



# the role of the finance dept in the future of work

steve shepherd, employment market analyst  
randstad

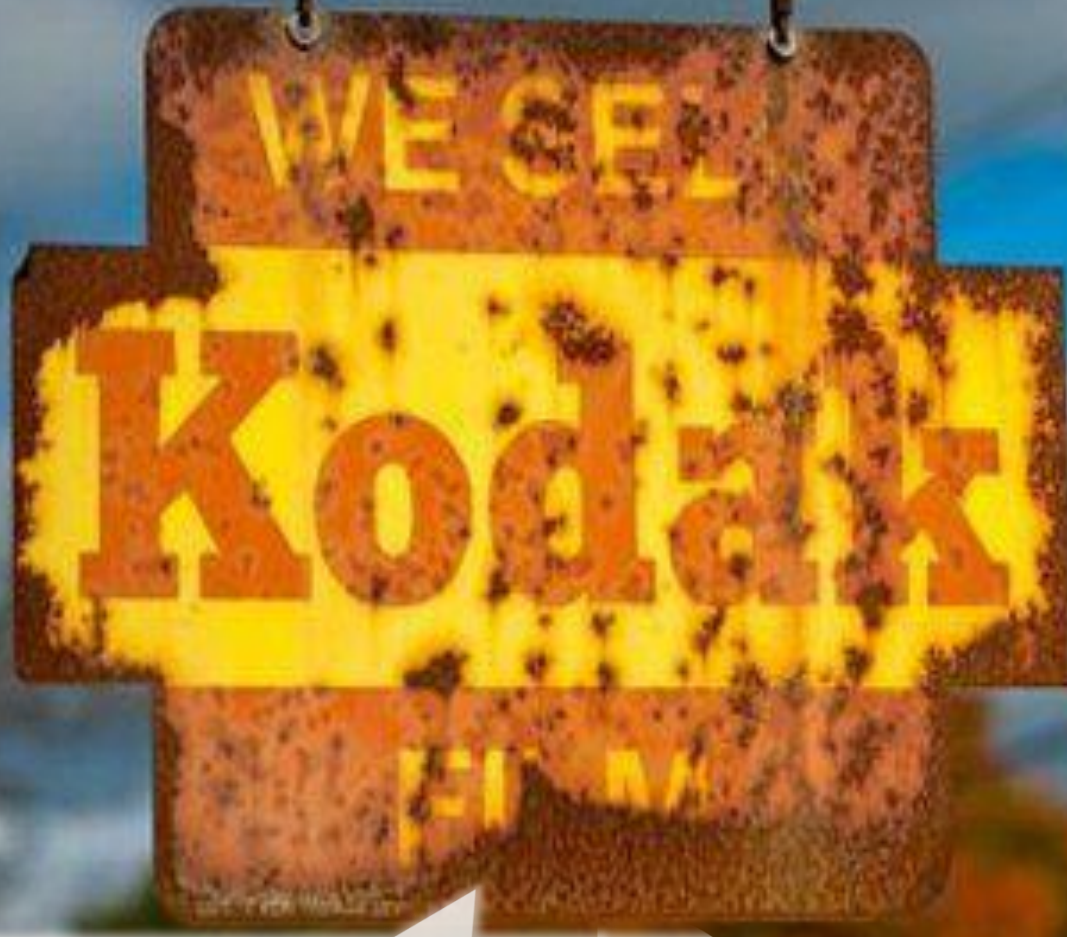


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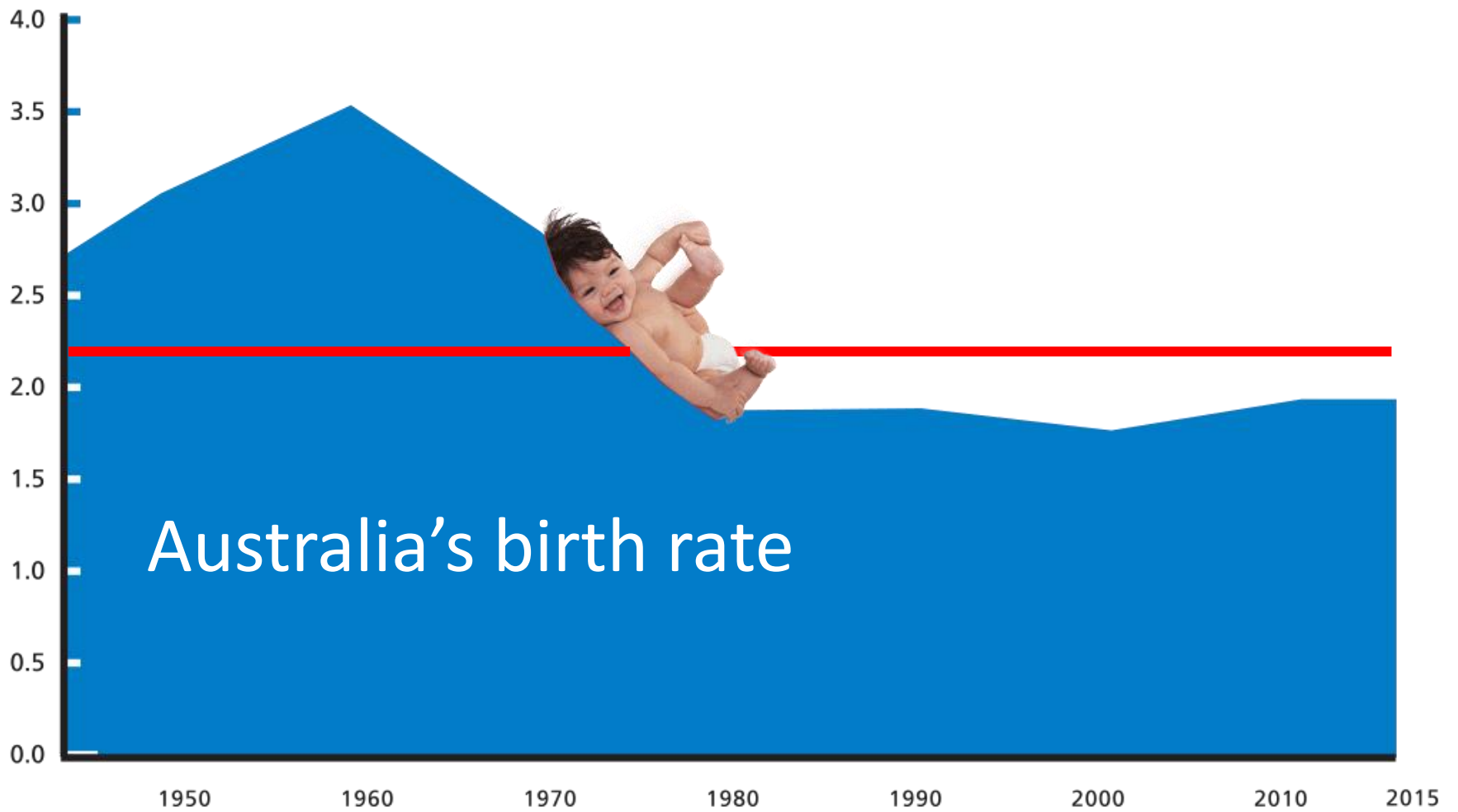
**“about a third of fortune 500 executives are running the next Kodak, they just don’t know it yet...”**

Michael Hinshaw Co-Author “Smart Customers, Stupid Companies.”



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Australia's Economy Expands at Slower Pace in Second Quarter

**WHY IS IT CHEAPER TO START A BUSINESS IN HONG KONG THAN GERMANY?**

**Singapore's Exports Recovery Limited by Worker Shortage: Economy**

By Sharon Chen | Jan 13, 2014 12:34 PM ET | 4 Comments | Email | Print

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**Japanese firms near crisis point as labour shortage deepens**

**AFR** Monday 4th January 2015 www.afr.com

**Labour shortage**

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**Building boom brings skills problem**

Updated at 2:03 pm on 30 July 2015

Mohamed Hassan - mohamed.hassan@radiornz.co.nz

Builders are concerned about a shortage of skilled tradespeople ahead of a forecast un

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**Labor shortage looms in eastern China**

(Xinhua)

Updated: 2014-02-21 16:56

**“demand will top supply in only five years”**

Boston Consulting Group.



