
















FACTS & FIGURES

CHALLENGES FOR THE WORKPLACE OF THE FUTURE



KONICA MINOLTA

CHANGING WORKFORCE DEMOGRAPHICS

	 Maturists (pre-1945)	 Baby Boomers (1945-1960)	 Generation X (1961-1980)	 Generation Y (1981-1995)	 Generation Z (Born after 1995)
% in UK workforce	3%	33%	35%	29%	part-time jobs / apprenticeships
IT attitude	Largely disengaged	Early IT adaptors	Digital Immigrants	Digital Natives	"Technoholics" – entirely depended on IT
Communication preference	face-to-face 	face-to-face ideally, but telephone or e-mail if required 	Text messaging or e-mail 	Online and mobile (text messaging) 	facetime 
Preference when making financial decisions	face-to-face 	face-to-face ideally, but increasingly will go online 	Online – would prefer face-to-face if time permitting 	face-to-face 	Solutions will be digitally crowd-sourced 

Barclays 2013, A Summary of Talking about my generation: Exploring the Benefits Engagement Challenge

MILLENNIALS ARE COMING INTO THE WORKFORCE AND DRIVING THE BUSINESS DESIGN OF THE FUTURE

70% of millennials say they'll reject traditional business to work independently

78% of millennials say they're influenced by how innovative a company is when deciding to work there

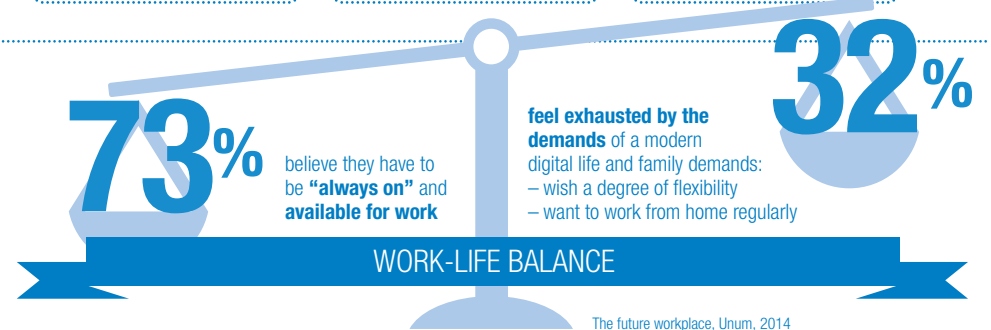
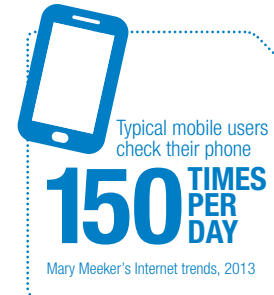
Deloitte Millennial Survey 2014



Gen-Y workers, whom we have largely pigeonholed as having an insatiable appetite for technology, are expressing both a desire for more human, face-to-face interaction and frustration with information and technology overload."

<https://www.cornerstoneondemand.com/rework/guess-whos-feeling-overwhelmed-technology-millennials>

DIGITAL OVERLOAD / MASS COMMUNICATION



FLEXIBILITY / MOBILITY

Residents
Roles are predominantly static; require a fixed place of work

Roamers
Come into Head Office for meetings; need facilities to work when on site, but not based there

Hoppers
Roles are highly agile; may be "based" at HQ, but do not need fixed locations

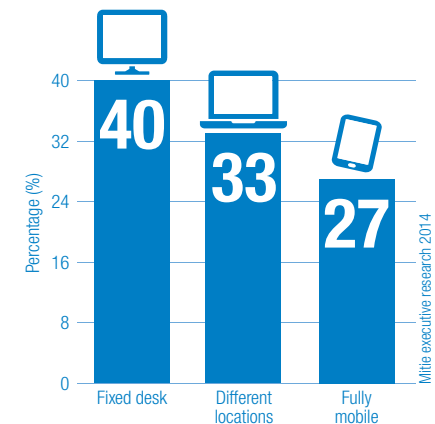
89% PHYSICAL WORKPLACE ...

27% WORK FROM HOME AT ...

14% TRAVEL ...

... AT LEAST ONCE A WEEK
The Economist, Intelligence Unit, 2014

HOW DO YOU SEE PEOPLE WORKING IN THE FUTURE?



