

**cornerstone**



# Learning to Embrace Disruption

*Why future ready workforces can look beyond economic headwinds to leverage uncertainty*





**SPEAKER**



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# How to deal with Europe's energy crisis

Russia is turning off the gas. Power cuts loom. What should governments

The future is getting even harder to predict



# WEF: Future of Jobs Report

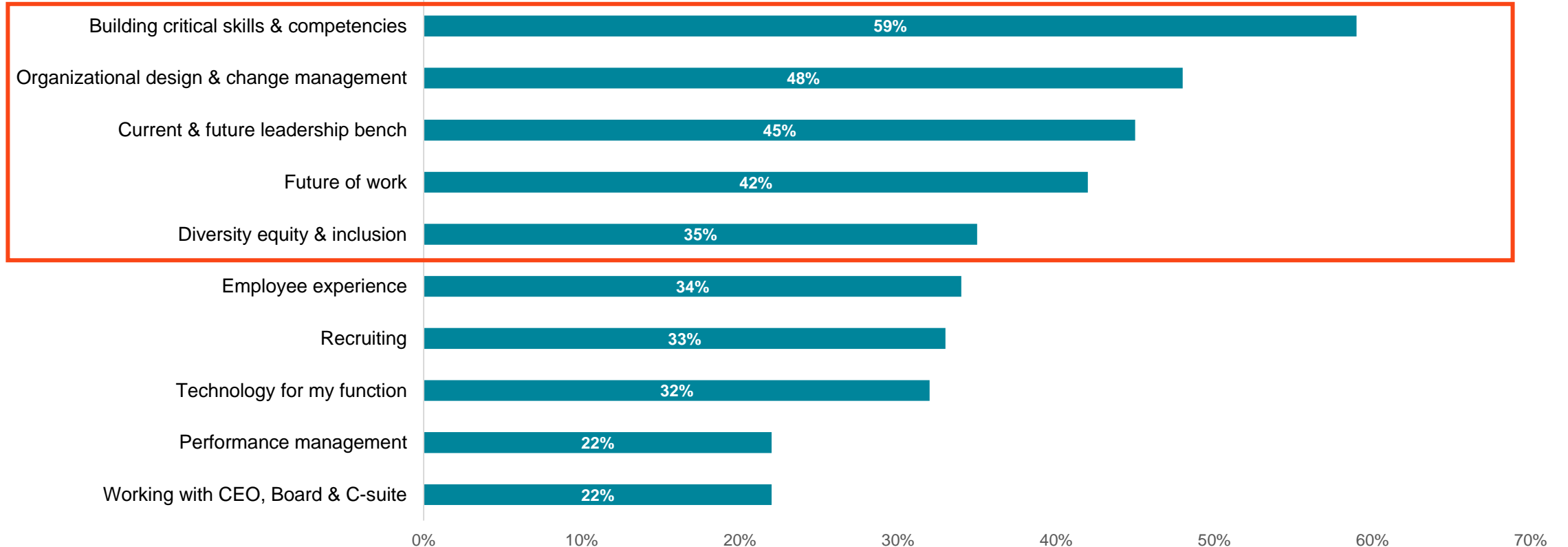
- The latest research from the World Economic Forum forecasts that by 2025, the time spent on current tasks by **machines will be equal to humans**, compared to 71% being performed by humans today.
- **85 million jobs** will be displaced between now and 2025.
- The rapid evolution of machines and algorithms in the workplace could create **97 million new roles**.
- The “Robot Revolution” will still **create 12 million net new jobs** in next three years.



Source: Future of Jobs Report, WEC

# Top 10 HR Key Initiatives for 2022

Key initiatives selected by HR Leaders to support their organizational priorities



n=572 HR Leaders  
Source: 2022 Gartner HR Priorities Survey



*How do I deliver the digital skills needed for my future and change the culture and mindset to unlock agility and pace?*



*How do I attract, retrain and retain a diverse and inclusive workforce for the future*



# Top 10 skills for 2025

Source: Future of Jobs Survey 2020, World Economic Forum

- 1 Analytical thinking and innovation
- 2 Active learning and learning strategies
- 3 Complex problem-solving
- 4 Critical thinking and analysis
- 5 Creativity, originality and initiative
- 6 Leadership and social influence
- 7 Technology use, monitoring and control
- 8 Technology design and programming
- 9 Resilience, stress tolerance and flexibility
- 10 Reasoning, problem-solving and ideation

