

منتدى دبي العالمي
لإدارة المشاريع

DUBAI INTERNATIONAL
PROJECT MANAGEMENT FORUM



PARALLEL SESSION STREAM

The Future of Work: Continuous
Transformation

Towards the Future

Pablo Lledó
Board Director
Project Management
Institute

“Transformation” refers to an organization achieving a sustainable quantum-leap improvement in performance while transforming the mindsets of employees and thus the culture of the organization.



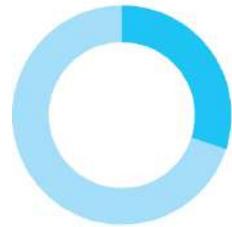
The Facts



#1
risk

A recent survey of directors, CEOs' and senior executives found that **transformation risk is their #1 concern** in 2019

The Wall Street Journal



but
70%

of large-scale **transformations fail**

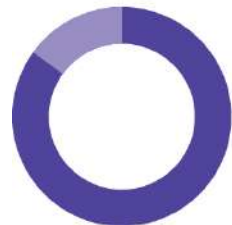
Harvard Business Review



and
\$900
billion

was **wasted** in digital transformation efforts

Forbes



with
85%

of employees globally **not engaged** in their work

Gallup



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COVID-19, A Game Changer

Who led the digital transformation of your company?

A) CEO

B) CTO

C) COVID-19



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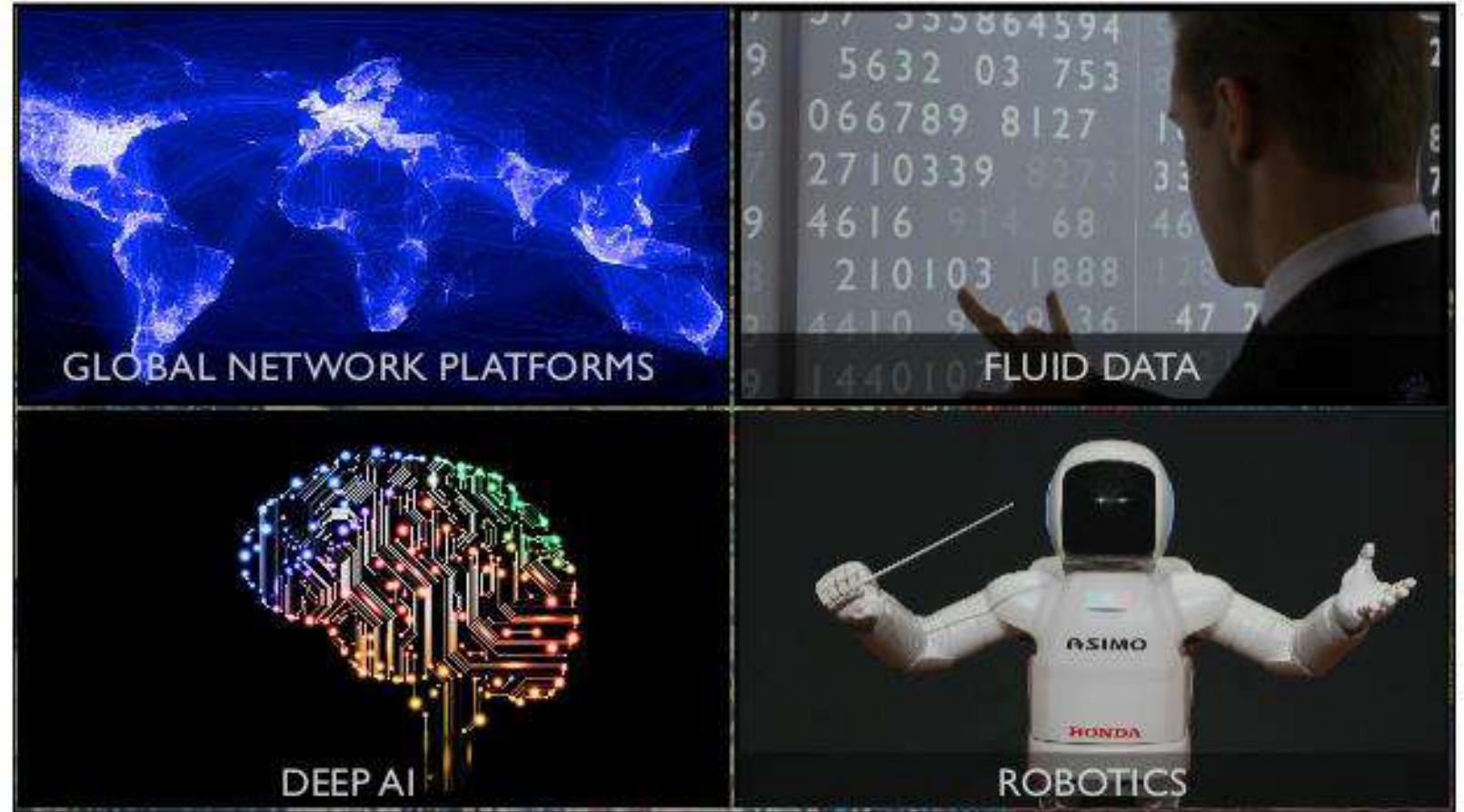


