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# Nine Predicted Trends For A Changing Workplace



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You're likely familiar with the phrase “We’re not here for a long time, but a good time”—and time moves fast. During the next 10 years, the workplace is likely to change dramatically from what it is today. In this article, I’ll take you through some of the most popular predictions.

## **1. Say hello to working with smart machines.**

As a device connected to multiple machines (M2M) or a cognitive computing device, a smart machine is able to reason, solve problems, make decisions and ultimately act, making some of the workforce redundant. So how do you navigate this if you are an employee? By complex problem solving. It's true that AI can solve problems that humans cannot—but it also goes the other way: Critical thinking and especially human creativity will likely continue to become much more important.

## **2. Digital skills will trump tenure and experience.**

We're living in an era of unprecedented business change. The reskilling and upskilling efforts that an organization undertakes on a one-time basis will probably not be sufficient in the long run in order to deal with changes. A company and its ecosystem need to develop a culture of lifelong learning that allows its employees to constantly improve their skills and competencies.

## **3. The middle management issue will grow.**

Technology has become the great manager of this century—it has the ability to monitor performance closely, provide instant feedback and even create reports in order to provide a better overview of the business. Considering the emergence of artificial intelligence and big data, the

roles in the workplace are in a state of transition. In my experience, the new generation of workers sees no point in reporting to someone who merely keeps track of what they do, especially when they can do much of that by themselves, their peers or a machine that allows them to keep track of what they do.

#### **4. New challenges within the work-life balance will emerge.**

Generation Z workers insist that a new script is written for work. As the [BBC notes](#), "Having observed older workers experience burnout, time poverty and economic insecurity at the grindstone, they're demanding more from workplaces: bigger paychecks, more time off, the flexibility to work remotely and greater social and environmental responsibility."

#### **5. Serving and empowering people will be the new way of leadership.**

In the era of modern technology, leaders can facilitate collaborative work environments and allow their team members to be more flexible in the way they do their work. It has also enabled modern managers to rope in additional resources as and when required for the completion of big projects. As the pace of technological and business changes can be expected to increase in the future, the idea of effective leadership should also continue to evolve. Therefore, investing in the development of your own leadership skills and understanding the concepts of organizational development will be crucial steps in accelerating your career path in the corporate world.

#### **6. Constant upskilling will outweigh tenure and experience.**

Future high-value work will most likely be cognitive in nature, as cognitive processes will likely drive the future of work. In order to solve complex problems, employees need to apply creativity, critical thinking and constant digital upskilling in their everyday work. In order to survive in today's digital economy, new ideas, information, as well as business models must be continuously expanded, combined and shifted into unique ventures. As a result, employees should continuously update their digital dexterity to meet these needs so they can keep up with the times. A more "empowered" version of soft skills has gradually replaced the old concept of soft skills: skills that enable us to become more competent in our jobs and our daily lives.

## **7. Employee data gathering will increase.**

In the course of human resources activities, a great deal of employee data is collected, which can be of great value to organizations. A lot of data is collected, organized, analyzed and compared in order to determine if a project has been a success or a failure. As a result, HR professionals and business leaders are able to gain valuable insights, spot trends and monitor the human side of their business by analyzing this information.

## **8. Extreme work choices will blur boundaries, businesses and buddies.**

By the year 2028, intelligent software and artificial intelligence-powered robots may join humans in the workplace. Chief information officers must anticipate how trends in business, society, technology and information will converge to change where, when, why and with whom we work in a digital business. For the sense of purpose to be reignited again, the idea of craftsmanship should be brought back to the foreground. As well as understanding the rationale behind the work

they do, people must also be able to see the work through from the beginning to the end.

## 9. Win with diversity.

As a business owner, it is very important to hire people from a variety of backgrounds since everyone has different skills and abilities with which they can contribute to and help enhance the business. The ability to come up with new ideas and solve problems can be enhanced by an inclusive and diverse environment that allows a broad range of perspectives to be integrated when brainstorming, solving problems and developing new ideas.

## Workplace culture is changing.

We live in a fast-paced world today. The importance of learning how to design, develop or employ technology has become hard to deny due to the fact that it is equally important to learn the non-automatable "human" skills (soft skills) that will likely continue to increase in value since that is what differentiates a human from an artificial intelligence. To summarize, in the future workplace, the only constant is change, and it will be crucial for employees and staff to continue leveling up their skills.

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