



Deloitte.

FEAL National Conference
Deloitte 2023 HC Trends

Inspire*Incredible*

**"You can't use an
old map to explore
a new world"**

- Albert Einstein

What does the data look like for Australia?

#1

The top concern in Australia is the retention of current talent

62%

of workers think that working from home is not harmful to their careers

BUT...

~50%

feel they need to overcompensate when working from home to show they are serious about their work

59%

of workers are planning a job change in 2023



Women are experiencing higher levels of non-inclusive behavior in 2022 than in 2021

WITH...

50%

of women feeling burned out

33%

saying their employer offers flexible working options

Meanwhile...



of Gen Z and 46% of Millennials are stressed all or most of the time

AND



of Gen Z and 81% of Millennials would consider looking for a new job if their employer required them to be on-site full-time

>50%

are more stressed now than one year ago

94%

believe that requesting flexible-working will affect their likelihood of promotion

AND...

44%

of jobseekers won't join a company that isn't making an effort to improve DEI practices

50%

say they would leave their jobs if they didn't feel a sense of belonging.

65 %

of IT decision makers view a shortage of IT skills as one of the main threats to their business

> 33%

of workers that have left their job did not have other employment lined up

Australian workers have been reported to be the most productive remote workers in the world

HOWEVER

Research continues to suggest they are also the most burned out workers in the world

2023 Global Human Capital Trends Report

New fundamentals for a boundaryless world



FRAMING THE CHALLENGE
THINK LIKE A RESEARCHER



CHARTING A NEW PATH
COCREATE THE RELATIONSHIP



DESIGNING FOR IMPACT
PRIORITIZE HUMAN OUTCOMES

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New fundamentals for a boundaryless world



THINK LIKE A RESEARCHER



COCREATE THE RELATIONSHIP



PRIORITIZE HUMAN OUTCOMES



Navigating the end of jobs



Powering human impact with technology



Activating the future of workplace



Negotiating worker data



Harnessing worker agency



Unlocking the workforce ecosystem



Taking bold action for equitable outcomes



Advancing the human element of sustainability



Elevating the focus on human risk

LEADING IN A BOUNDARYLESS WORLD

Leading in a boundaryless world

Reshaping the way that you lead and influence others

How do you lead in a boundaryless world in which work is **no longer defined by jobs, the workplace isn't a specific place, many of the most important workers aren't traditional employees, and leadership isn't determined by the organisation chart?**



To thrive, leaders must evolve **in tandem with their organisations** and adopt a **new set of fundamentals to mobilise workers and teams against new outcomes.**

Leading in a boundaryless world

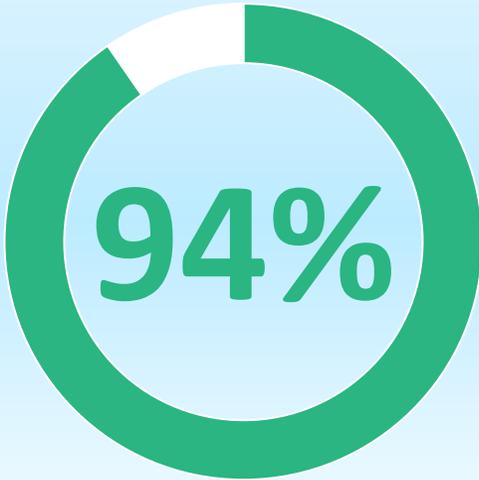
Reshaping the way that you lead and influence others

The Readiness Gap

Half of survey respondents say their organization's leaders are struggling to identify what to prioritise because they are overwhelmed by the number and frequency of disruptive shifts.



believe their organisation's leaders **currently have the capabilities necessary to manage in a disrupted, boundaryless world**



of respondents believe **leadership capabilities and effectiveness are important or very important to their organisation's success, representing the highest importance score across all trends**

Leading in a boundaryless world

Reshaping the way that you lead and influence others

NEW FUNDAMENTALS

Framing the challenge: Think like a researcher

Charting a new path: Cocreate the relationship

Designing for impact: Prioritise human outcomes



