



THE EMERGING FUTURE

 **BUILDING FUTURE-READY ORGANIZATIONS
AND HIGH-PERFORMANCE CULTURES**



WHAT MATTERS NOW?

SETH MATTISON

**93% REFLECTED ON THEIR
VALUES OVER THE PAST TWO
YEARS**

**88% HAVE A NEW DEFINITION
OF WHAT SUCCESS LOOKS LIKE
FOR THEM**

FUTURESIGHT LABS



The New York Times

Executives Are Quitting to Spend Time With Family ... Really

At the highest levels of corporate America, top executives are reassessing the role of work in their lives, stepping back and walking away.



HOW WORK/LIFE CHANGED?

SETH MATTISON

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**INCREASED
BOUNDARY
TRANSITIONS**



**NETWORK
CONSTRUCTION**



**VEIL OF
IGNORANCE
LIFTED**



**INCREASED
PACE OF WORK**



**SHIFTING
EXPECTATIONS OF
LEADERS**



**ENERGY
DEPLETION**

◆ WSJ NEWS EXCLUSIVE

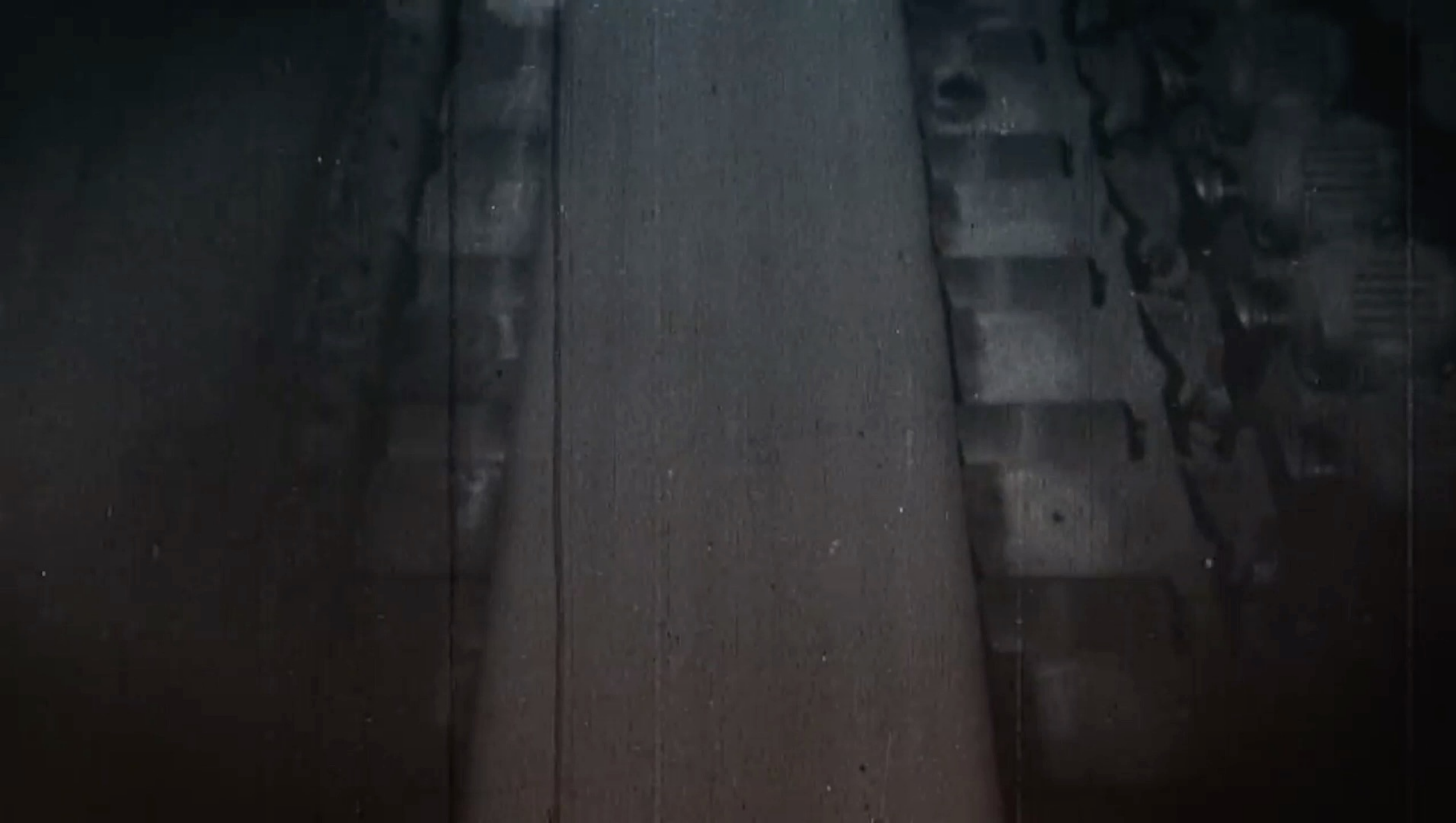
Forget the Office—Salesforce Is Making a Wellness Retreat for Workers