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“Never Normal is the new Normal.”

Peter Hinssen
Entrepreneur, Futurist, and Author of “The Day After Tomorrow”



IMPLICATIONS:

Can You Plan in a VUCA World?

Volatile, Uncertain, Complex, Ambiguous World

Quick, unpredictable changes.

Uncertainty requires variation models for prediction.

Complexity indicates interacting factors.

Ambiguity means there is no one answer.

- New Products
- New Services
- New Systems
- New Technologies
- New Leadership



New ways of working and being

The digital age is about continual learning, unlearning, and relearning:

- Hyper-learning is learning that is over and above what is typical. It is an abundance of continual, high-quality learning.
 - 2030 – 25 million jobs in US automated (McKinsey Global Institute)
 - 47 % of US jobs automated within 15 years (Oxford University)
 - 85% of global employees not engaged in their work. (Gallup Research)
 - **How do we maintain project excellence in a world of constant change and dynamic knowledge? How will you reinvent yourself again and again?**



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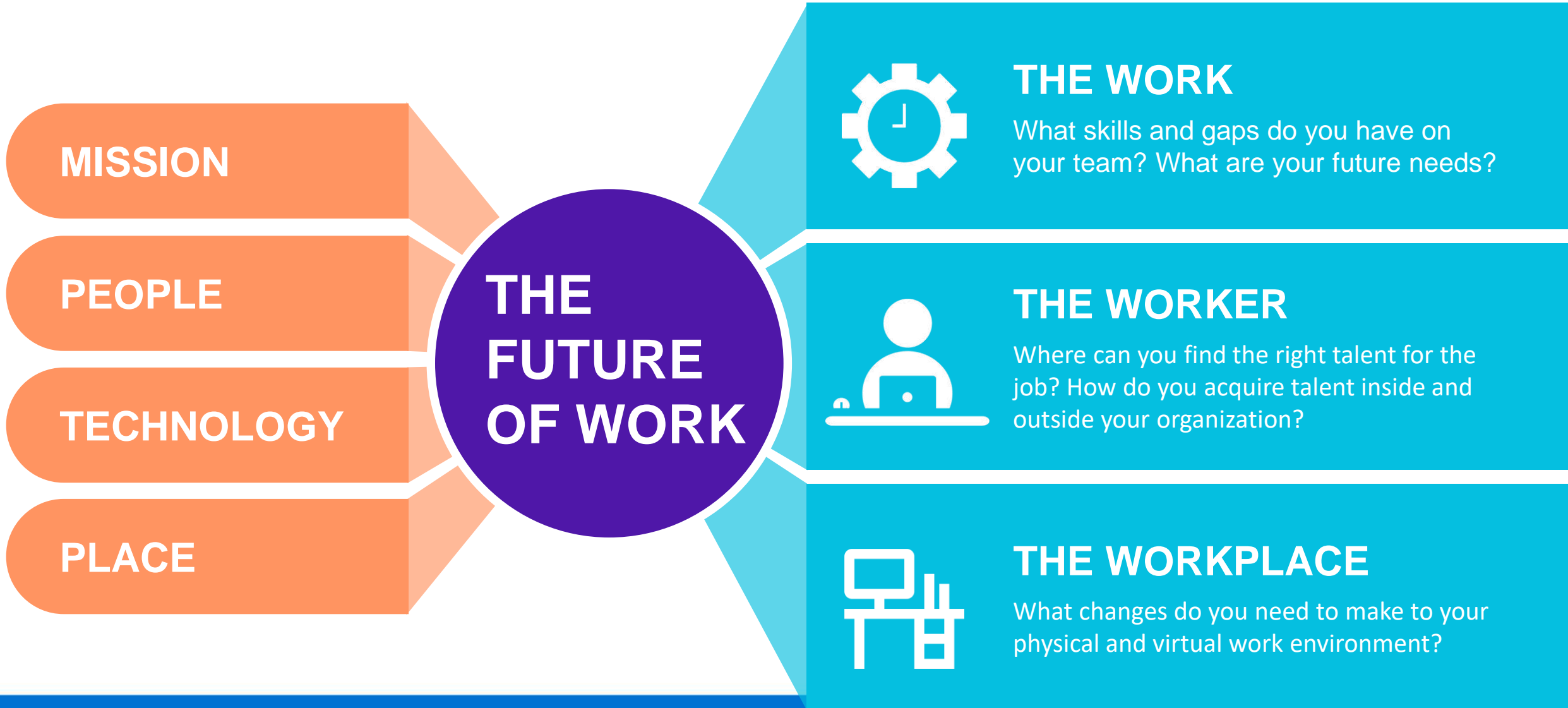
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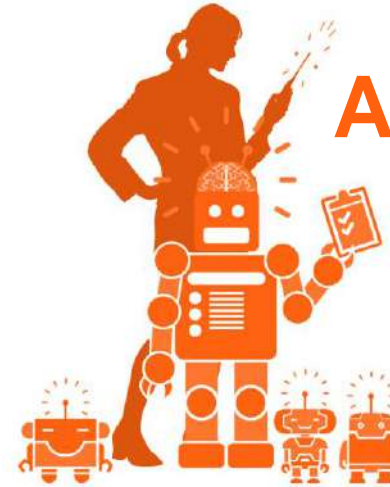
Evolving Ways Of Working & Tools



Technology like AI will transform project management.