**Core skills change quickly**

The top 2 skills here did not even exist on the list in 2018

# The Skills Confidence Gap – Through a Different Lens

High-Performing  
Organisations

11%

Confidence gap\*



Laggard  
Organisations

48%

Confidence gap\*

# Employees have new expectations of work



Continuous lifelong learning



Empowered career development



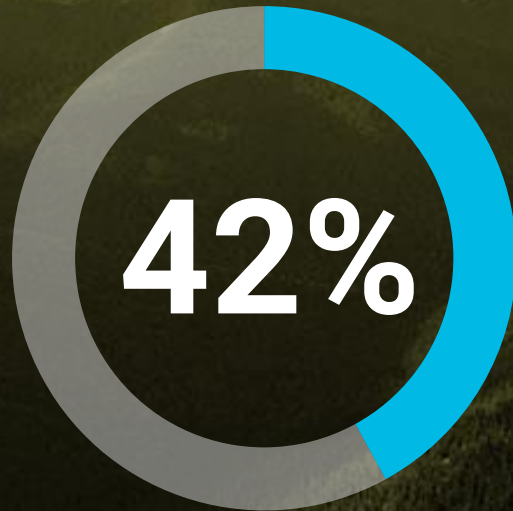
Real-time performance feedback



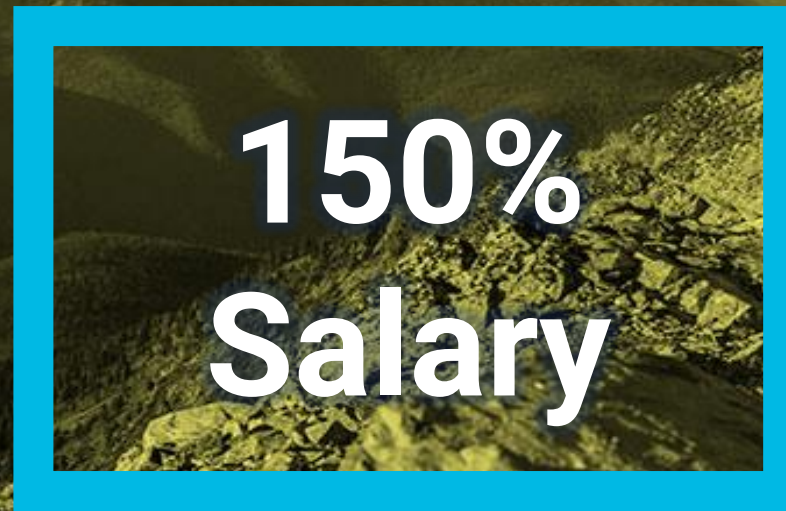
Contextual & intelligent personalization



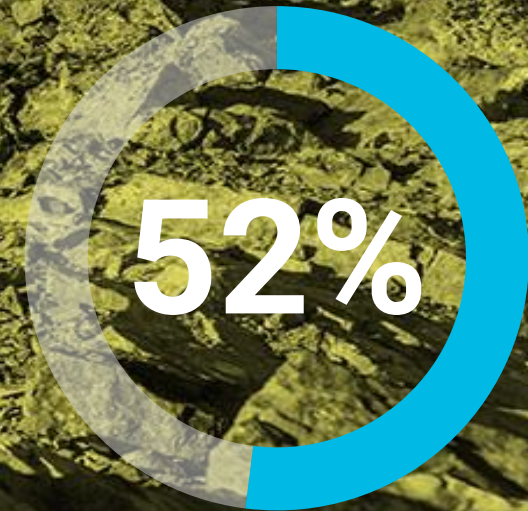
# People are on a perpetual search for “purpose” even more so as candidates



Of millennials are likely to leave because they are not learning enough



Cost to replace a mid-level employee



Employers who consistently cannot fill open positions



According to a Gartner survey of 3,000 candidates conducted in June 2021, only 33% of candidates who sought out a new job in the past 12 months searched internally within their organisation first.