In the work-from-home era, the ranch is the tech company's new corporate-culture epicenter

WHO HOLDS POWER?

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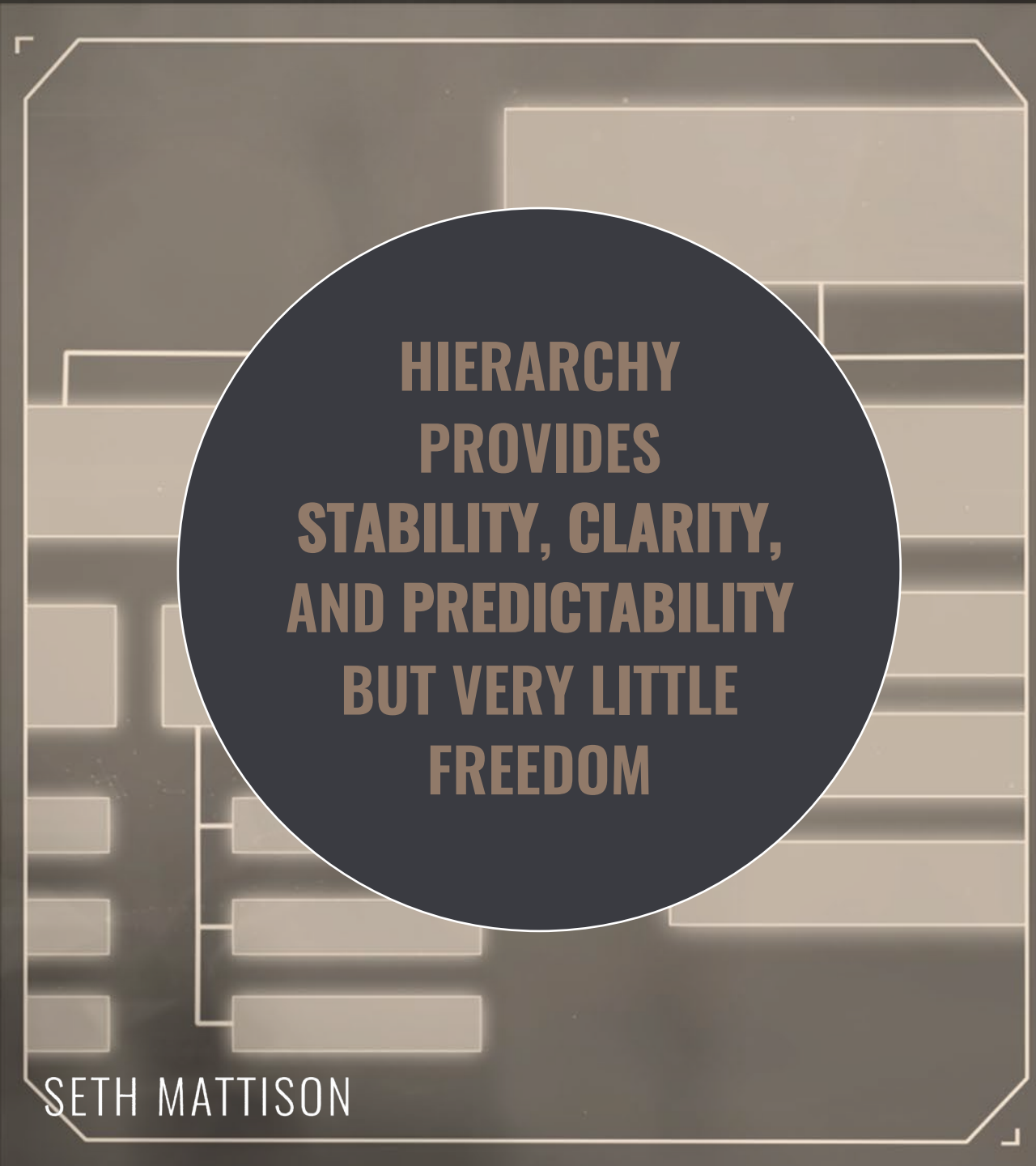
A diverse group of five professionals are shown in a modern office environment. In the foreground, a man with a beard and glasses, wearing a tan blazer and a straw hat, sits at a desk with a laptop. Behind him, a woman in a white blouse stands holding a tablet. To her right, a man in a white shirt and glasses stands smiling. In the center, a woman in a black blazer sits at the desk, writing on a notepad. To the right, another man in a white shirt sits at the desk with a laptop. The office is decorated with various plants, including a large potted plant on the left and a pink tulip on the right. The text "Employee Power" is overlaid in large, white, sans-serif font across the middle of the image.

