

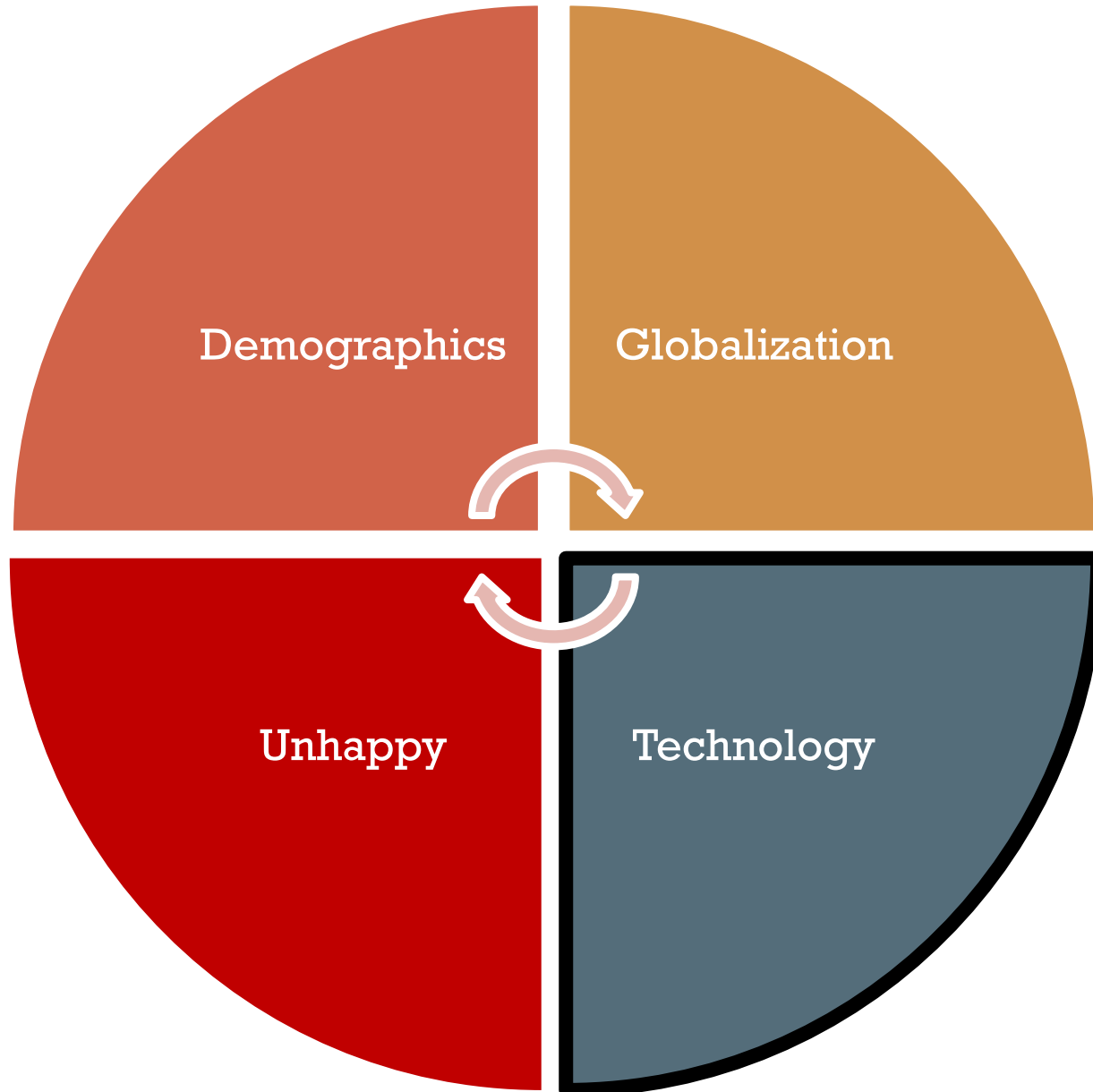
The Future Workplace is Here



It's hard to **move forward** until we
