforementioned trends and disruption, talent will be highly mobile. Therefore, organizations must have a sustainable workforce plan to bring on new talent and establish continuous capacity, with the ability to respond rapidly to potential departures.

The bridge between the two dynamics of external forces and agility, is how will companies actually plan? Historically, plans were done departmentally but companies who well with creating an agile workforce, all have an integrated approach to workforce planning. The

The Pivot: Leading the Future Work is intended to help you, and your organization, think more critically about the future workforce, and provide you a blue print for how to leverage your people power.

It's time to rethink how, where, and why we all work. It's time to think differently about the potential of your people, and what they need to be more productive, and create more value. Eric Hoffer sums it up best, "In times of change, the learners will inherit the earth, while the learned will live in a world that no longer exists."

You Will Learn Among Other Important Lessons:

- What The Future of Work Will Look Like?
- How to Increase Yours', and Your Team Members Understanding Of Emotional Intelligence (EQ)
- Strategies to Leading A Multi-Generational Workforce.
- The Importance of Knowing Where You, and Your Team are on the Change Curve.
- Strategies for Cultivating Agile Thinking Skills Most Critical for Leading Change.
- The Impact Diversity, Equity & Inclusion (DE&I) will Have on the Future of Work.



DR. KELVIN McCREE is a globally recognized thought leader, 6x author, international speaker on change management, mental agility, and cultivating an agile workforce. His work is focused on helping teams to thrive in the midst of disruption.

Dr. McCree is a well sought after speaker, and has shared the speaking stage with world class speakers, Les Brown, Simon T. Bailey, and Dr. Keith Johnson.

Dr. McCree holds a Masters of Executive Leadership, and a Doctorate in Strategic Leadership, Certifications in Diversity, Equity & Inclusion, as well as multiple Advanced Executive Coaching Certifications recognized by the International Coaching Federation.

He can be seen weekdays on his TV Show, *The Pivot*, seen on Roku, Amazon and Apple TV.

He is married to Evette, his wife of 22 years and they share two beautiful children, Jonathan and LaRhonda. They both enjoy traveling, creating cultural dishes, and binge watching *Queen of The South*.

