



WORKPLACE OF THE FUTURE PEOPLE, TECHNOLOGY, + STRENGTHS

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Please visit
www.tandemspring.com/BoothER



WHO IS THIS GUY?



- 🎯 Chief Maverick
- 🎯 Your classic nerd: mathlete, classical pianist, hacker
- 🎯 14 companies founded, co-founded, or early employee
- 🎯 Booth ⇒ Venture (briefly) ⇒ Interim Executive ⇒ Coach
- 🎯 Founded TandemSpring in 2010 to help entrepreneurs
- 🎯 Coach to leading entrepreneurs & corporate innovators to break all the rules and create better ones

FUTURECASTING RARELY GOES WELL



**“I think there is a world market
for about five computers.”**

Thomas Watson
President of IBM
1943

FUTURECASTING RARELY GOES WELL



“Video won’t be able to hold onto any market after the first six months. People will soon get tired of staring at a plywood box every night.”

Darryl Zanuck
Studio Head 20th Century Fox
1946

FUTURECASTING RARELY GOES WELL



“The coming of the wireless era will make war impossible, because it will make war ridiculous.”

Guglielmo Marconi
Inventor of the Radio & Nobel Prize Winner
1912

FUTURECASTING RARELY GOES WELL



**“Two years from now,
spam will be solved.”**

Bill Gates
Do you really not know who he is?!
2004

VISIONS OF THE FUTURE

Utopian

Dystopian

Tech



People



THE FUTURE IS TECH AND PEOPLE

Left brain

I am the left brain.
I am a scientist. A mathematician.
I love the familiar. I categorize. I am accurate. Linear.
Analytical. Strategic. I am practical.
Always in control. A master of words and language.
Realistic. I calculate equations and play with numbers.
I am order. I am logic.
I know exactly who I am.

Right brain

I am the right brain.
I am creativity. A free spirit. I am passion.
Yearning. Sensuality. I am the sound of roaring laughter.
I am taste. The feeling of sand beneath bare feet.
I am movement. Vivid colors.
I am the urge to paint on an empty canvas.
I am boundless imagination. Art. Poetry. I sense. I feel.
I am everything I wanted to be.





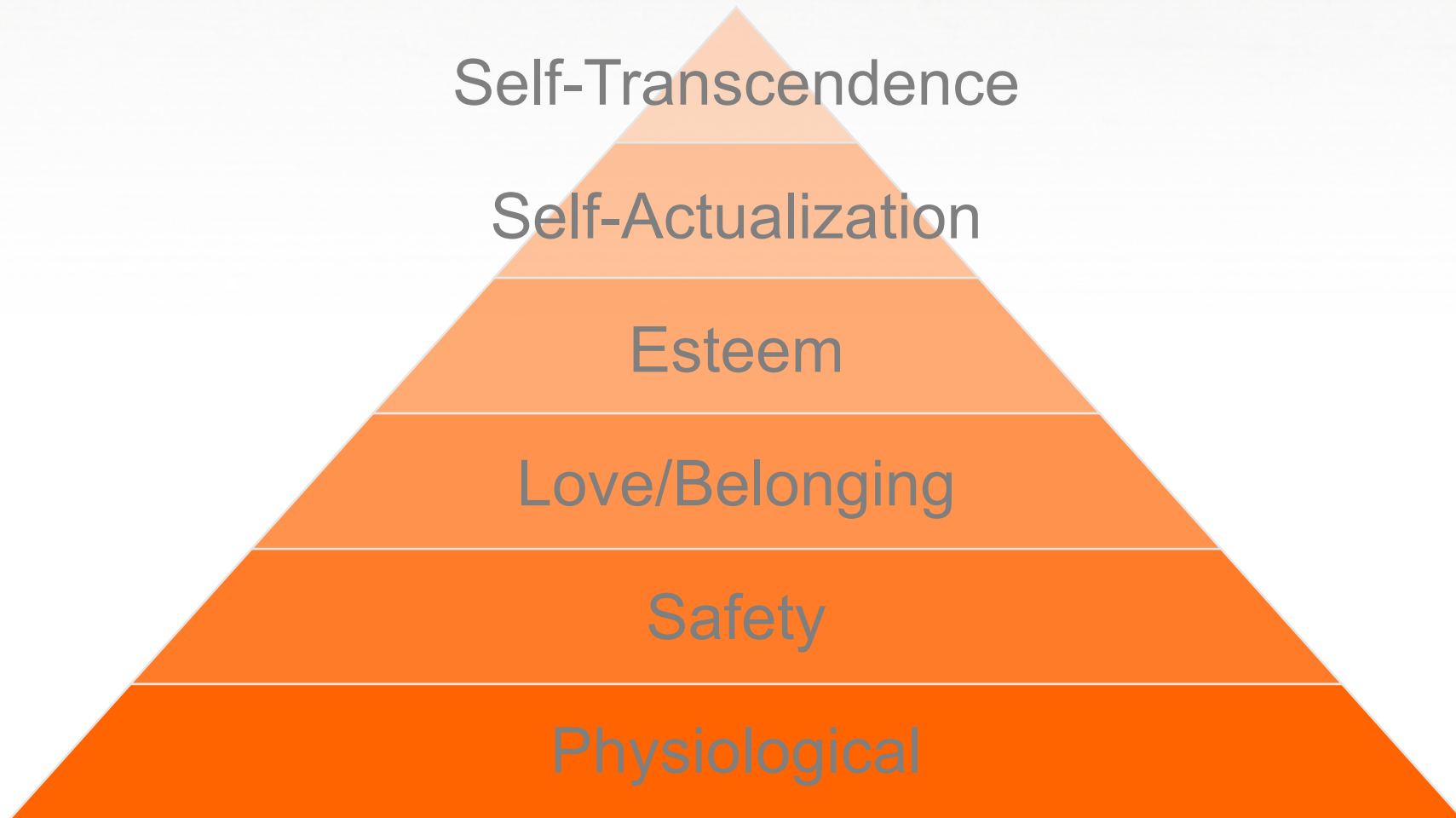
- History of Change
- Left Brain:
Tech & Business
- Right Brain:
People & Management
- What Comes Next?
- What You Can Do Today