understand where we are **today**



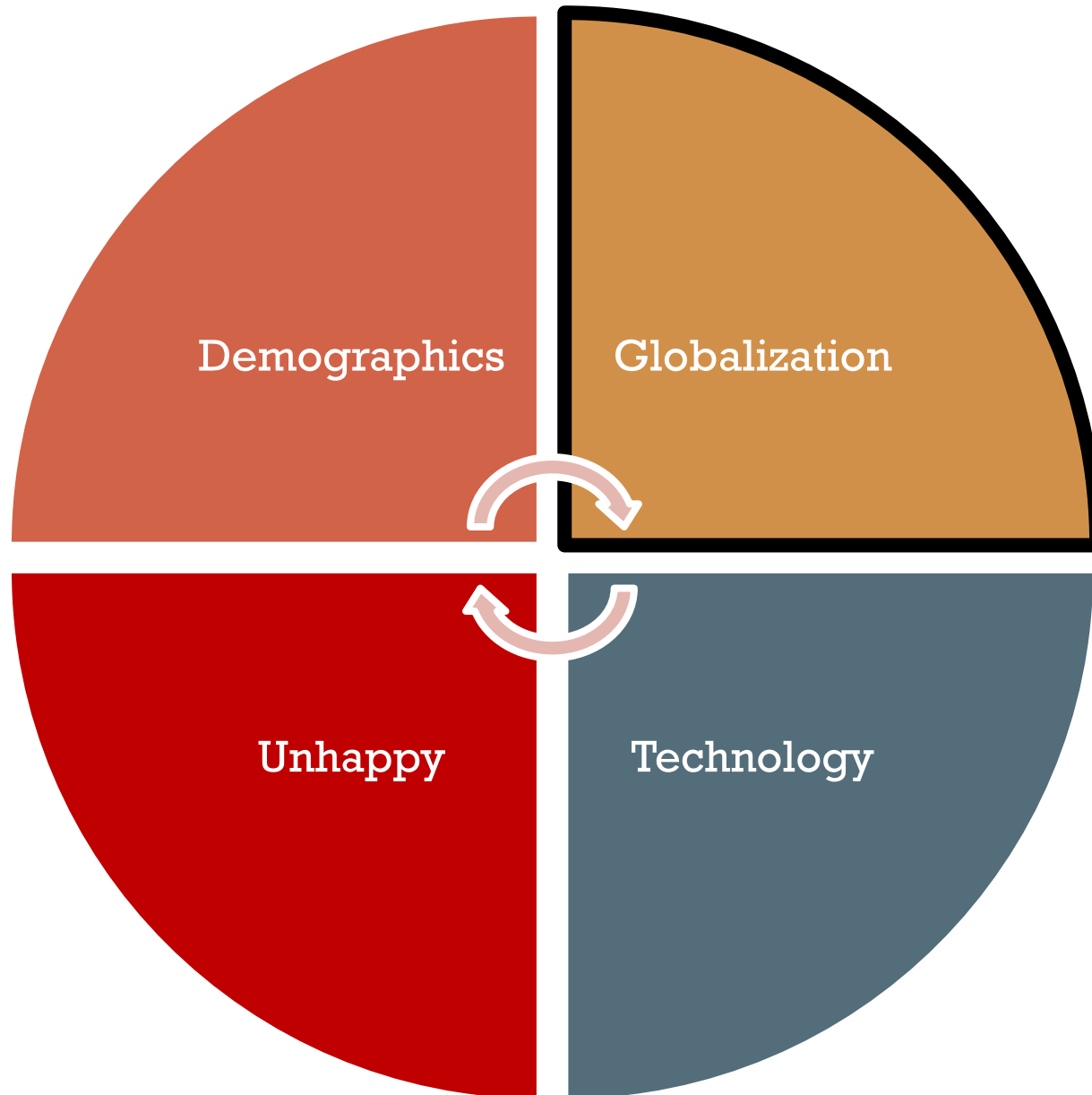
REALITIES Creating the New World of Work