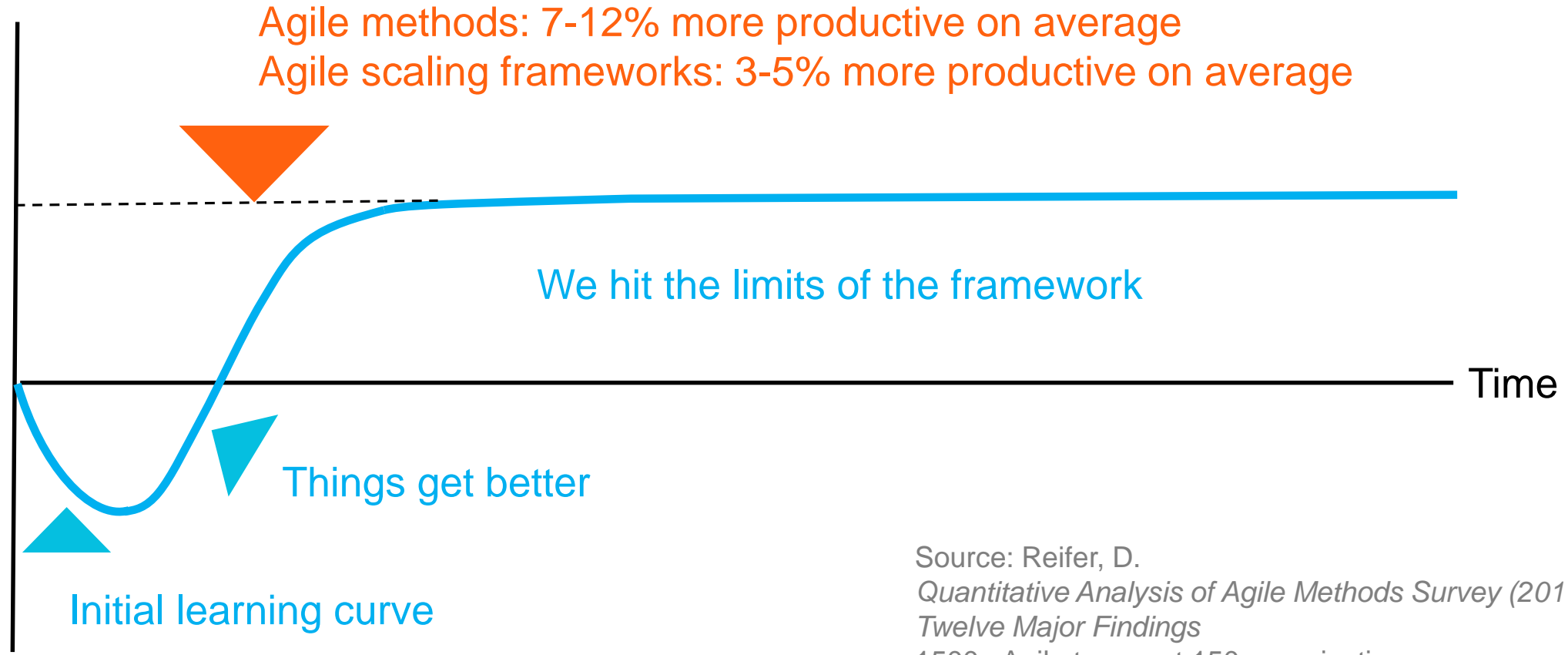


Are you ready?



How effective are frameworks in practice?

Effectiveness

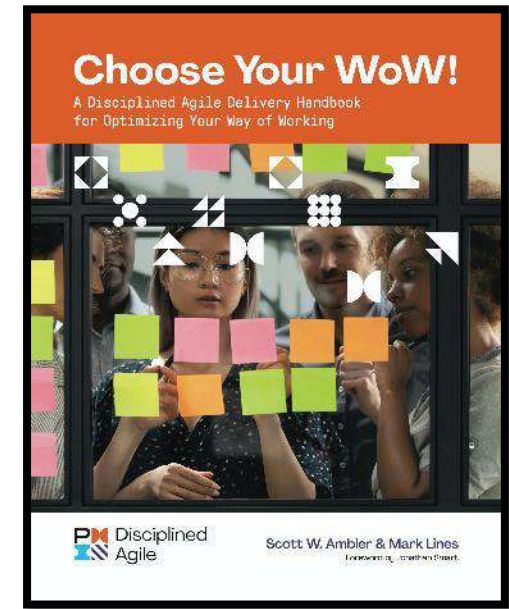


Source: Reifer, D.
*Quantitative Analysis of Agile Methods Survey (2017):
Twelve Major Findings*
1500+ Agile teams at 150 organizations