CAPACITY



49% desks in use at any one time

30%



meeting rooms in use at any one time

Johnson Controls, 2011

WORKING ENVIRONMENT

Air quality strongly affects cognitive performance by

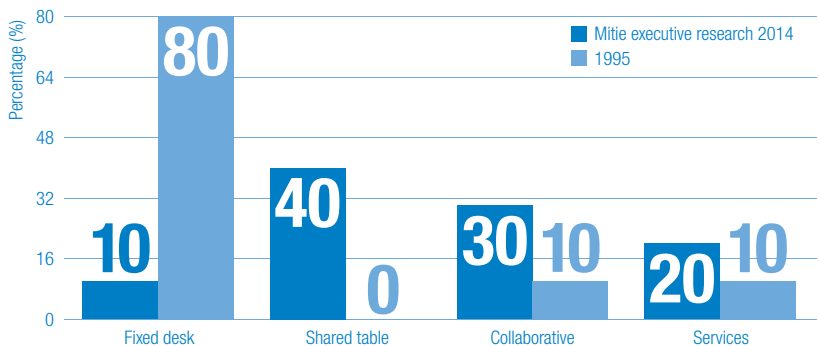
60% to 100%

STRONG RELATIONSHIP BETWEEN WORKPLACE DAYLIGHT EXPOSURE AND WORKER'S SLEEP, ACTIVITY AND QUALITY OF LIFE

Associations of Cognitive Function Scores with Carbon Dioxide, Ventilation, and Volatile Organic Compound Exposures in Office Workers: A Controlled Exposure Study of Green and Conventional Office Environments, 2016

COLLABORATION

OFFICE LAYOUTS 1995 COMPARED TO 2014



50% increased space for collaborative and team work

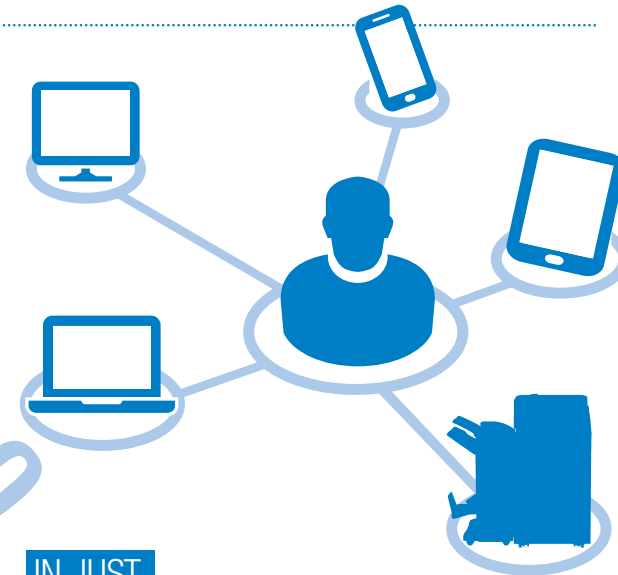
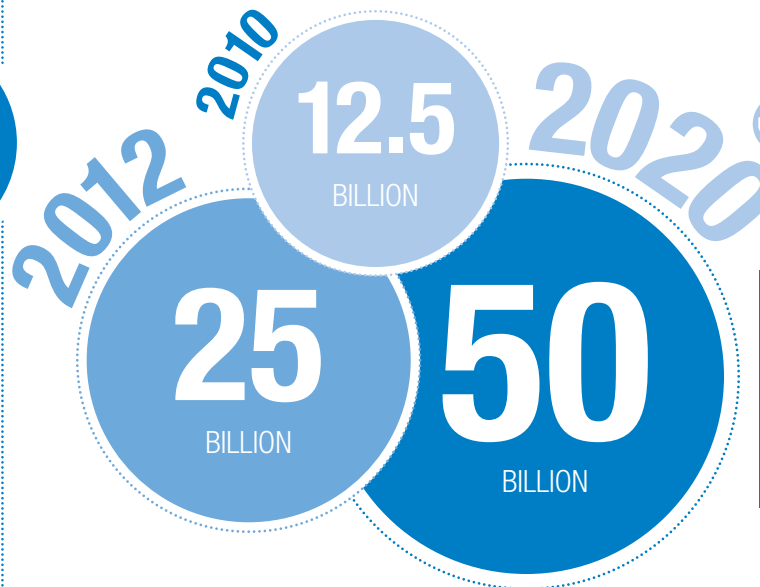
The Economist, Intelligence Unit, 2014

90% are likely to invest in a standard office support/digital collaboration system

The Digital Office – Improving the way we work, AIM, 2015

CONNECTIVITY

EVOLUTION OF NUMBER OF CONNECTED DEVICES



IN JUST **10 YEARS** THE NUMBER OF CONNECTED DEVICES OR THINGS WILL BE HAVE **MULTIPLIED BY FOUR**

Internet of Things, Was it is and why it matters, sas, http://www.sas.com/en_us/insights/big-datadatenet-of-things.html