

# The Workplace Revolution

Nations, state governments and organisations are increasingly looking towards innovation and technology as two of the most prospective levers to drive productivity, relevance and competitiveness.

## Factors Increasing Appetite for Change

Three major factors are fueling interest and investment in new ways of working and digital collaboration specifically:



Challenging economic conditions are driving organisations to innovation and collaboration



Generational change is creating higher, and often unmet expectations



The pace of digital disruption is creating a premium on organisational agility

## Factor #1: The Australian Economy is Experiencing Immense Disruption

Globalisation is changing labor-intensive industries and urbanisation is changing infrastructure requirements. Digitisation is creating opportunities at an industry, institution and firm level.

This disruption is being experienced at the organisation level, and increased collaboration is one of the most effective responses available.

Organisations have harvested most of the low hanging fruit from scalable efficiency and automation. Governments, enterprise and institutions are recognising that they can't save their way to success.

Research from Deloitte and Google has shown that when Australians collaborate they are able to complete work **15%** faster, and **60%** of employees feel it makes them more innovative.

### Workplaces Are Being Oriented Towards Innovation

Digital collaboration technologies play three potential roles in relation to innovation:



Accessing new sources of knowledge and diverse views that can unlock new value.



Creating an effective mechanism for multi-disciplinary teams to engage in co-design processes.



Bringing organisations closer to citizens and customers by allowing more authentic co-design of services and products.

## Factor #2: The Impact of the Millennial Cohort

By 2025 almost 75% of the workforce will be 'millennial.' The first generation of digital natives are starting to advance in the workforce, bringing different expectations about what the workplace needs to deliver to them, not just the employer.



Generational change is eroding the boundary between work and social.



Lines between the physical and virtual are also blurring, creating challenges for organisations



The expectations of workers are changing rapidly. They expect to work seamlessly, collaborate virtually and work from anywhere on any device.

**80%**

of people would be more likely to stay longer with an existing employer if offered the flexibility of working remotely or from home.

**86%**

of people expressed the potential for increased longevity in their current role should teleworking be made available to them.

**52%**

of men and 51% of women are prepared to forgo a percentage of their pay in exchange for greater flexibility in their working arrangements.

## Factor #3: Focus on Creating Organisational Agility

Organisational agility is a major factor in dealing with digital disruption. Three core capabilities were identified for agile organisations:



Hyper-awareness



Informed decision making



Fast execution

## Conclusion

Three critical imperatives exist for those determined to start the process of building collaboration and innovation into their DNA:



A renewed sense of urgency



Addressing broader workforce capability and getting the human elements of change right



Treating digital infrastructure as a strategic asset

## Learn More

Learn more about the key findings in the full report.

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