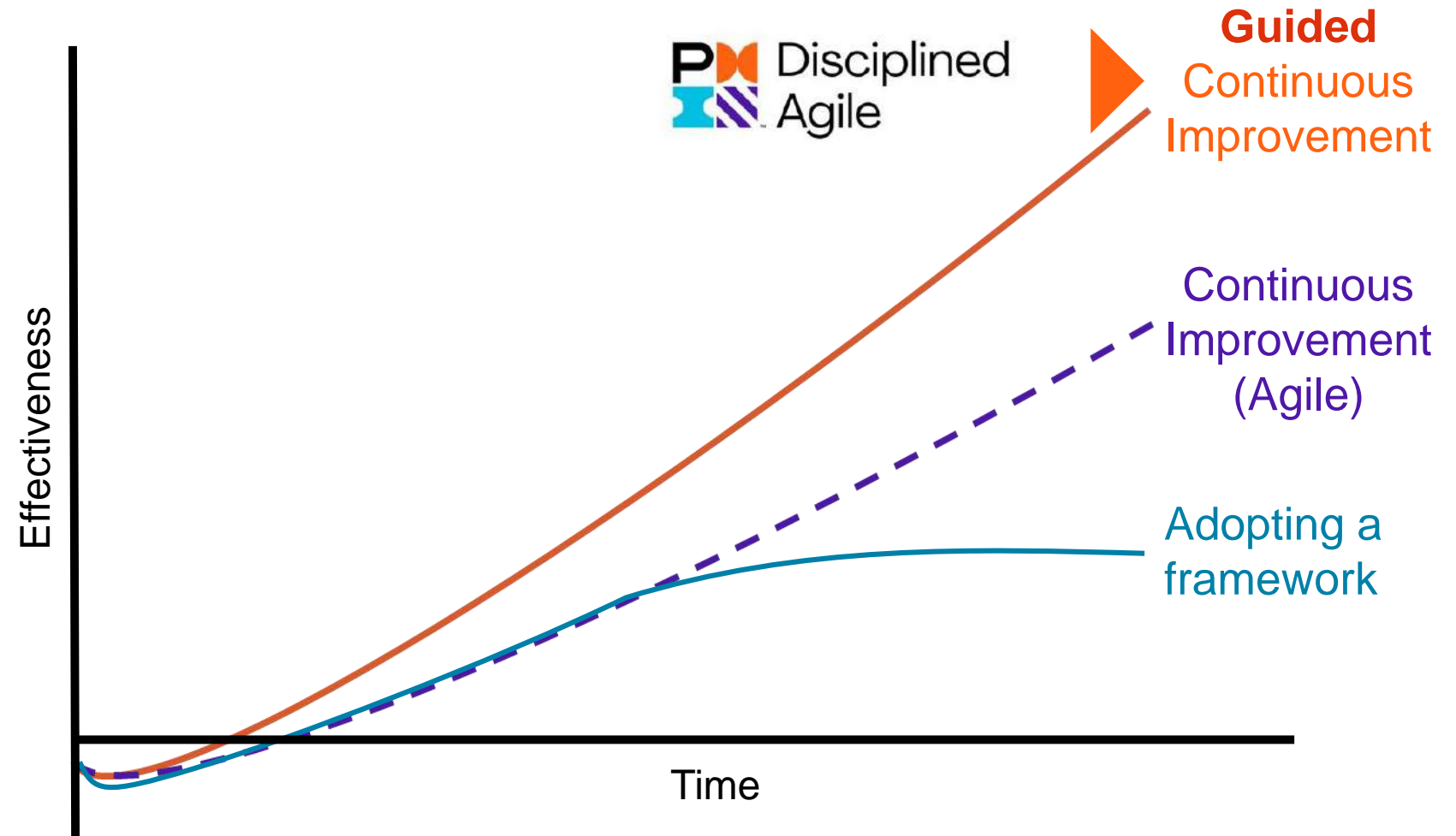
Successful agile organizations take responsibility for evolving their own agility.

- Using a prescriptive framework, like Scrum or SAFe®, is a good start.
 - But it does not guarantee success
 - It doesn't separate you from the competition
- For true business agility
 - We need to choose our agile WoW™
 - Optimizing for our unique situations



Improve faster through **Guided Continuous Improvement**

- *Proven techniques for your context.*
- *Accelerates your path to delivery excellence!!!*
- *Fail less.*
- *Get results quicker.*



Start where you are.

Do the best that you can in the situation that you face.

Always strive to get better.