Technology
is being
innovated
at *warp speed*

REALITIES Creating the New World of Work



Globalization

Our world is changing fast...much smaller world



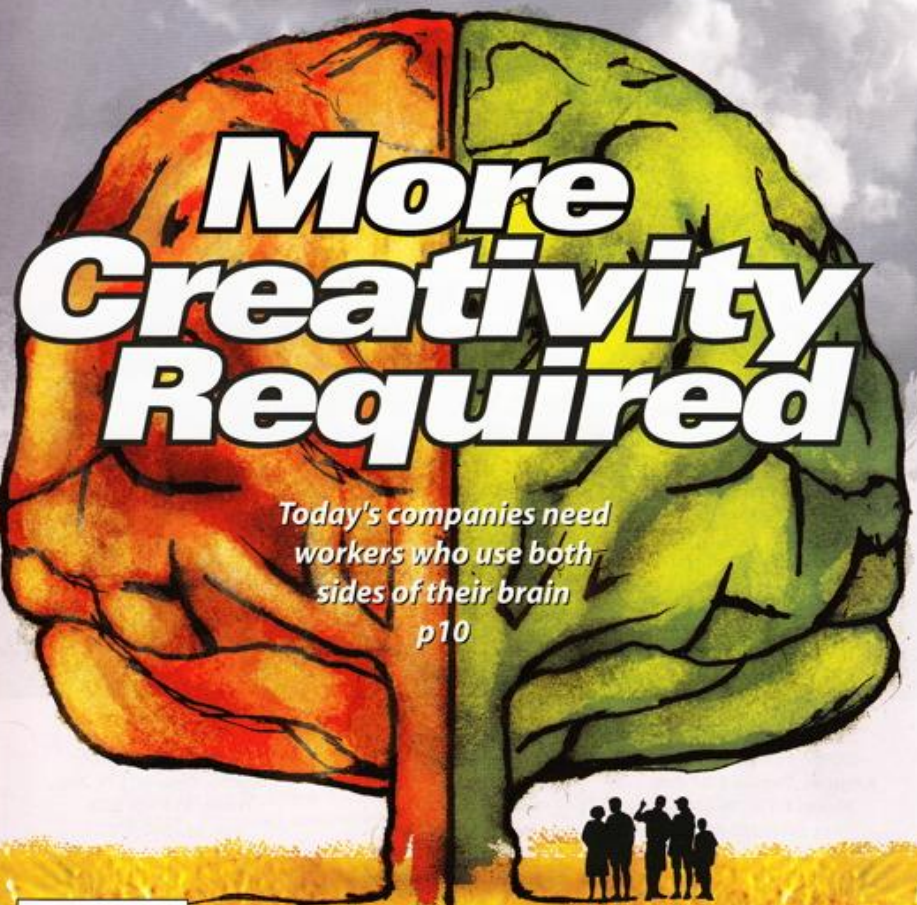


**Routine
Work**
is being
Outsourced

YOURWORKPLACE.CA

March/April 2008 Vol.10 No.2 \$5.60

Discover what makes a difference



WWW.YOURWORKPLACE.CA
ISSN 1473-2107

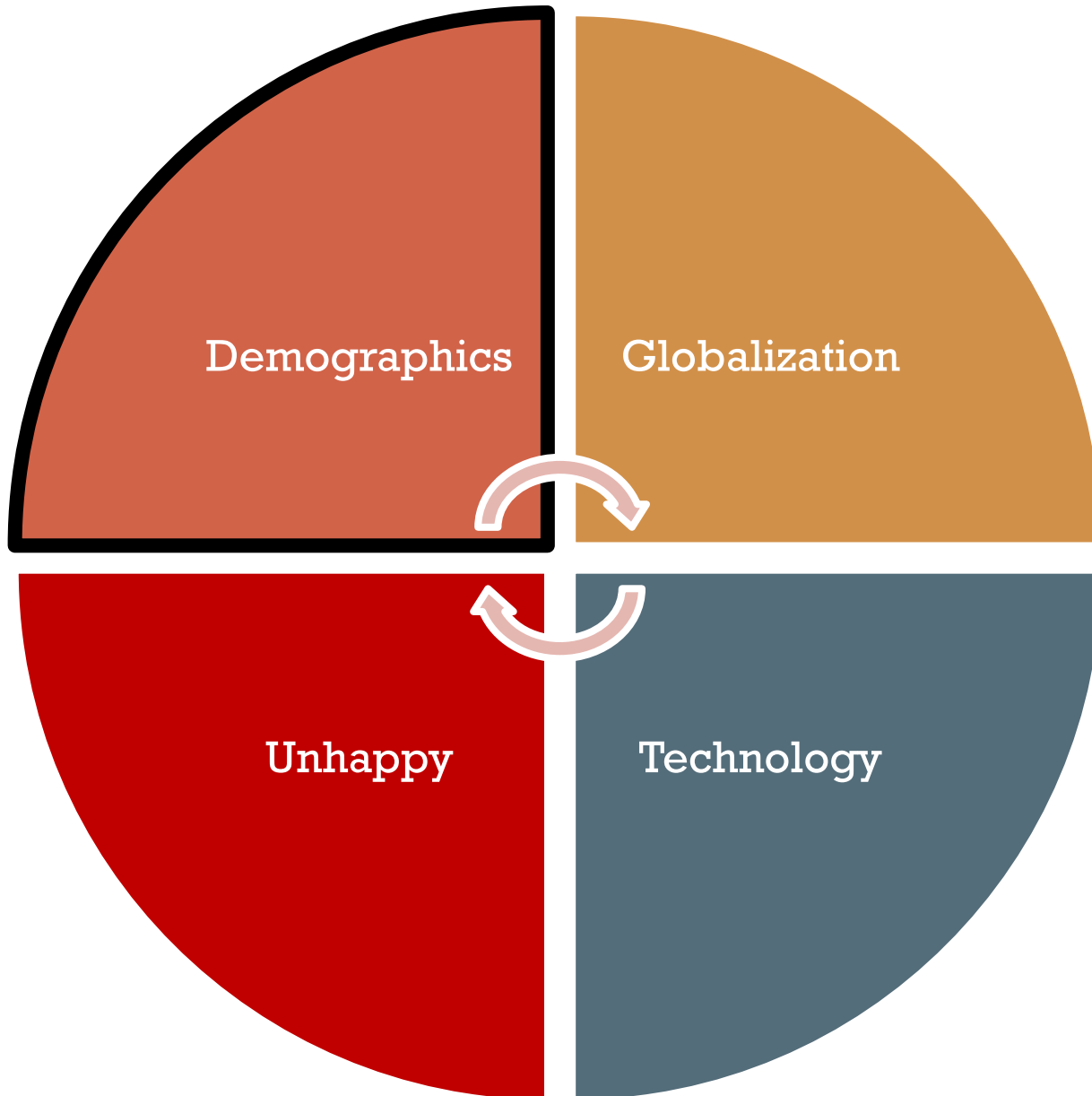
DESKTOP NIGHTMARES
How to declutter your workspace and keep it that way

STRATEGIC PROFESSIONAL DEVELOPMENT
Increase your organization's ROI

IS CANADA COMPETITIVE?
Dr. Ken Coates issues a "wake-up" call

Right brain
activity is valued.
Knowledge
economy
is here.

REALITIES Creating the New World of Work



For every **TWO** Boomers retiring, there is
ONE replacement worker

Why?



**Retiring
Boomer**
population has
caused **supply**
and demand
to reverse.

The image shows the cover of the magazine 'Your Workplace'. At the top left is a small red logo with a white Canadian flag and the text 'GENUINE CANADIAN MAGAZINE'. The title 'YOUR Workplace' is prominently displayed at the top in large, bold letters, with 'YOUR' in black and 'Workplace' in red. Below the title, in smaller black text, is the subtitle 'the magazine about work & life'. The central image is a portrait of Linda Duxbury, a woman with blonde hair, smiling, wearing a red jacket with floral embroidery over a white collared shirt. To the right of her portrait, her name 'Linda Duxbury' is written in large, bold, yellow-orange letters. Below her name, in smaller black text, is the text 'Canada's Guru on Work/Life Balance Speaks Out to Employers.' Below this, in yellow-orange text, is the quote 'It's NOT about YOU Anymore'. To the left of her portrait, in yellow-orange text, is the headline 'Past Garbage Blocks New Ideas', followed by 'Learn How to Move On' in smaller black text. To the right of her portrait, in black text, is the question 'Do we need policy to address workplace stress and violence?', with 'stress' and 'violence' in yellow-orange. At the bottom of the cover, a yellow-orange banner contains the text 'Great Solutions to Reduce Stress • And the winner of the YW Cruise is...'

YOUR Workplace
the magazine about work & life

Linda Duxbury
Canada's Guru on Work/Life Balance
Speaks Out to Employers.

