

# 8 trends for the future world of work

Drawing on research, interviews and surveys outlined in recent *Safe Actions for Employee Returns (SAFER)* reports plus Campbell Institute™ benchmarking, collaboration with government entities, think tanks, and non-profits, and more, the National Safety Council has identified eight emerging trends for the Future World of Work.



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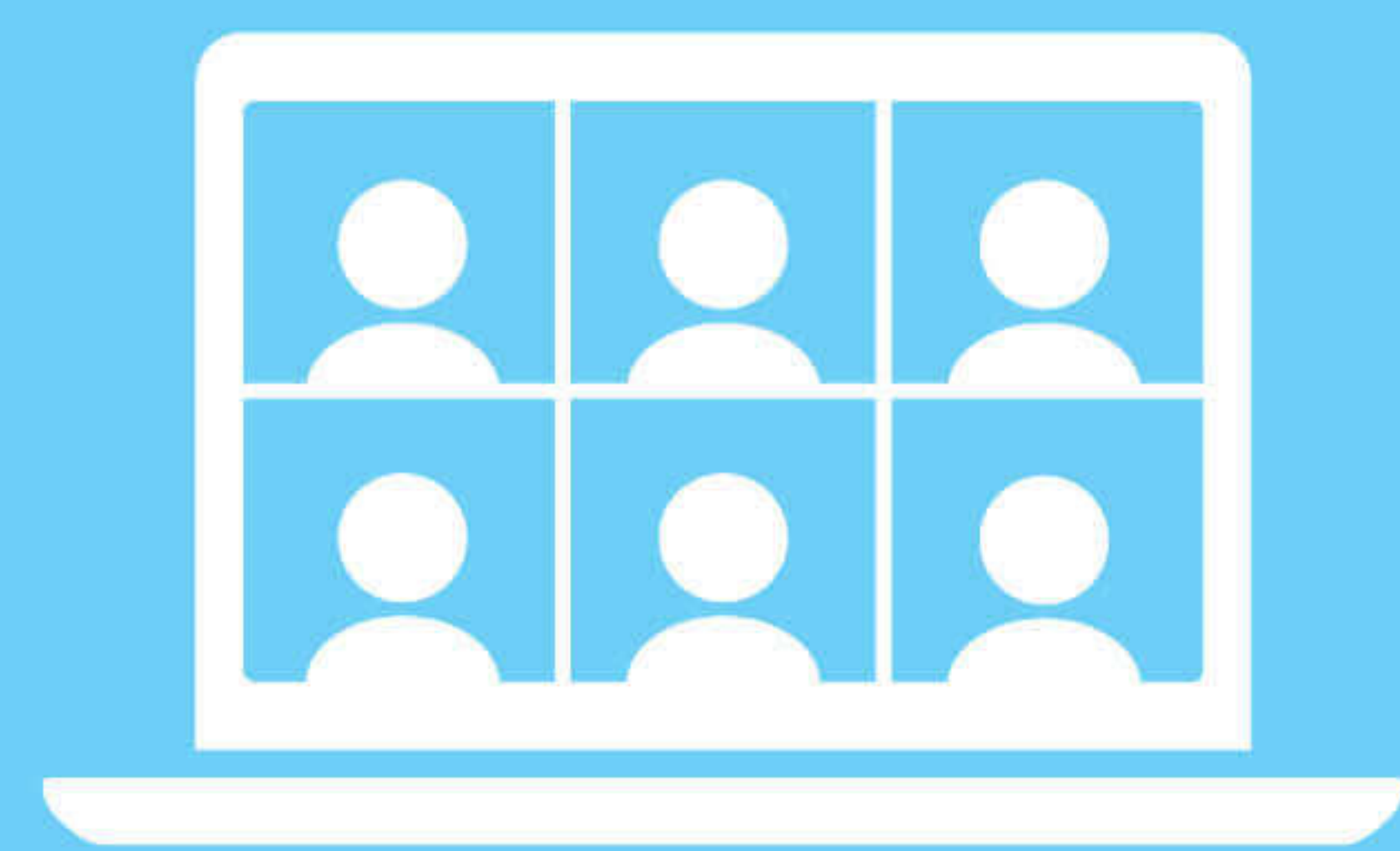


## Lean, Distributed, Asynchronous Work Teams

The future work team is multi-disciplinary and ready to tackle a wide variety of problems. In the next phase, the “who” will do the work is less likely of a question than the “how.” Our global talent pool is ready, and we need to ensure our work processes are too.

## New Skills & Modes of Leadership

Hybrid workforces split between in-person and remote require new skills to manage effectively. Leaders will need to be even more collaborative and transparent than ever before. This, alongside Millennials entering senior roles, means the leader of the future is more likely to be “unlikely.”



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## Reduced Footprints & Enhanced Sustainability

One silver lining of the pandemic has been the drastic reduction in carbon footprint as work has shifted. Additionally, organizational resiliency has been tested, and organizations who emerge on the other side will be champions of a holistic viewpoint on what it means to be “sustainable.”

## Dramatically Increased Transparency

Constant communication, cultural surveys, alongside the warts-and-all working environments, have changed our calibration for transparency. Moreover, a focus on social justice and diversity, equity, and inclusion have put employers front and center on issues on which they’ve not previously engaged. When “silence is deafening,” we will be compelled to continue to speak up.



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## Safety & Health Embedded at Core

While the National Safety Council has long held that safety and productivity are complementary, not conflicting, the value of safety as a core business driver has now been shown across even traditionally low-risk industries. Organizations of the future can and will succeed by leading with safety and health for their workforce and their customers.

## “Whole Person” Valuation

Prior to COVID-19, many organizations had only started addressing mental health and wellbeing. But where once organizations looked at simplistic programs and outcome measures directly tied to productivity (e.g. presenteeism), the new normal will require – and reward – those employers who value the “whole person” from all aspects.



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## Technology as a Mandate

“Early adopters” of technology saw a boon during the pandemic as they were able to more quickly shift to new modes of working, leveraging tools and platforms for both safety and productivity. When the next black swan event arrives, no one will want to be “behind the curve.”

## Thriving Internal & External Partnerships

Shifts in work patterns and priorities have opened new doors and created an egoless mindset – when a problem is this big, it doesn’t matter who gets the work done. Radical collaboration both inside and outside the organization of the future will be the norm.



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