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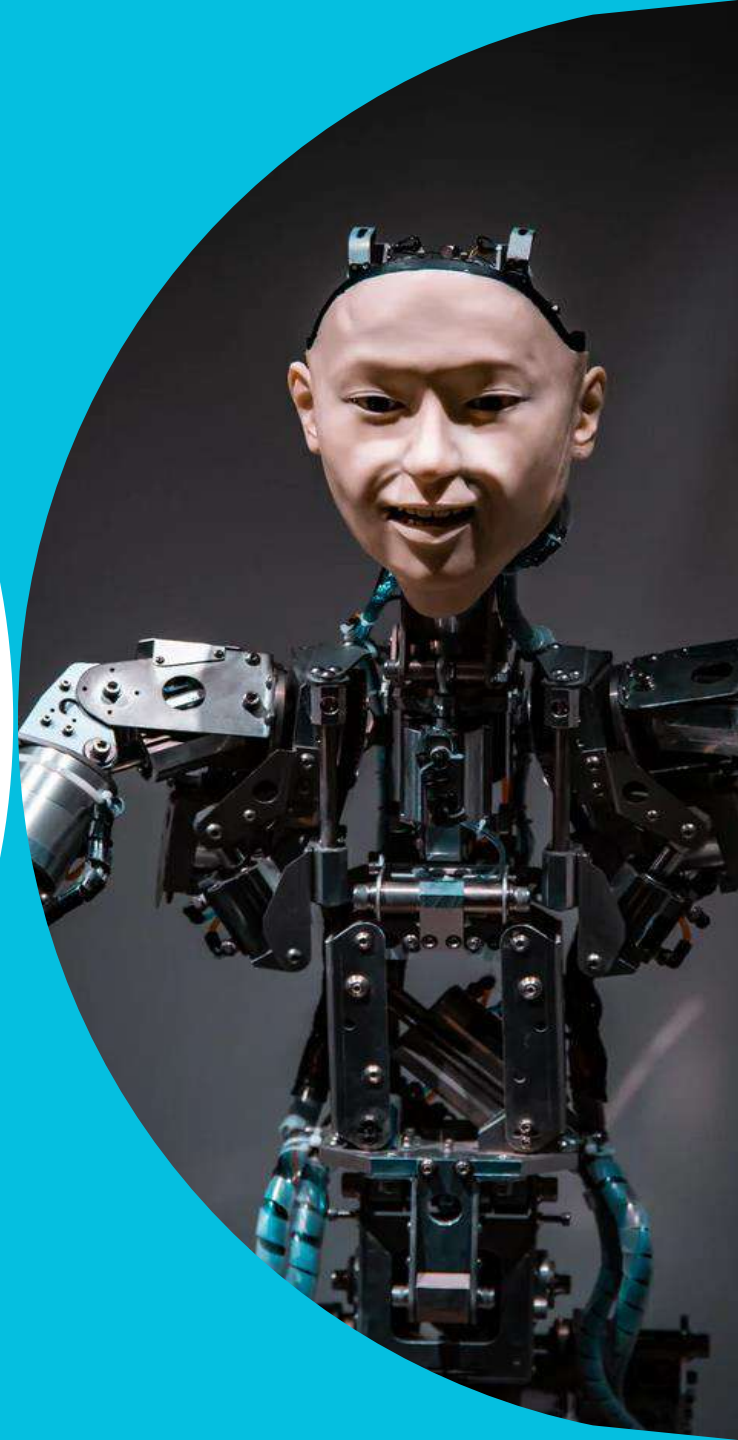
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The Failing Fast Fail



Leadership for Future of Work



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The Need for Upskilling



79%

of Global CEOs are concerned the lack of key skills is a threat to their business

PwC Talent Trends 2019

55%

Believe this skills gap is impacting their organization's ability to innovate effectively