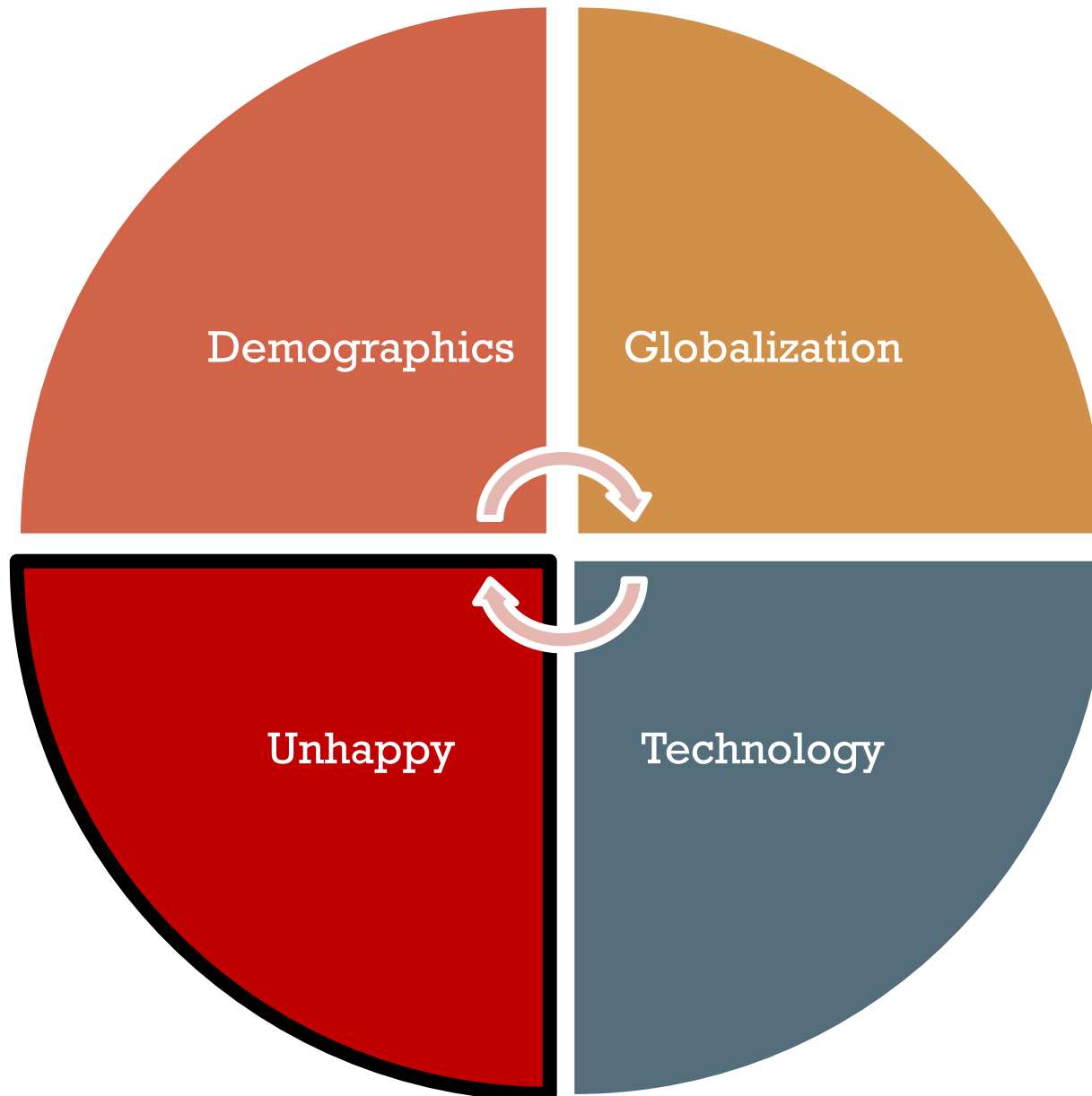
**Past Garbage
Blocks New Ideas**
Learn How to Move On

"It's NOT about YOU Anymore"

**Do we need policy to
address workplace
stress and violence ?**

Great Solutions to Reduce Stress • And the winner of the YW Cruise is...