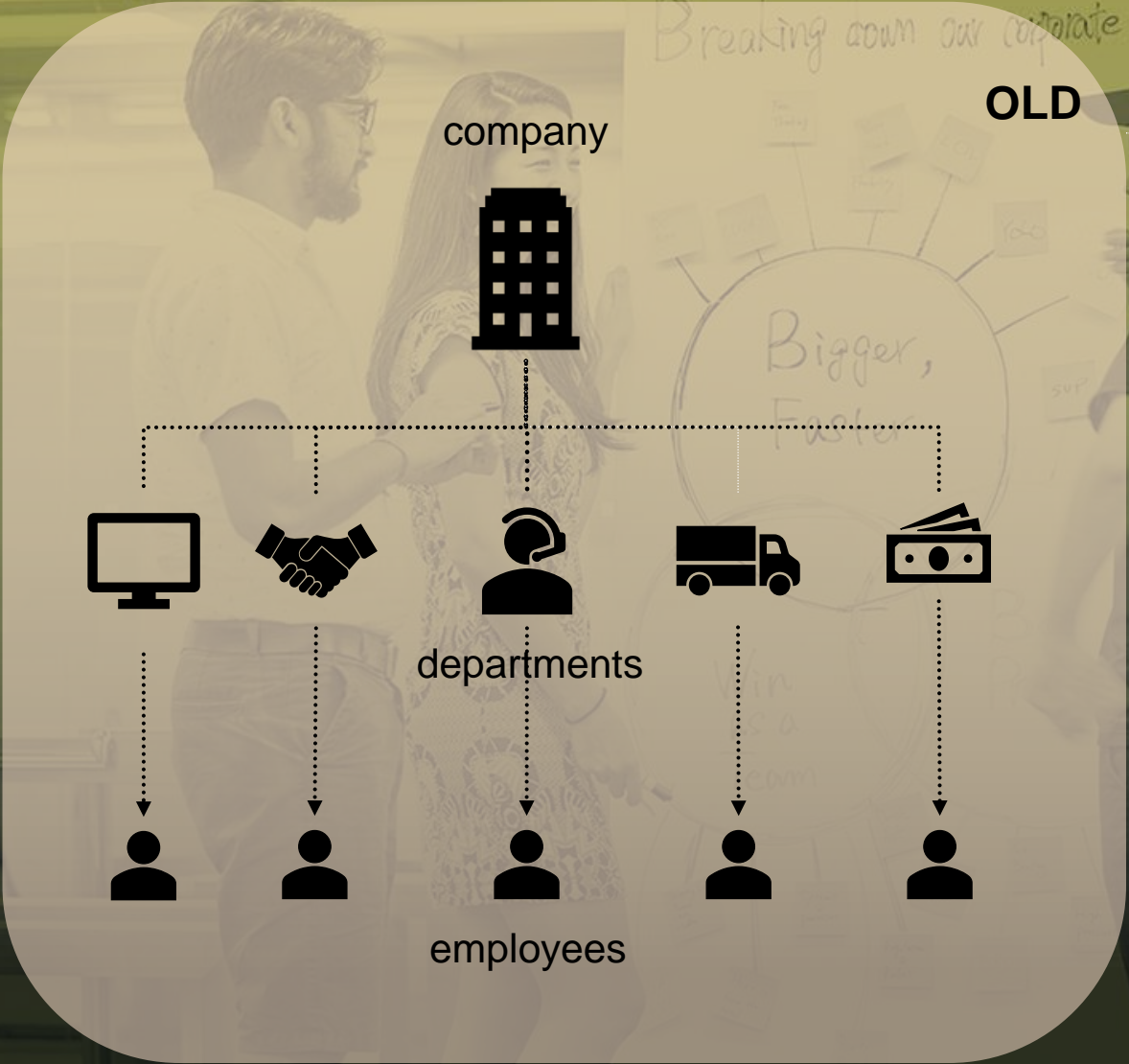


So given this level of change...

