



Making Human Resources Strategically Invaluable
Driving Change Through People in Transformational Times

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 Ignite Management Services Ltd.

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DISRUPTIONS IN THE LABOUR MARKET

MASSIVE DISRUPTION IS COMING TO THE JOB MARKET, AND ONTARIO ISN'T READY
 December 26, 2017 – Globe and Mail

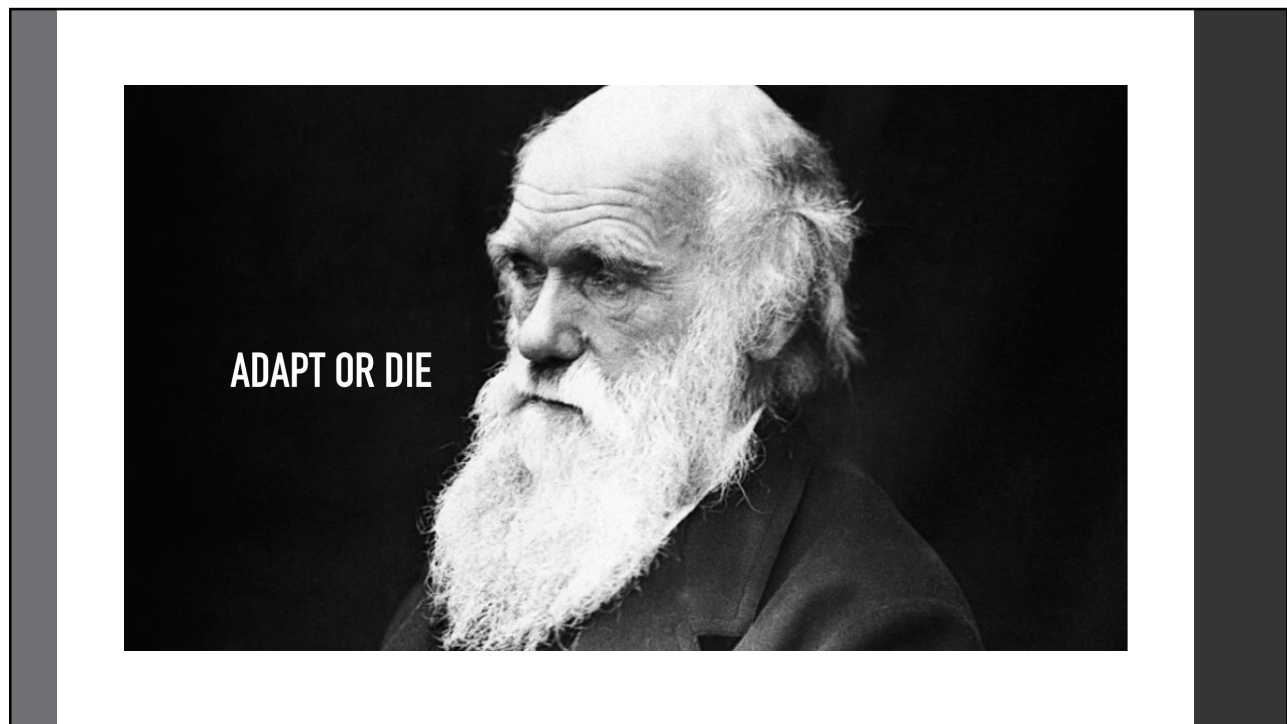
G7 LABOUR MINISTERS LOOK TO SET PLAN FOR TECH DISRUPTION IN WORKFORCE
 March 27 2018 – Financial Post

COUNTRIES MUST PROTECT WORKERS FROM TECHNOLOGICAL DISRUPTIONS
 December 5 2018 – Prince George Citizen