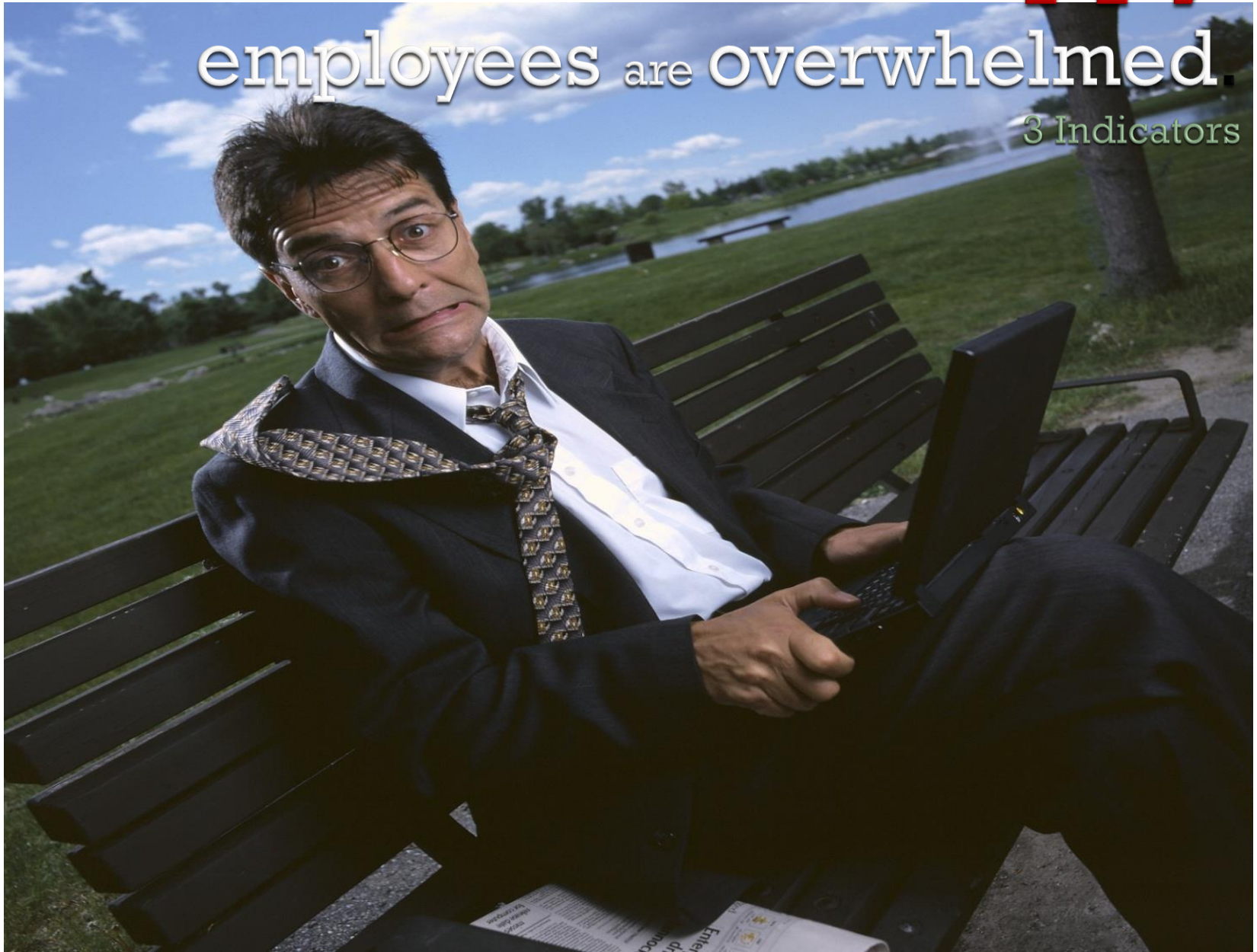
REALITIES Creating the New World of Work



