Factors Increasing Appetite for Change

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

1. Challenging economic conditions are driving organisations to innovation and collaboration.
2. Generational change is creating higher, and often unmet expectations.
3. The pace of digital disruption is creating a premium on organisational agility.

Factoring in changes below is important for organisations to be able to:

- Access new sources of knowledge and diverse views that can unlock new value.
- Create an effective mechanism for multi-disciplinary teams to engage in co-design processes.
- Bring organisations closer to citizens and customers by allowing more authentic co-design of services and products.

Globetrotting is changing traditional 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.

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 80% of employees feel it makes them more innovative.

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.

Workplaces Are Being Oriented Towards Innovation

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- 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.

- 80% of people would be more likely to stay 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. cisco.com/go/education