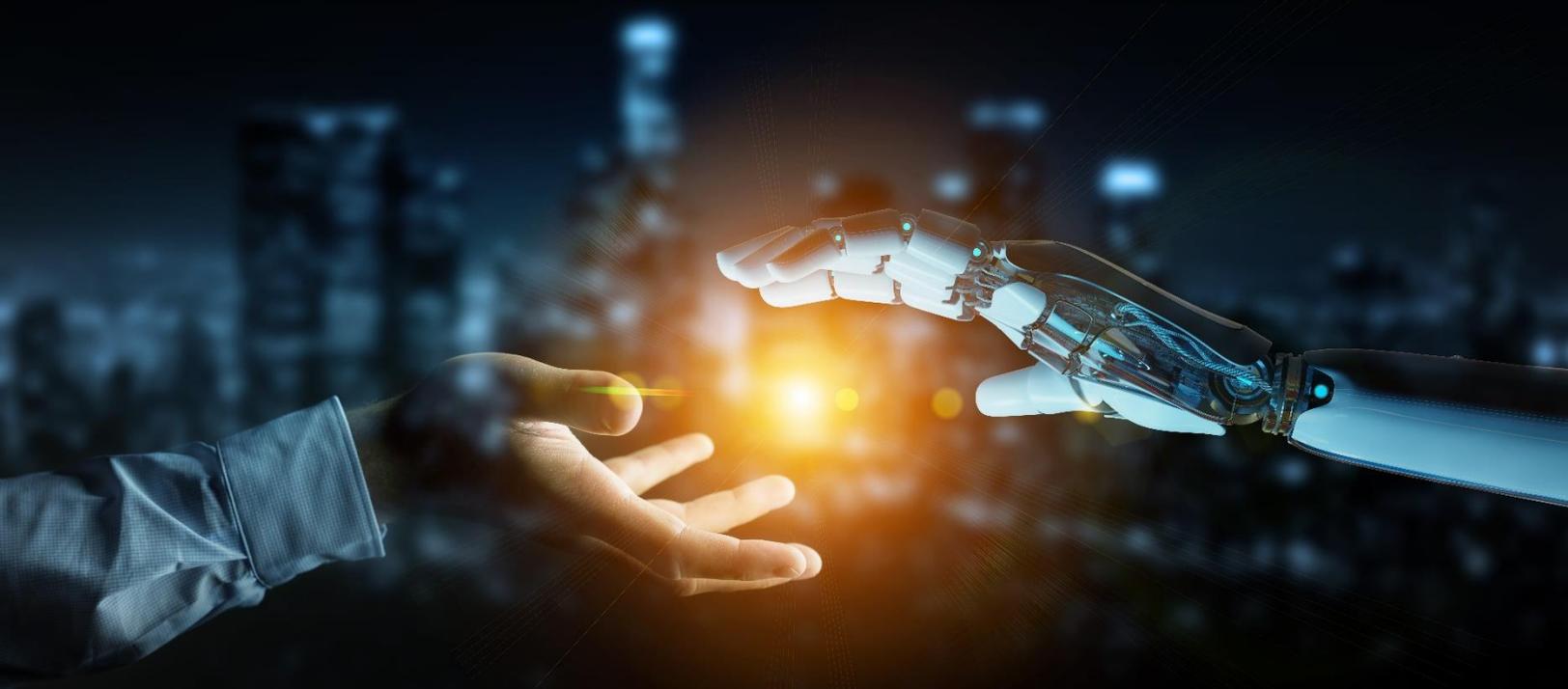




WORK SOMEWHERE AWESOME!

## Kronos Group White Paper Series



**Are you still going to have a job in 10 years?**

*Part 1 – Genesis (15/11/2018)*



We hear daily fearful whispers about **people progressively replaced by machines or robots** in factories and departments. With the constant technological evolution, one can wonder:

**Am I still going to have a job in 10 years?**

From industrial to IT revolutions, companies have experienced **perpetual and drastic changes**. The information age has disrupted many aspects of our society and more specifically the nature of our jobs, our ways of working and our competences.