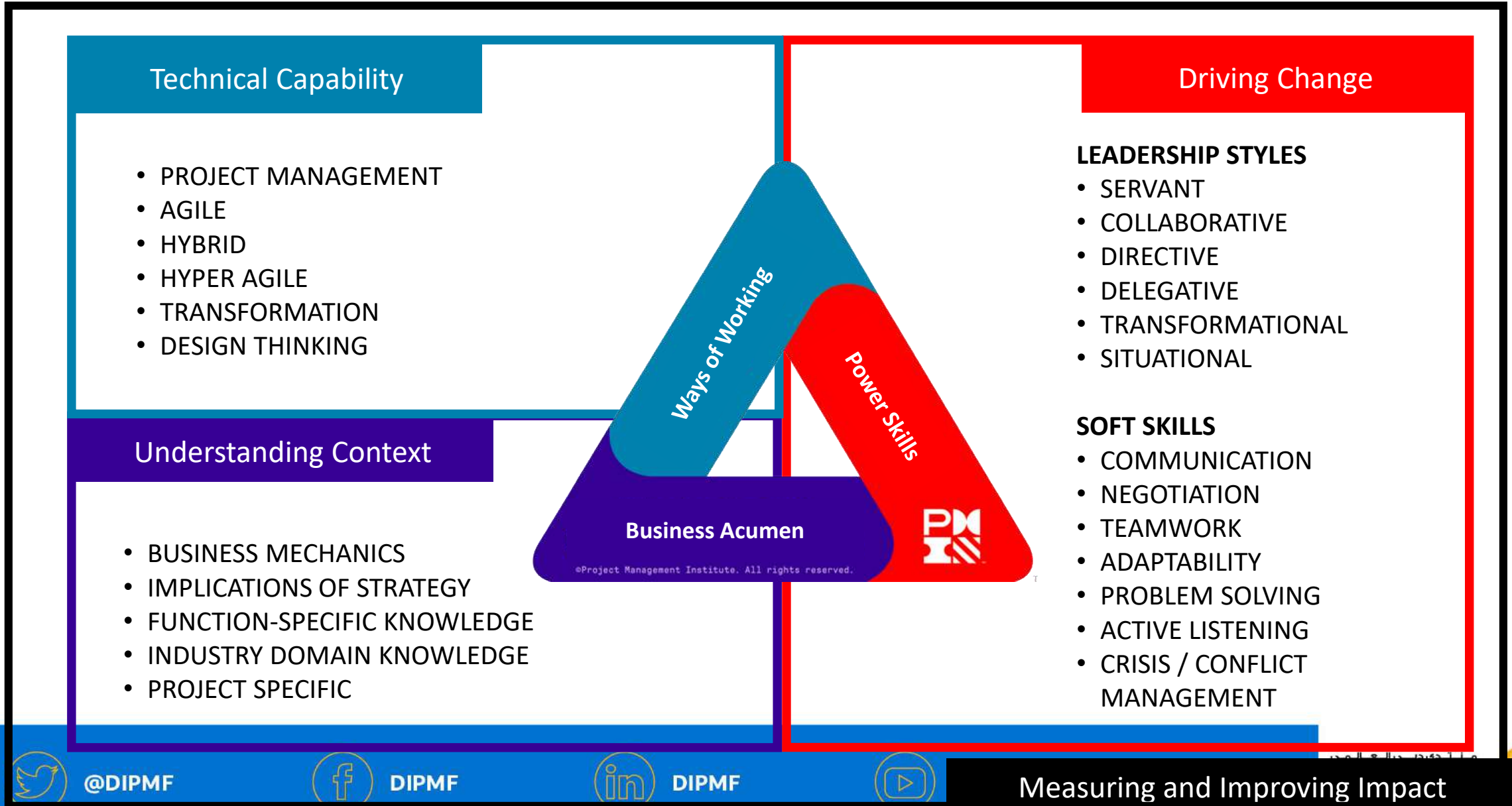
PwC Talent Trends 2019

PM as a Skill

Noted by McKinsey as one of nine "important and growing" skills for the future

McKinsey Global Institute

The Talent Triangle has evolved to meet our stakeholder's needs



RANGE

WHY GENERALISTS TRIUMPH
IN A SPECIALIZED WORLD



DAVID EPSTEIN

NEW YORK TIMES BESTSELLING AUTHOR
OF THE SPORTS GENE

“Approach your own voyage and projects like Michelangelo approached a block of marble, willing to learn and adjust as you go, and even to abandon a previous goal and change directions entirely should the need arise.”



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Key Take-aways

- Choose the right approach for the right project, rather than being boxed into frameworks.
- Embrace Guided Continuous Improvement.
- Make continuous upskilling, learning, and un-learning a priority.
- Tolerate failure, but be thoughtful about what experiments to run.



THANK YOU