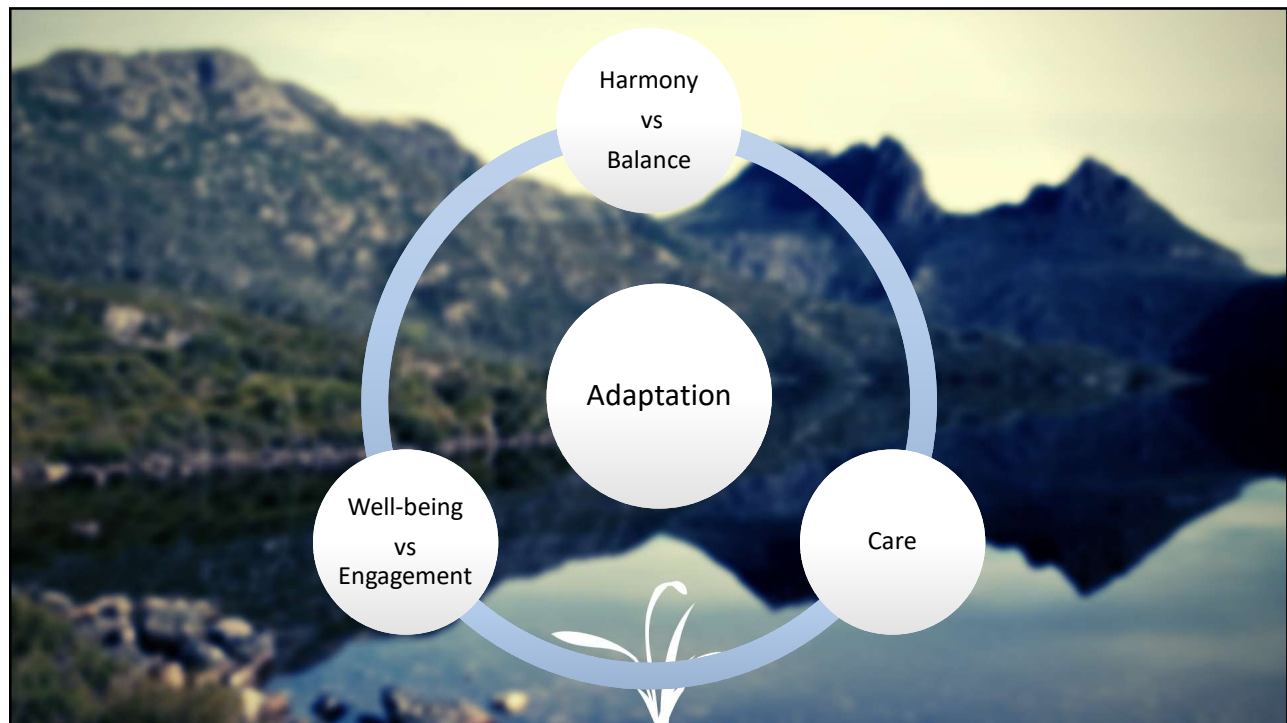
IT'S TIME TO PREPARE FOR WORK IN THE AGE OF AUTOMATION, SAY EXPERTS
 Oct 26 2017 – CBC

AUTOMATION TO IMPACT AT LEAST 50% OF CANADIAN JOBS IN THE NEXT DECADE: RBC RESEARCH
 March 26, 2018 – RBC

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HIROSHI MIKITANI
Chairman and CEO, Rakuten Group

"Our goal is not becoming No. 1 in Japan but becoming the No. 1 Internet services company in the world. By 2050, Japanese GDP as a portion of global GDP will shrink from 12% in 2006 to 3%. As we consider the future potential growth of the Japanese market and our company, global implementation is not a nice-to-have but a must-do"

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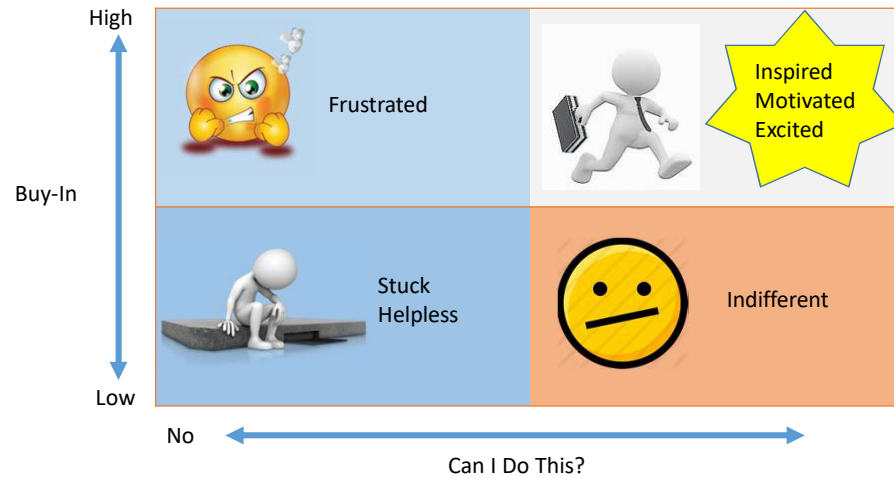
Video