**3 ways technology disrupts our jobs:**

**Nature of jobs**

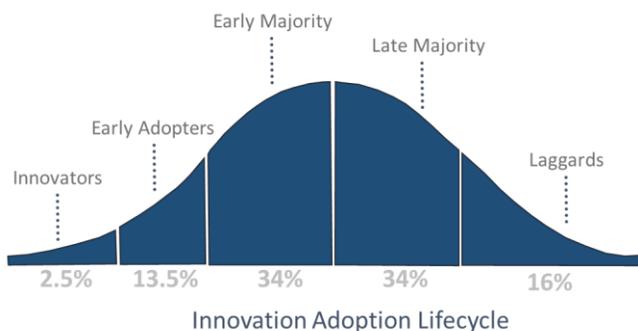
Technology creates, transforms or destroys jobs. In particular, we have observed a continuous shift **from operational and repetitive tasks to more value-adding and complex tasks**. From the textile industry to the automotive, this trend is visible.

**Ways of working**

Technology accelerates the **spread of information** and enables **faster and reliable communication**. For instance, collaborative tools or the ability to be anywhere in the world and to meet face-to-face enable more flexibility and has changed how we interact.

**Competences**

As jobs and organizations evolve, the skills required – both hard and soft – have to follow. Thus **continuous people development is critical** for any company and any professional to remain successful.



One can observe that **the speed of technology adoption is very different between industries & companies** and this can have a huge impact on organizations depending on the timing of implementation and their ability to adapt & react. While some are at a very advanced stage and benefit from it, other companies still have a lot to do. **This will generate costs disadvantages, additional risks & missed business opportunities**. Therefore, it is essential for organizations to anticipate technological development by defining a roadmap to implement these new technologies.

**The long-term perspective and the technology watch are highly critical to take the right decision at the right time** and to ensure that the change will really add value to the organization.

The **duration of innovation cycles has shortened significantly**. Therefore, if companies do not want to miss the bus, they have to react quickly, to be flexible and to adapt according to their maturity and market positioning.



Automation & robots are a reality today! Some logistics warehouses are fully automated and need few or no human intervention. The story is the same on many production lines. Autonomous cars are no longer a rare sight on some streets. However, **technology and change are not an end in themselves**. They are merely **the means to ensure competitiveness and sustainability for organizations**.

This transformation by technology is a **continuous phenomenon**. Fighting against or resisting it is futile at best & counterproductive. Rather, organizations have to ride this wave by **defining a long-term transformation strategy** to stay relevant in this changing business landscape.

Choosing the right technology is therefore key for companies. Many technologies are developed but they are not all relevant for everyone. **It is just as important to jump on the right bus as it is to take it on time!**



**The aim of this white paper series is to provide a framework to generate the right discussions.**

On this journey, we raise **3 questions to guide and foster our discussions**:

- ✓ What will be the complementarity and the **right balance between humans and technology?**
- ✓ What will be the **speed of change?**
- ✓ **What can we do to prepare** as companies or as individuals? What is the winning attitude?

As a leading consulting firm in our fields of expertise, **we are confronted with many client situations and levels of maturity**. We have been honing this thinking for 2 years now. The outcome has been shared and **stimulated by clients through our projects**, business events, presentations as guest speakers and client interviews. We are now ready to share the results through the framework we outline here.



During the next 6 months, we will propose a white paper series to address first the **technologies of the next 10 years and their related impact** on the 3 fields of expertise we master: procurement, finance & project management.

As a second step, we will have a look at the longer term (+10 years from now) to anticipate even further the future job and organization landscape.

We do hope to make our little contribution to the thinking on this hot topic and to raise the awareness of our clients, partners, employees & professionals in general. This will definitely fuel the conversations we have. If you want to contribute, please do not hesitate to give us your feedback directly on [whitepapers@kronosgroup.be](mailto:whitepapers@kronosgroup.be) and/or to comment on the LinkedIn post.



**Catherine Van  
Wonterghem**  
Partner  
[cvw@kronosgroup.be](mailto:cvw@kronosgroup.be)



**Benoit Graas**  
Partner  
[bg@kronosgroup.be](mailto:bg@kronosgroup.be)



**Jean Latour**  
4.0 Consultant  
[jel@kronosgroup.be](mailto:jel@kronosgroup.be)



**Grégory Allard**  
Practice Head  
Procurement  
[ga@kronosgroup.be](mailto:ga@kronosgroup.be)



**Aimé Niyigena**  
Practice Head  
Project Management  
[an@kronosgroup.be](mailto:an@kronosgroup.be)



**Sébastien Berger**  
Practice Head  
Procurement 4.0  
[sbe@kronosgroup.be](mailto:sbe@kronosgroup.be)



**Andy Maigre**  
Practice Head  
Value Creation  
[ama@kronosgroup.be](mailto:ama@kronosgroup.be)



**Nicolas Bègue**  
Knowledge Manager  
[nb@kronosgroup.be](mailto:nb@kronosgroup.be)