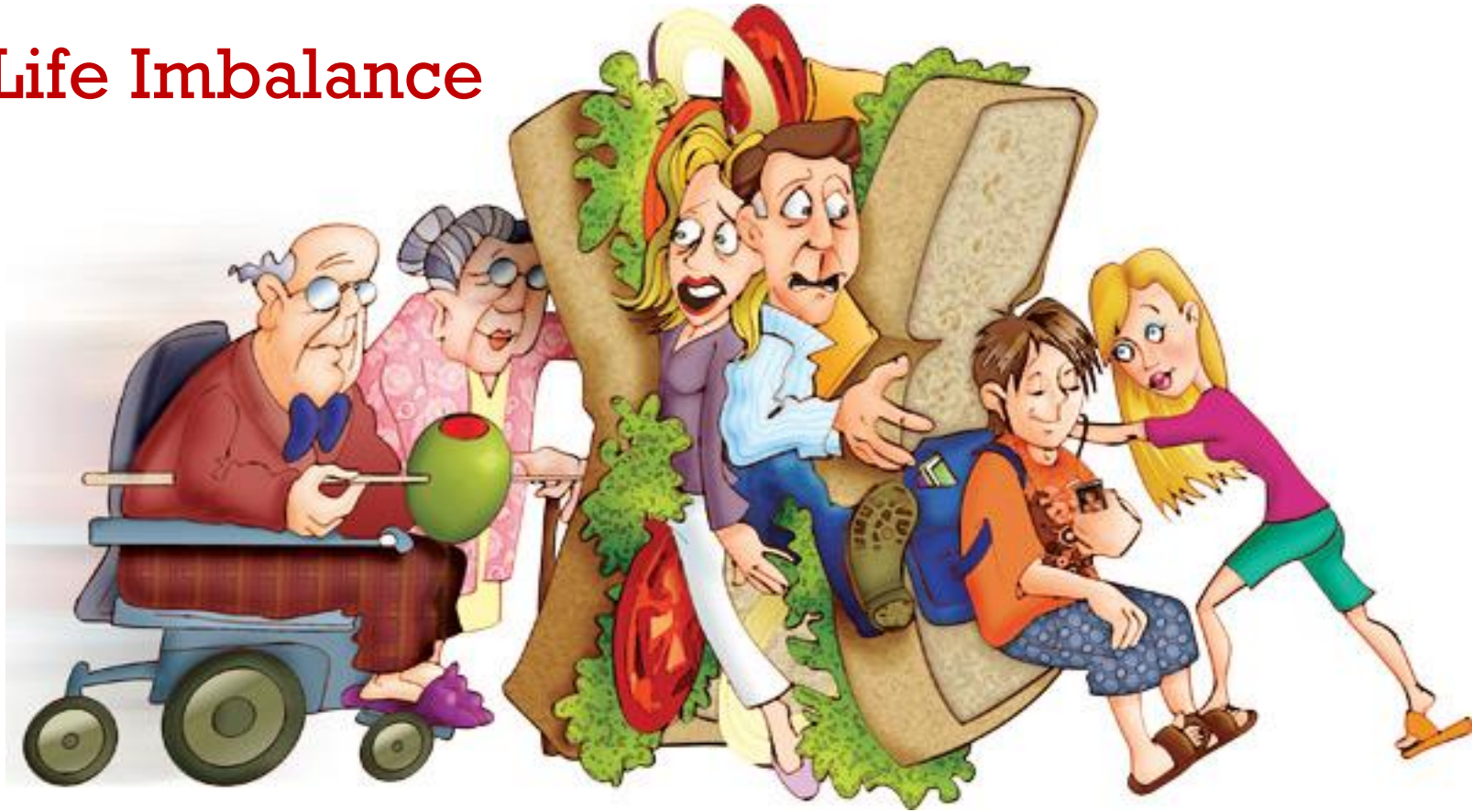
Unhappy:

employees are overwhelmed.

3 Indicators



Work/Life Imbalance



78% of workers consider their effort to balance work and personal life as their **#1 priority.**

Brainwaves Group, Research Alert

Reasons for conflicts causing unhappiness:

**"working in a non-supportive organizational culture,
workload and working for a **jerk**".**

Linda Duxbury, PhD, Carleton University

Mental health concerns increasing



Erik Johansson , photographer



IMPACT:

30% of disability claims
are mental health

Sun Life Financial

Annual cost of health
care & lost productivity
up to \$33 Billion CDN

CAMH

of which Workplace losses
are \$20 Billion a year

MHCC

Disengagement



84% of employees are either **not engaged**
or actively disengaged.

Gallup's State of the Global Workplace report, 2014

1.

Culture is **King**

engagement leads to higher productivity



Your Workplace

Types of Work Culture

THRIVING

- ◉ Harmony
- ◉ Peace
- ◉ Cooperation
- ◉ People get along
- ◉ Productive

99.5 wavelength

DYING

- ◉ Discontent
- ◉ Unrest
- ◉ Antagonism
- ◉ In-fighting
- ◉ Spinning

106.9 fragile

Employees want:

Interesting Work, Great work culture to be Valued and **Happy**

*Why you should
care:*

A-Players
have **choice**



2.

Coaching

people leave a manager not a company



97% of employees
with non-supportive bosses
do not trust them and are not
committed to the organization

Linda Duxbury research, 2009

Famous coaching model best performance predictors



Questions?



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Your Workplace magazine visit:
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