Digital transformation: are you ready for exponential change? Futurist
Gerd Leonhard, TFAS studios

<https://www.youtube.com/watch?v=ystdF6jN7hc>

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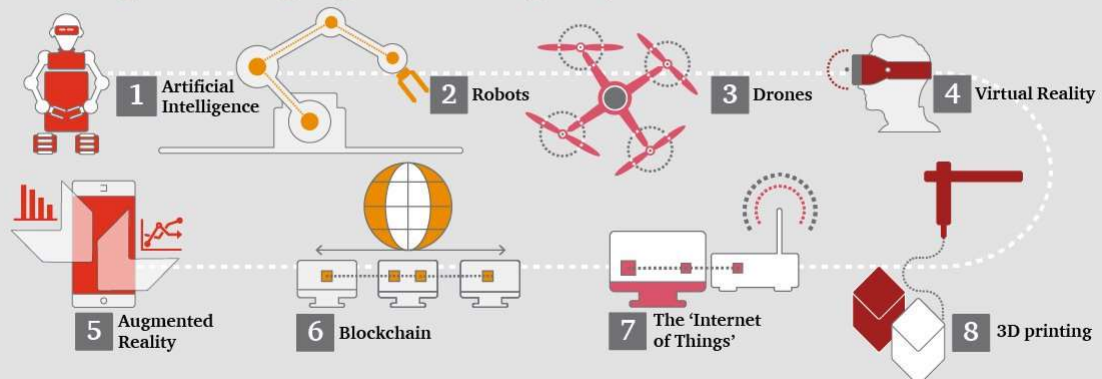
Adoption Framework



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The eight emerging technologies you should learn to love:



Source: PricewaterhouseCoopers LLP: Research into emerging technology, May 2018

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Disruptions within the Supply Chain

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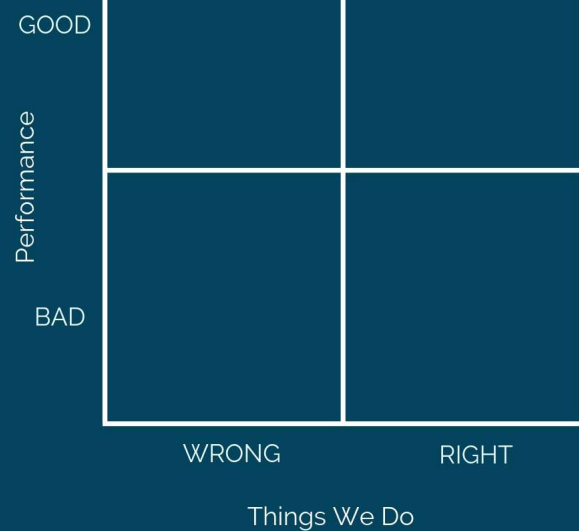
HR IN DISRUPTIVE TIMES