Employee Power



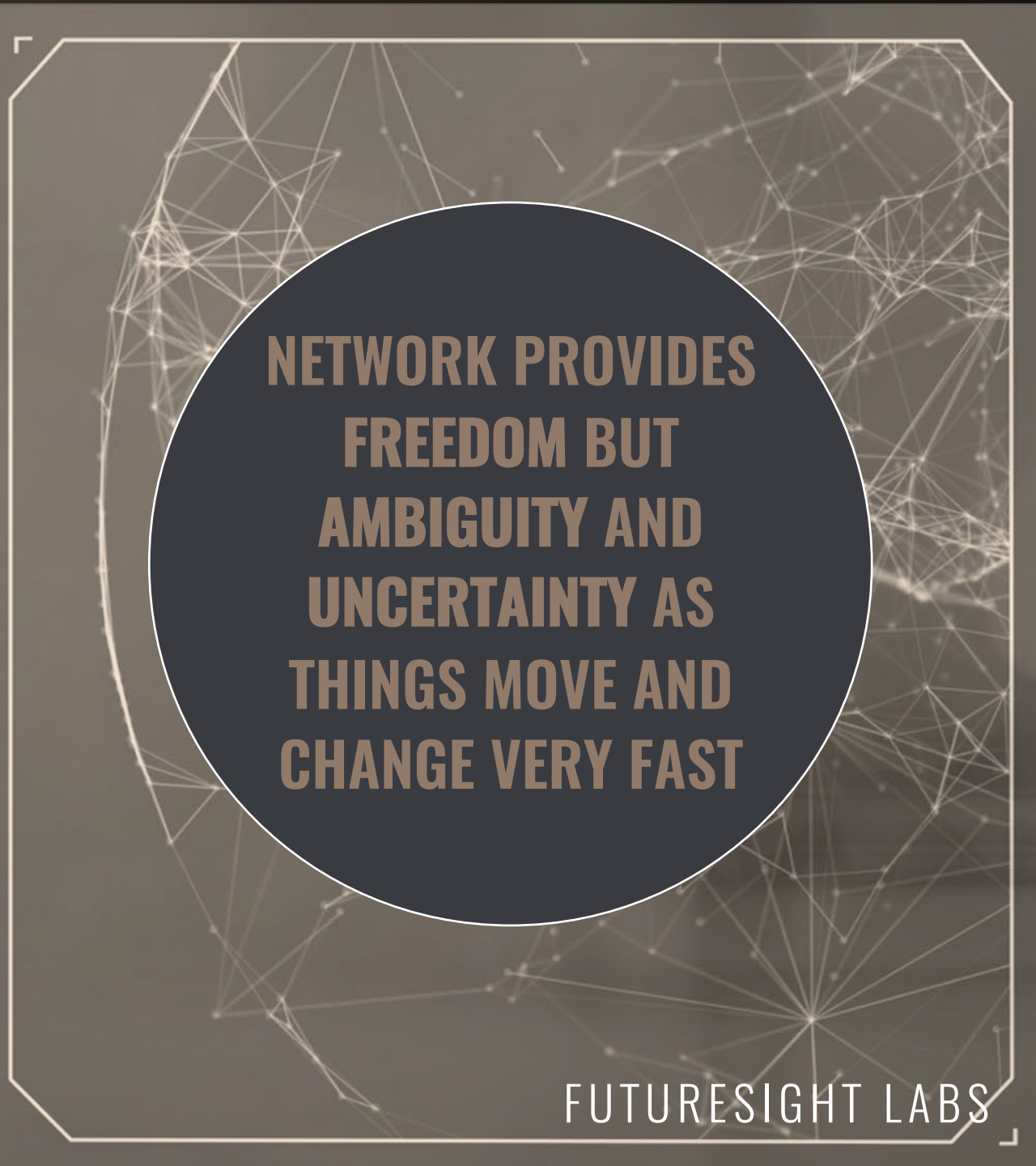
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A faint, light-colored organizational chart is visible in the background of the left panel. It consists of several rectangular boxes connected by lines, representing a hierarchical structure. The chart is centered on the left side of the panel.