**"NECESSITY IS THE
MOTHER OF INVENTION"**

Plato, The Republic

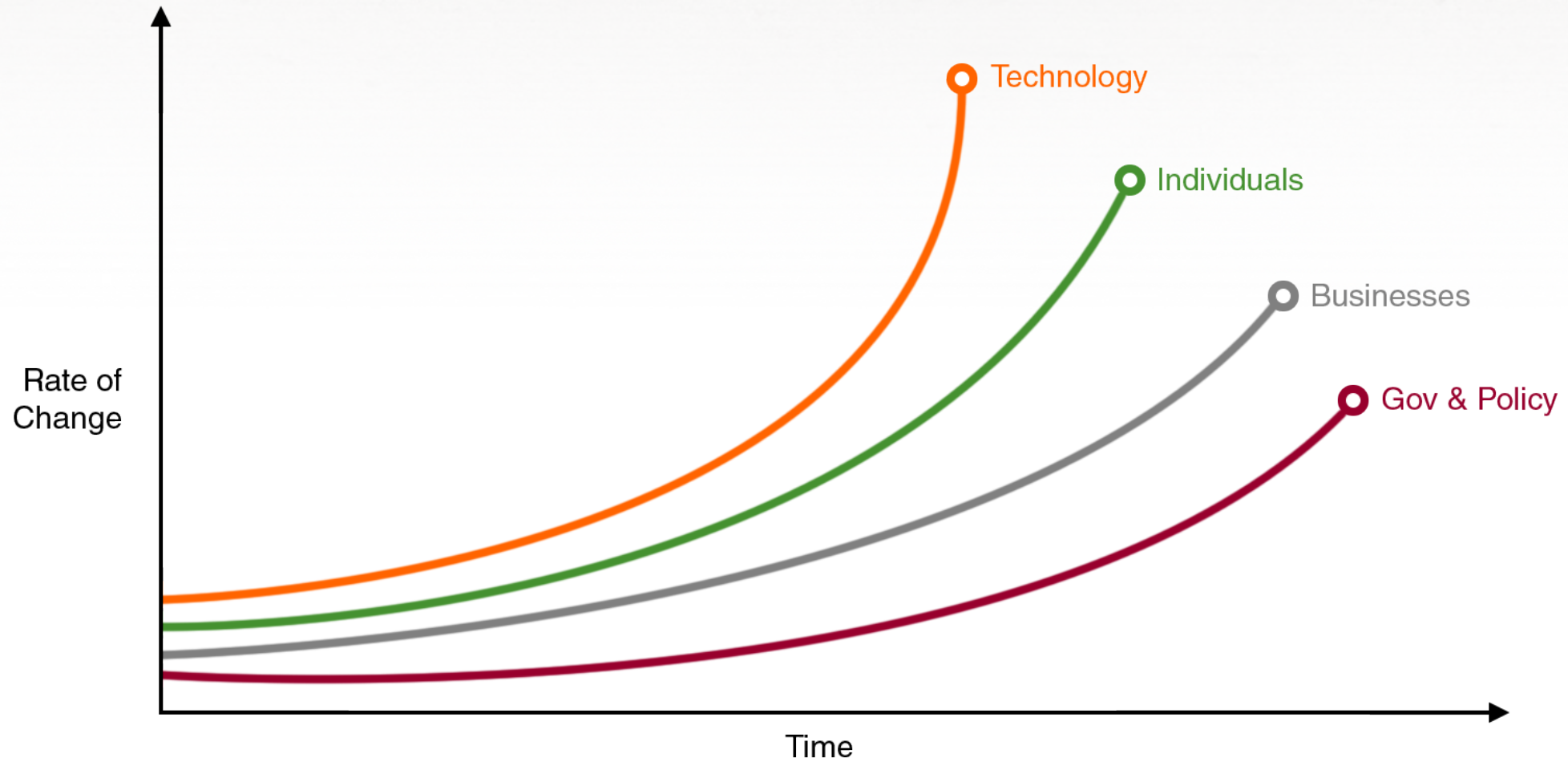


NEEDS, AND OUR CHANGING NEEDS



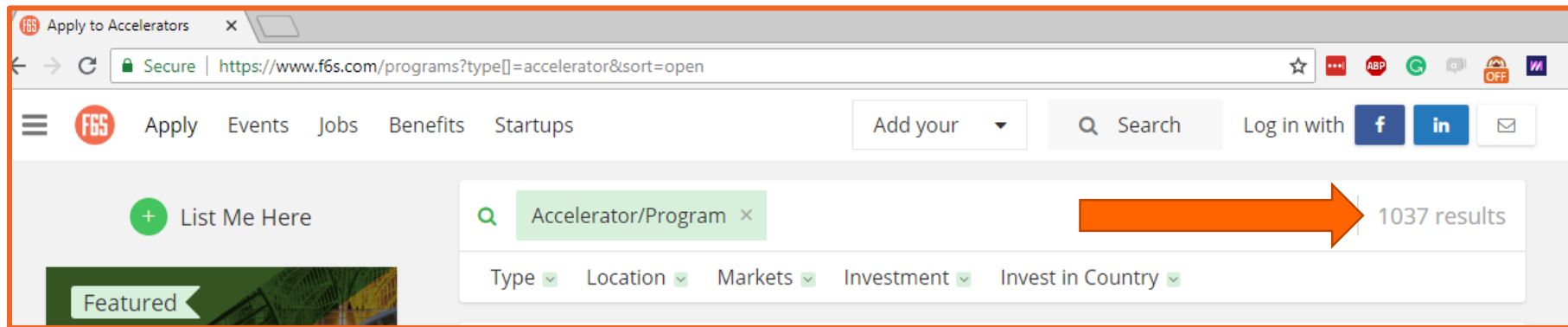
Distribution	Feminine	Strengths
Acquisition	Masculine	Deficits