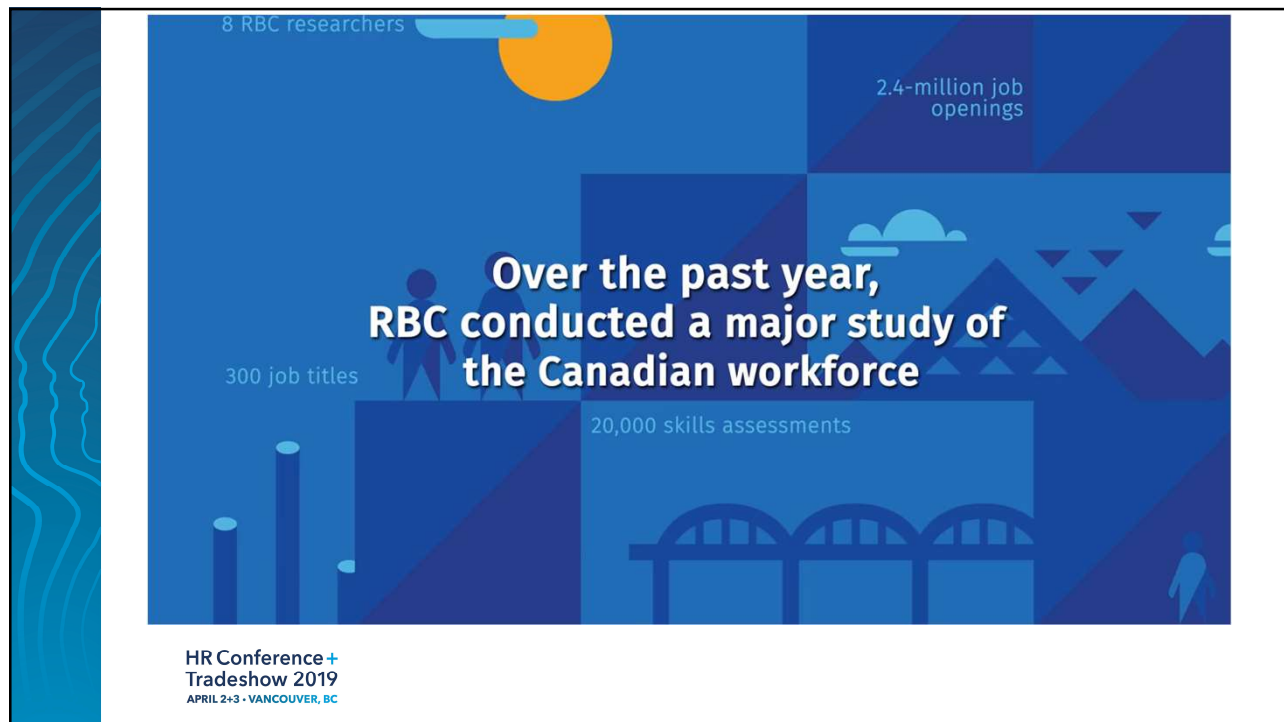
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Preparing the People

COURAGE AND FORTITUDE



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Core Competencies in Disruptive Times

Six Things You Need to Know About the Future of Work

- 1. Analytics are trending**
Being able to draw inferences, make unexpected connections and identify overarching trends is a competitive edge. In the 21st century, data is an employer's greatest asset. From lumber production to content creation, you can't get anywhere without analytics.
- 2. Math is a big plus**
Like it or not, numbers are here to stay. Over the next four years, 70 percent of job openings will place significant importance on math and numeracy skills. The ability to factor quantitative and spatial information into your decision-making (see: analytics) adds up to career success.
- 3. Firms want flexibility**
Demand for expert skills will dwindle compared to demand for adaptable workers who are ready to learn new things. This lesson is about to become more important in many lines of work as the pace of technological adoption picks up. Embrace change or risk being left behind.
- 4. Digital is non-negotiable**
Humans are still in the driver's seat, but machines are riding shotgun. Coding is an advanced facet, but even basic digital literacy can provide a huge productivity boost that employers can't do without. Humans have been mastering new tools for millennia — don't let down your Stone Age ancestors.
- 5. The three C's are crucial**
Communication, collaboration and critical thinking will serve you well in any career — even technical and scientific ones. Imagine a mining engineer who can't negotiate with her local community, or a doctor who can't talk to his patients. Well-rounded basic and social skills are must-haves across the board.
- 6. Mobility is a thing**
We're all creatures of habit, but the future of work is about shaking things up. Your parents may have had clear-cut career paths with few detours, but your professional life will likely involve unexpected twists and turns. Career mobility is the new normal and it can be exciting — so buckle up and take the wheel.

Rbc, 2018

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Thank you!

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