**HIERARCHY
PROVIDES
STABILITY, CLARITY,
AND PREDICTABILITY
BUT VERY LITTLE
FREEDOM**

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A faint, light-colored network diagram is visible in the background of the right panel. It features a complex web of interconnected nodes and lines, representing a network structure. The diagram is centered on the right side of the panel.

**NETWORK PROVIDES
FREEDOM BUT
AMBIGUITY AND
UNCERTAINTY AS
THINGS MOVE AND
CHANGE VERY FAST**

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WHEN WILL NORMAL RETURN?

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4 FUTURE-READY INSIGHTS



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CHILL OUT, NO ONE KNOWS

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**BY JANUARY 2022
MY ORGANIZATION
WILL
PRIMARILY
BE
OPERATING**

FULLY REMOTE – 6%

HYBRID - 30%

PRIMARILY IN OFFICE – 28%

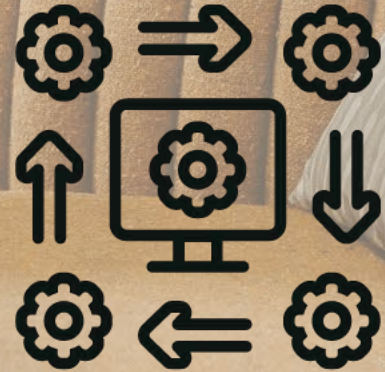
ALL OF THE ABOVE – 36%



JOBS & TASKS



**EMPLOYEE
PREFERENCES**



**PROJECTS &
WORKFLOWS**



**INCLUSION &
FAIRNESS**



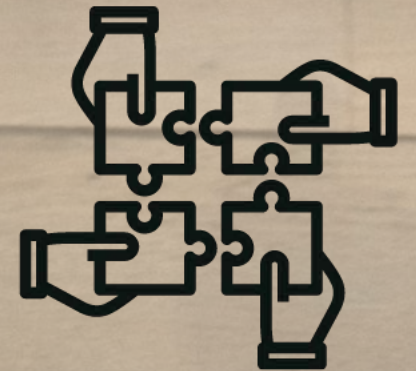
ENERGY



FOCUS



COORDINATION



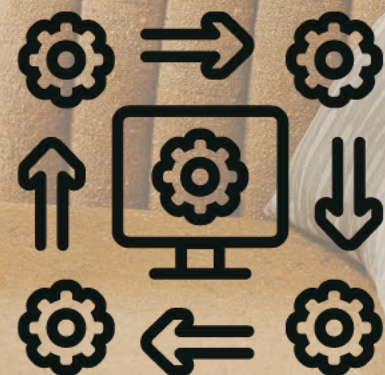
COOPERATION



JOBS & TASKS



**EMPLOYEE
PREFERENCES**



**PROJECTS &
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**INCLUSION &
FAIRNESS**



CHANGE THE COVID CHANNEL

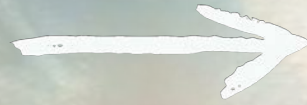
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WE

AWARENESS



OWNERSHIP

TELL

OURSELVES

THE TRUTH

**ARE THERE ANY
CHANGES IN YOUR
BUSINESS REALITY
THAT YOU ARE
AWARE OF BUT
HAVEN'T TAKEN
OWNERSHIP FOR?**



FREEDOM-INFUSED



HUMAN-CENTERED



HEART-LED



EMBRACE THE FUTURES OF WORK

THE FUTURE IS WHAT WE MAKE IT

SCAN TO ACCESS WEBSITE
AND CONTENT INFO



@sethmattison



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