IMPLEMENTATION OF CHANGE VARIES



LOWER BARRIERS = INCREASED RAPIDITY

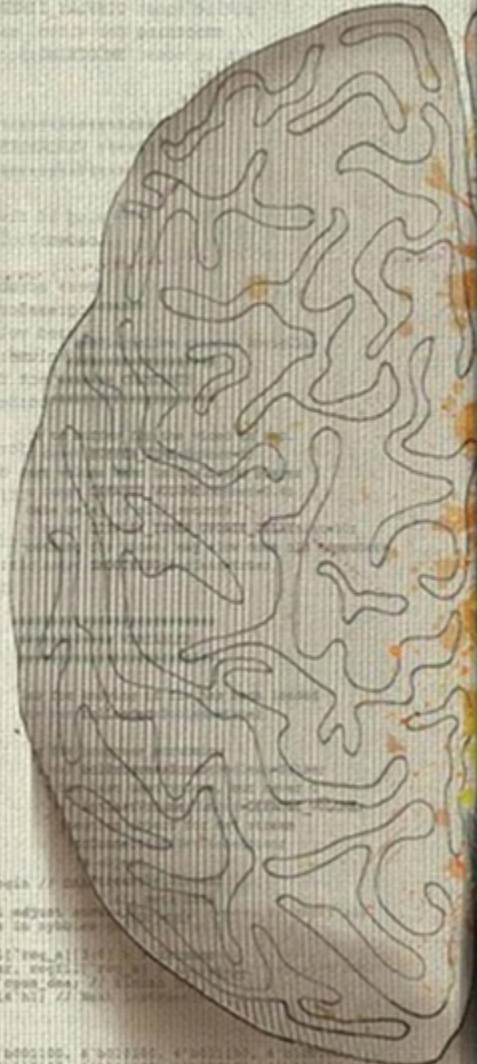
- 🎯 New business barriers to entry are ever-decreasing
- 🎯 Thus, new potential disruptions are ever more likely
- 🎯 The 1st accelerator was Y Combinator in 2005
- 🎯 There are now over 1,000 of them!



THE TECH

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**"WE LIVE IN A SOCIETY EXQUISITELY
DEPENDENT ON SCIENCE AND TECHNOLOGY,
IN WHICH HARDLY ANYONE KNOWS ANYTHING
ABOUT SCIENCE AND TECHNOLOGY."**

Carl Sagan



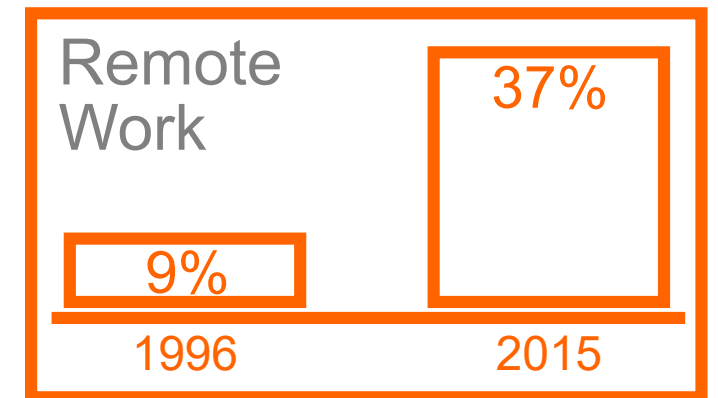
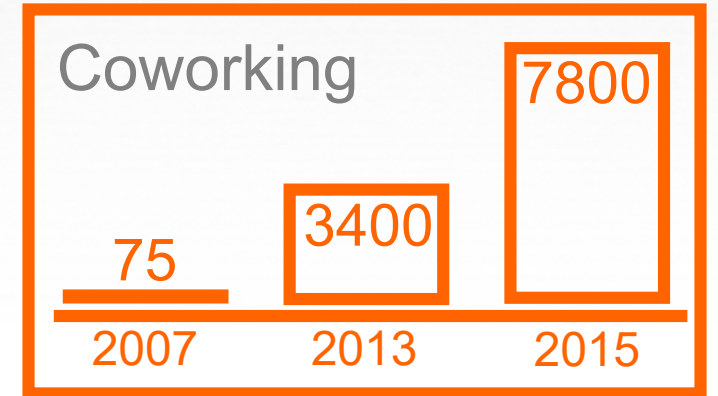
THE LEFT-BRAIN FUTURE (TECH + BUSINESS) IS LARGELY KNOWN