**Talent** and **Learning**  
approaches are going to  
need to *adapt* to meet  
the challenge



# The new way of thinking about your people



# Talent leaders hold the **golden thread**

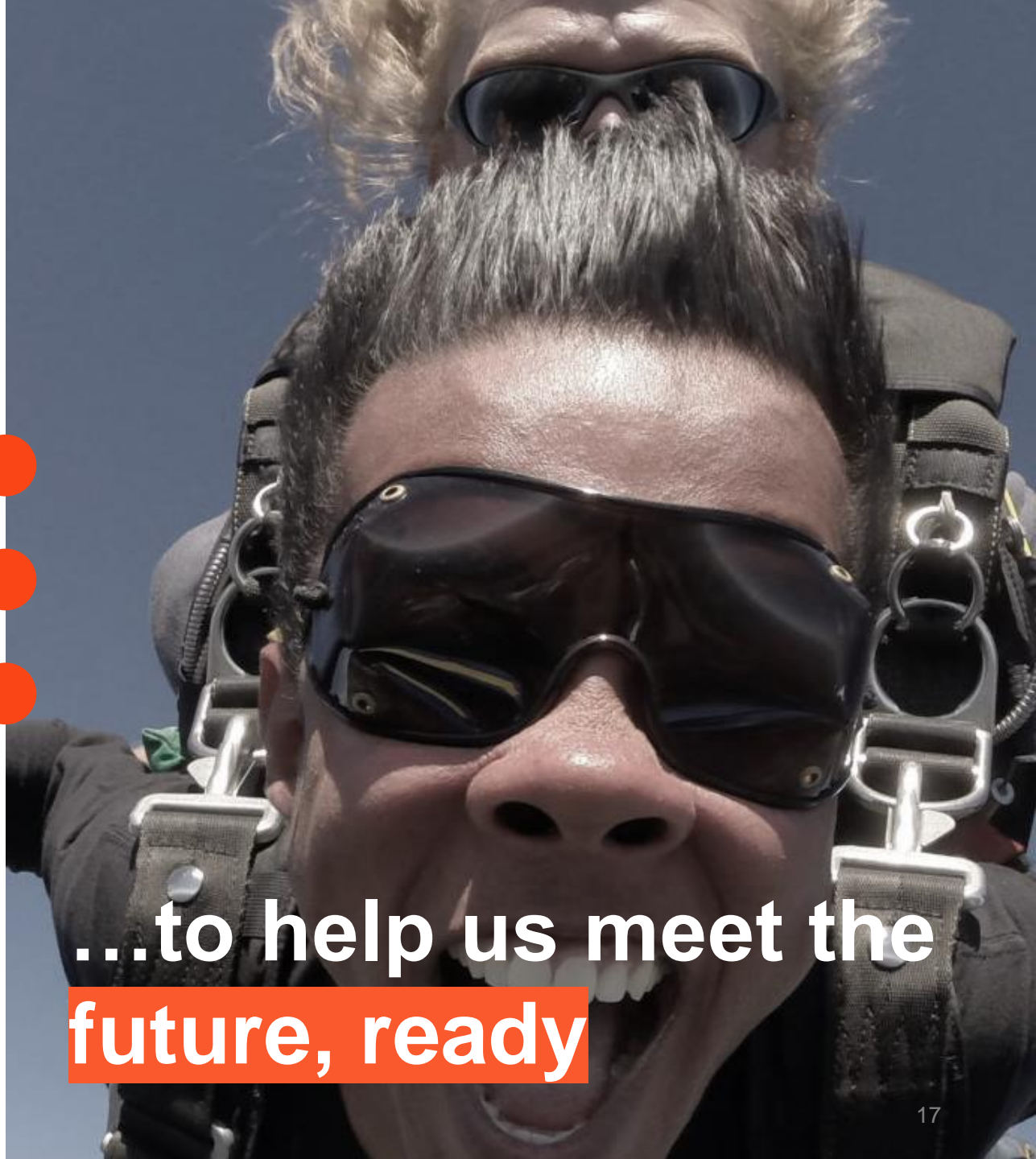
Connecting people with growth opportunities, business goals with purpose, to help everyone achieve extraordinary outcomes - together.