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**“even the highest paid occupations in the economy such as financial managers ....have a significant amount of activity that can be automated”**

**McKinsey & Company – Four fundamentals of workplace automation .**



3.35

6.35

1921

2453

825

814

4.25%

5.36%

8.35%

1.20%

9.33%

0.35%

4.25%

375.89

248.36

896.33

896.33

28280

25636

375.89

278

858

458

354

76

2

2

2





**36%** of Australians plan to leave their job in the next 12 months

**Top 3** reasons why people will leave:

1. Flexible job options
2. Competitive salary & remuneration
3. Training & development opportunities

**51%** rate investment by their employer in developing their skills as average or poor

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*“The chance to take control of their career, what they do and when is what 29% of people from around the world most want from a job”*

*“50% of participants in China believe people will have their own brands and sell their skills to those who most need them”*

*“How to cater for flexibility with the right amount of trust and technical support ... will be the single biggest impact on the way we work over the next ten years”*

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GÉNÉRATION

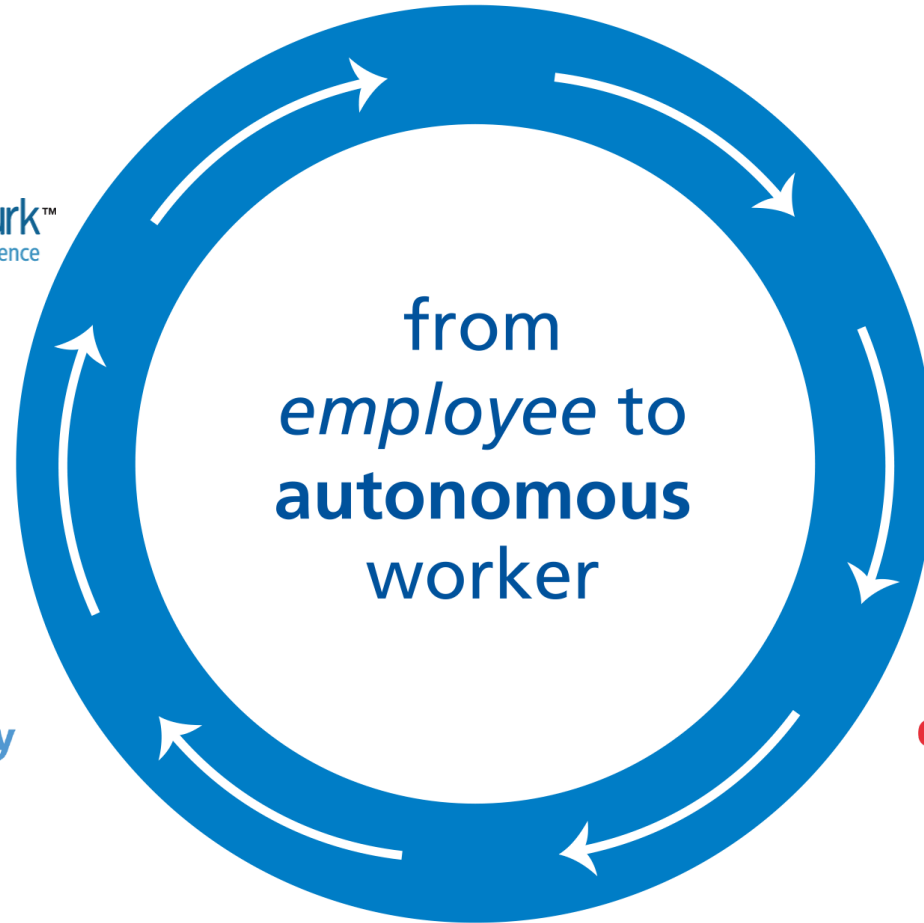








Zaarly



from  
*employee* to  
**autonomous**  
worker

“Cultivating communities of workers will become one of the key disciplines of 21st-century business”

Thomas Malone in  
*The Age of Hyperspecialisation*  
(Harvard Business Review 2011)







*“The ability to staff, manage and lead increasingly automated organisations will become an important competitive differentiator”*

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Source: McKinsey & Company. Four fundamentals of workplace automation.



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