Remote Work & Asynchronous Productivity

 Technology allows for shifting work across

 Distance

 Time



THE LEFT-BRAIN FUTURE (TECH + BUSINESS) IS LARGELY KNOWN

📦 Gig Economy & Hybrid Workforces

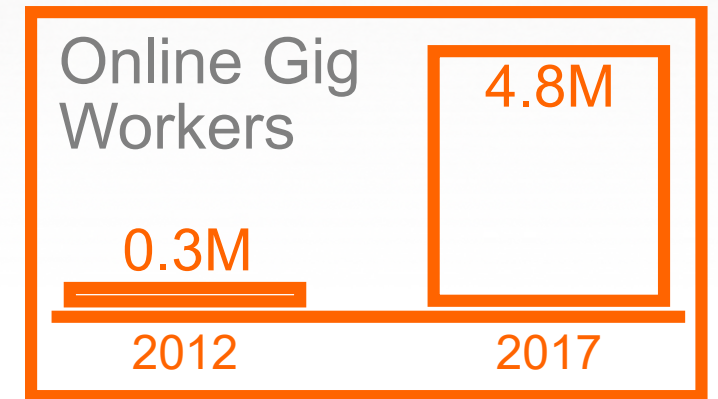
- 📦 How we get our jobs
- 📦 Who/what we work with
- 📦 The effects of AI & ML

📦 By 2030 automation will displace 400M jobs

- 📦 Total work hours: 15% globally, 23% in the US

📦 PwC forecasts that manufacturers will see:

- 📦 35% increase in new jobs for engineers in robotics & advanced systems
- 📦 28% decrease traditional manufacturing workers