# We need a system of work that works for **everyone...**

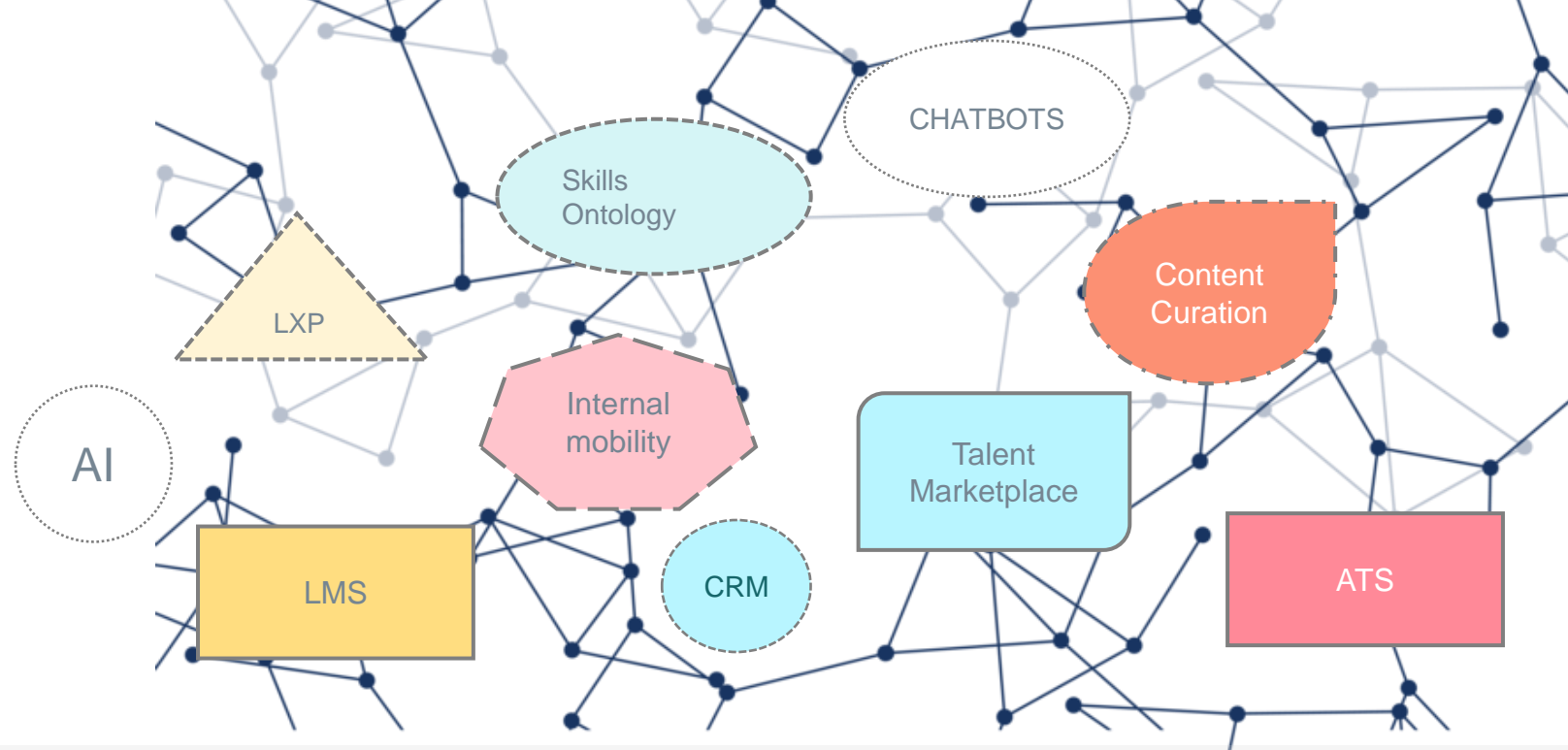
From disjointed tools and one-size-fits-all transactions to a **connected and adaptive** framework that's designed for our collective growth and success.



