

## **10 GENERAL DIGITAL WORKPLACE TRENDS**

1. **Redesigning the Enterprise:** Leading organizations, or those leading the digital charge, have already moved past the digital workplace design phase and are now actively building digital workplaces.
2. **Real Time, All the Time: Companies** need to create a culture of continuous learning, offering readily available classes over a range of mobile platforms to keep employees up to speed.
3. **Talent Transition:** Companies need to create a culture of continuous learning, offering readily available classes over a range of mobile platforms to keep employees up to speed.
4. **Employee Culture:** Digital enterprises will expand their focus on employee engagement and integrate a new focus on creating employee experiences that incorporates a new range of feedback and self-service tools.
5. **Work Technologies:** Human resources will be one of the key players in digitizing workplaces and will play a role in delivering the technologies that change the way people work.
6. **Performance Management:** Companies that have undergone digital transformation processes will have to reassess their entire management programs from goal setting and evaluation to incentives and rewards, and aligning all with business strategy.
7. **Disrupted Leadership:** Digital organizations need new kinds of leaders who are, according to the research, younger, more agile and "digital-ready.
8. **Digital Human Resources:** Human resource managers will be forced to take a more significant role in digital organizations and will be key in ensuring the organization is committed to a digital transformation rather than just "doing digital.
9. **People Analytics:** Analytics will continue to move into the area of business operations with new real-time analytics used to assess what is happening in the workplace.
10. **The Future of Work:** Digital organizations will be forced to experiment with new cognitive tools and rethink the role of people as more and more work becomes automated.