THE LEFT-BRAIN FUTURE (TECH + BUSINESS) IS LARGELY KNOWN

Physical v Digital Economies

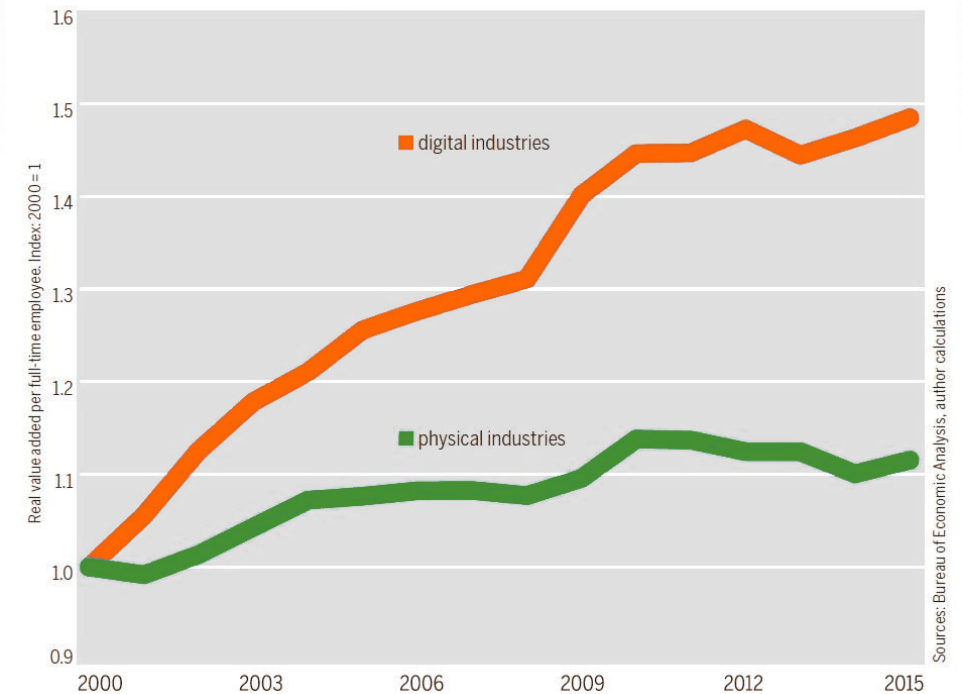
Classic examples

- Uber owns no cars
- AirBnB owns no real estate
- Facebook creates no content

Rise of IoT

Time & space less relevant

Productivity Growth



THE PEOPLE

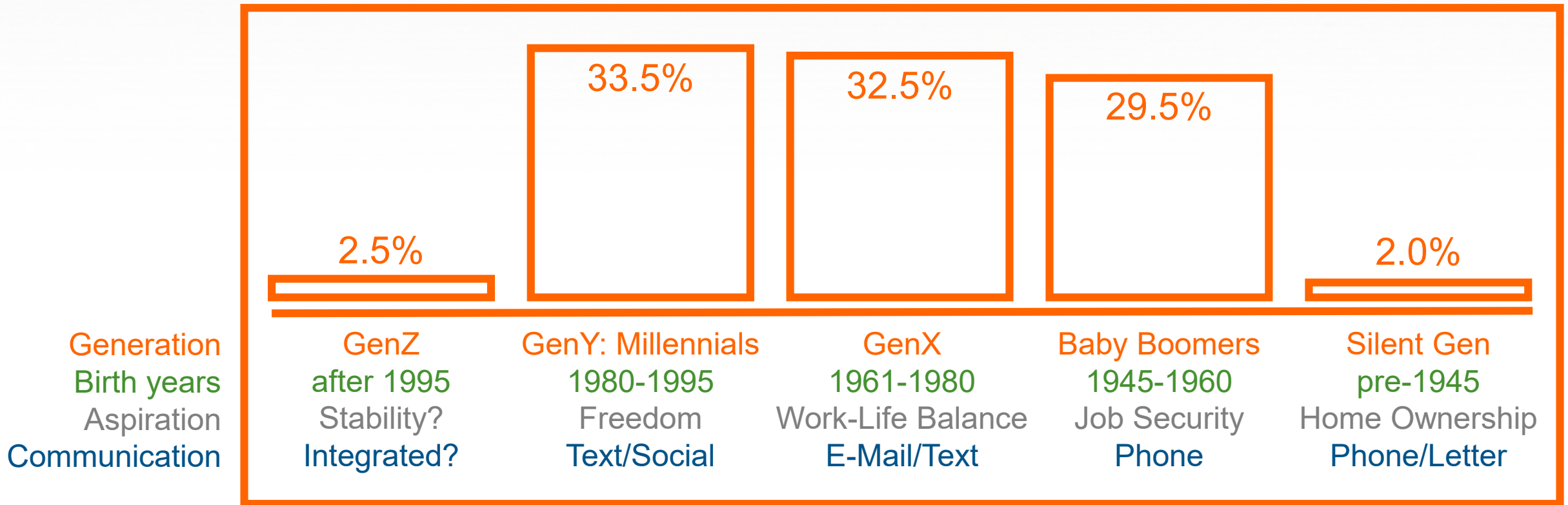


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CURRENT PEOPLE LANDSCAPE

First time in history 5 generations coexist in the workforce



THE RISE OF THOSE PESKY MILLENNIALS

- 🎮 Already over 33% of workforce. Oldest are 38 years old.
- 🎮 Raised with tech/internet
 - 🎮 They've seen it all and are easily unimpressed (different from GenX)
- 🎮 78% choose to spend on desirable EXPERIENCES over THINGS that are desirable
- 🎮 First generation to work “with” not “for” employers
- 🎮 And, like just about every generation before them, they are accused of having been overly coddled and are now “weak”

THE CODDLED MILLENNIAL



- Participation Trophies: Yes, they're real. But, what do they mean?
- 40% believe they should be promoted every 2 years, *regardless of performance*
- Highest likelihood of having unmet expectations with respect to their careers and lowest levels of satisfaction with their careers for their stage
- Narcissistic personality disorder is nearly three times higher in Millennials than Baby Boomers

WHAT MILLENNIALS REALLY WANT

- Entitled vs. Afraid. More skeptical, but also more loyal
- Despite receiving the least vacation, most likely to forfeit it
 - 34% worked every day on vacation
 - most likely generation to feel “shame” for taking time off
- 30% say boss is the most powerful influencer over their time
 - More than any other generation, more than family (20%)
- They still want those meaningful experiences
 - Death of expertise. How > What.
- And, like anyone, they just don't want to be afraid anymore

SO, WHAT'S NEXT?