**...to help us meet the future, ready**

**The problem is..**  
*the choices on the Market right now*

**Niche Tech -**  
Disconnected innovation



ERP All In One -  
Back-office focused

**TALENT MANAGEMENT**

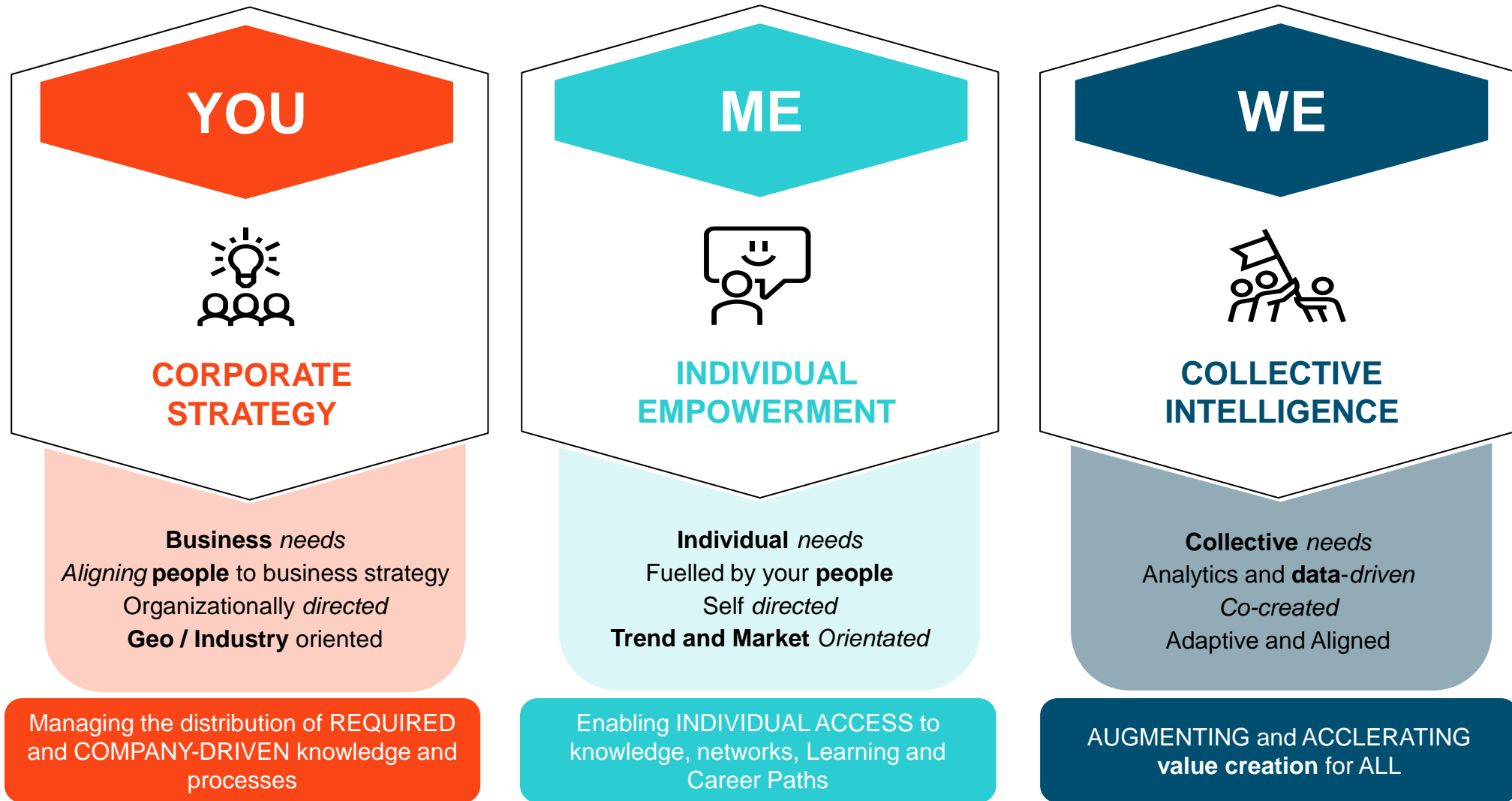


**HR ADMIN: Transactional Back office**



# How Cornerstone are helping ...

# To help organisations connect the dots



### PEOPLE GROWTH EXPERIENCE



#### LEARNING EXPERIENCE

LEARNING

SKILLING

COACHING

FEEDBACK

#### OPPORTUNITY MARKETPLACE

CAREERS

GIGS

PROJECTS

MENTORS

### AI-POWERED INTELLIGENT TECH FABRIC

#### SKILLS STUDIO

SKILLS ONTOLOGY

JOB ARCHITECTURE

SKILL INSIGHTS

SKILL PASSPORTS

TALENT INSIGHTS  
**PEOPLE INTELLIGENCE**  
SMART PROFILES

KNOWLEDGE GRAPH

#### CONTENT STUDIO

CONTENT CURATION

CONTENT MANAGEMENT

CONTENT INSIGHTS

CONTENT MARKETPLACE

### LEARNING & TALENT MANAGEMENT



#### LEARNING MANAGEMENT

EXTENDED ENTERPRISE

SUCCESSION

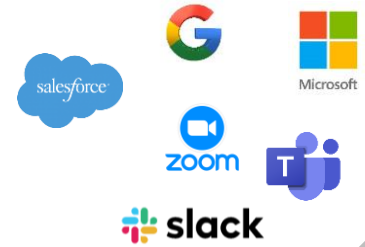
COMPENSATION

#### PERFORMANCE MANAGEMENT

RECRUITING

CORE HR

### GROWTH IN THE FLOW



### CONTENT FOR EVERY MOMENT OF NEED



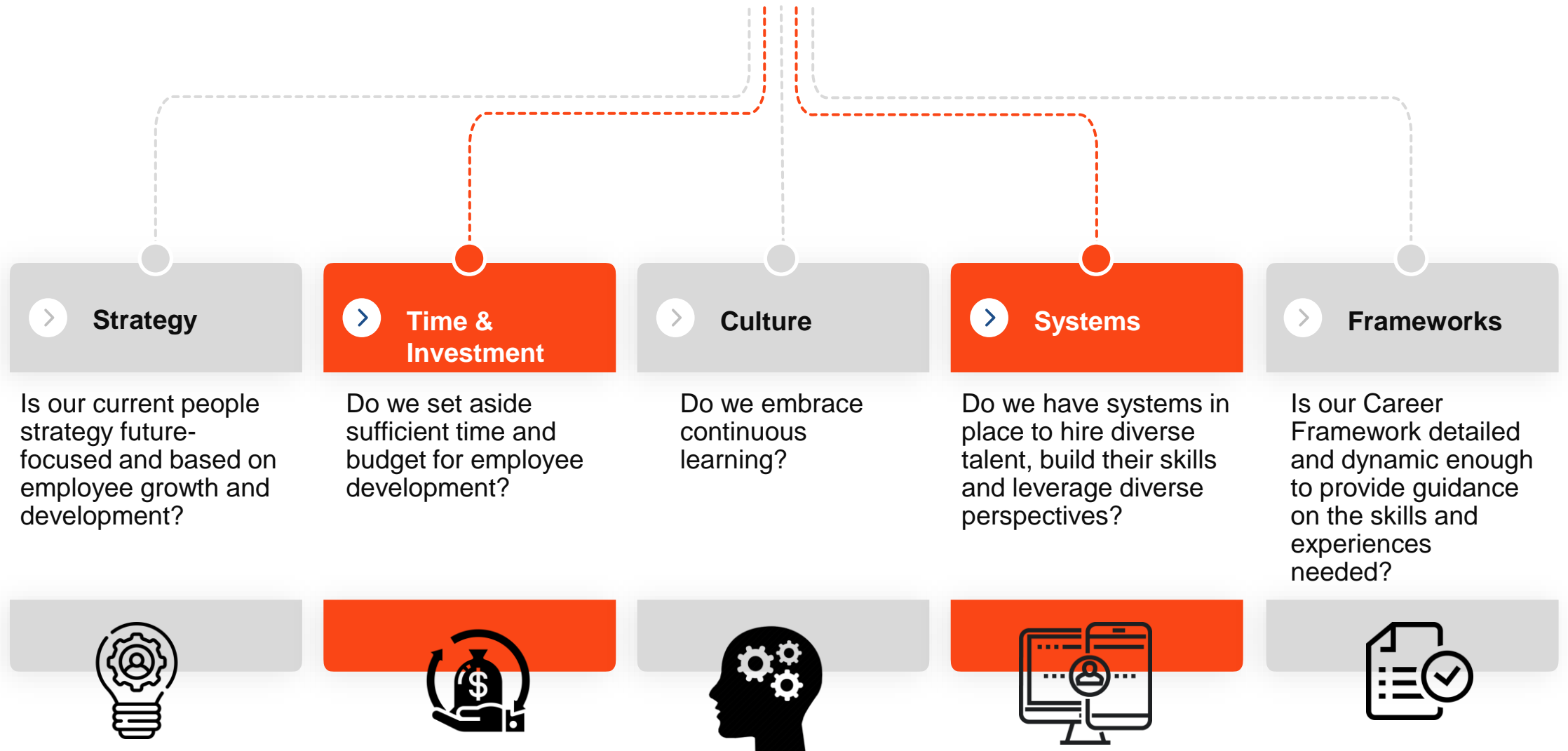
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### EXTENSIBLE INTEGRATION HUB



### SYSTEMS OF HR RECORD

# Build Toward Future Success: Ask Yourself ...



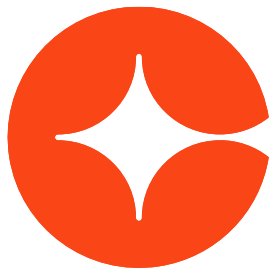
“



Leaders should expect little innovation unless they can harness the full potential of their entrepreneurial people, even when they are hard to manage.

Forbes





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