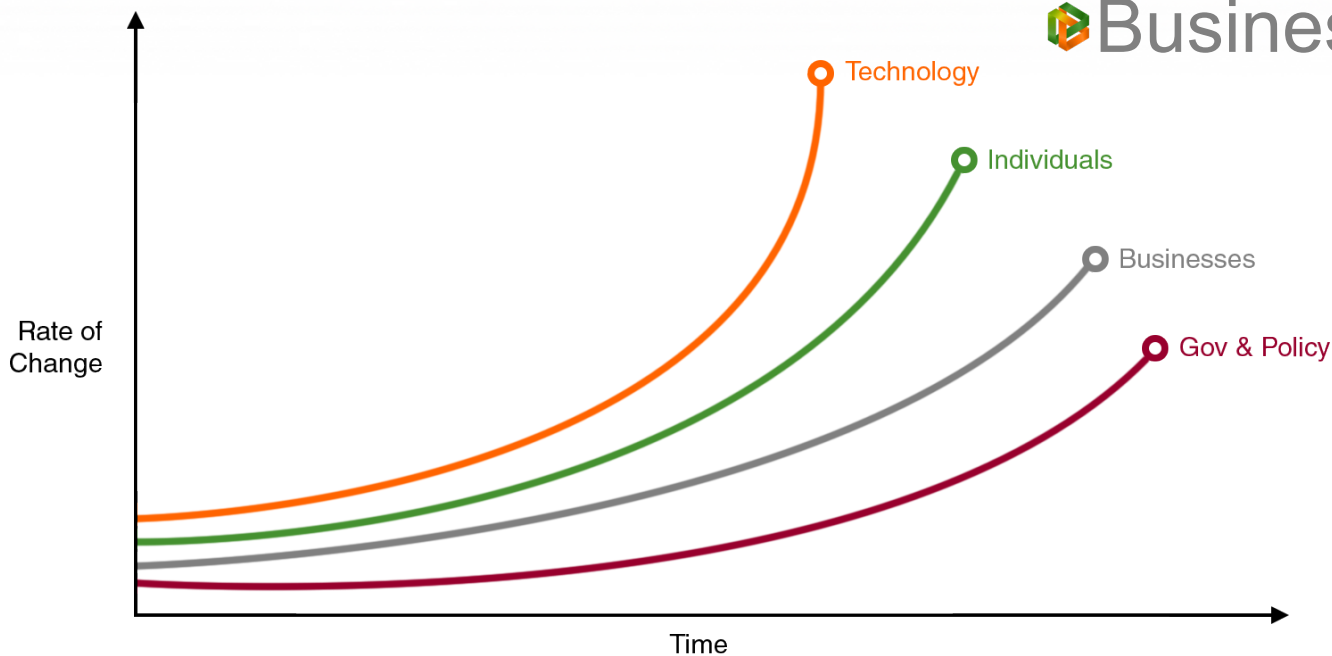
THE FUTURE IS HERE

Technology: we kind of already know, it is the leading indicator

Individual: we are going through it now

Businesses: are just starting to adjust

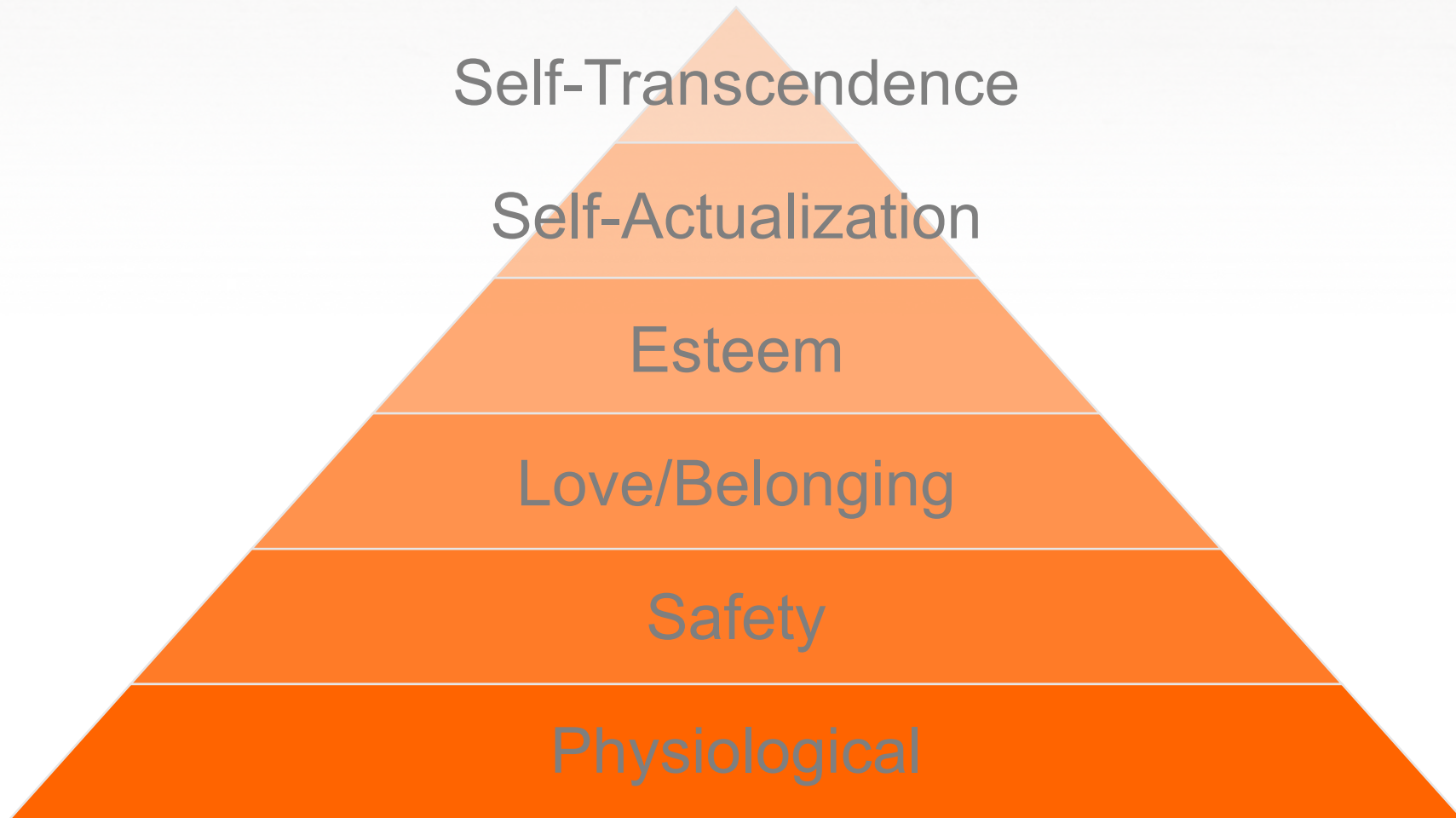
Gov & Policy: will lag, but the very 1st questions are being debated now in the courts (Uber & GrubHub)



WHAT YOU CAN DO TODAY



NEEDS, AND OUR CHANGING NEEDS



Distribution	Feminine	Strengths
Acquisition	Masculine	Deficits

**WHAT PERCENT OF
TIME DO YOU SPEND
FOCUSING ON
DEFICITS?**



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STRENGTHS DRIVING PERFORMANCE

People who use their strengths are:

6x

as likely to be engaged at work
(engagement)

3x

as likely to have an “excellent” quality of
life (joy)

8%

more productive in their role
(productivity)

6x

as likely to do what they do best every day
(sustainability)

"A PERSON'S VALUE IS COMPRISED OF THEIR STRENGTHS.
ONLY AFTER THOSE STRENGTHS ARE IDENTIFIED, EMBRACED,
AND LEVERAGED CAN AN INDIVIDUAL OPERATE OPTIMALLY.

A BUSINESS'S VALUE IS COMPRISED OF ITS PEOPLE.
ONLY AFTER EVERY PERSON WITHIN THE ORGANIZATION HAS
HAD THEIR STRENGTHS IDENTIFIED, EMBRACED, AND
LEVERAGED CAN A BUSINESS OPERATE OPTIMALLY."



TODAY'S REALITIES

- 🎯 HR can no longer be the “Department of No”
- 🎯 Diversity, Equity, and Inclusion is not a problem to solve, it is the opportunity, it is a requirement, just like getting a website was
 - 🎯 Empowering difference (gender, race, sexual orientation, ability, etc.) empowers differentiation
- 🎯 Learn how to have “productive conflict”
 - 🎯 Most of us REALLY SUCK at conflict
- 🎯 Moving from deficit orientations to strengths-based models

INNOVATING FOR THE FUTURE

📦 What is “innovation”?

📦 Innovation = New Good Ideas

📦 New Good Ideas Require:

- 📦 New thinkers (Diversity)
- 📦 New thinking (Strengths)
- 📦 New contexts (Productive Conflict)

Diversity + Strengths + Productive Conflict = Innovation

Please visit: tandemspring.com/BoothER

THANK
YOU!

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