



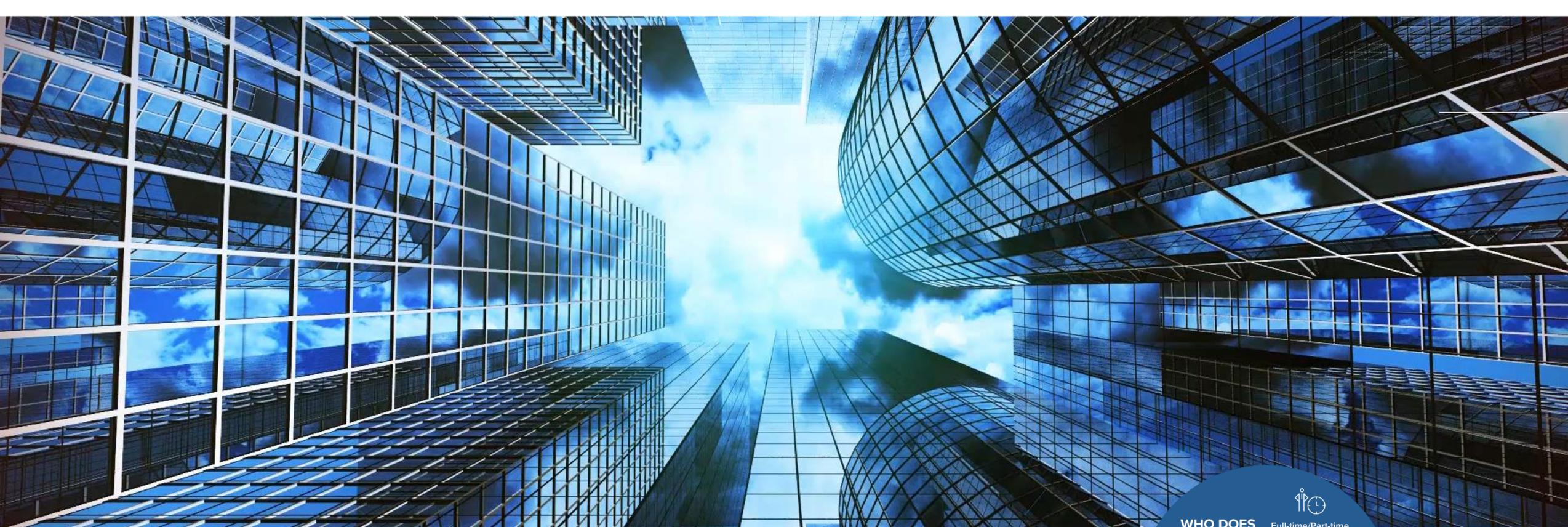
# The Future of Work

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**Los Angeles Regional Consortium  
CEO Council Retreat  
Altadena Country Club  
Wednesday, August 24, 2022**

Dr. Terri Horton MBA, MA, SHRM-CP, PHR, SWP

Work Futurist | Consultant | Author | Speaker | Lecturer

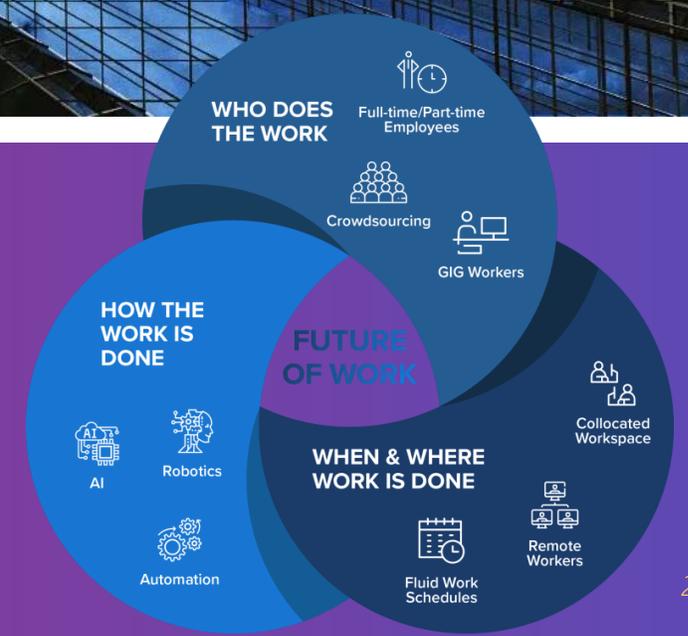


# The Future of Work

2020-2030

Digital, Cultural & Experiential

GAME CHANGING!



# The Future of Work A Forward View 2022-2025



## Organizational Purpose

Social impact: employees, customers planet, partners and communities



## Employee Experience

Purpose driven work, safety, DIB, fairness, development, growth, work harmony, mentoring, thriving(Microsoft)



## Digital Transformation

Technology & artificial intelligence equals reimagination of business models, strategies, jobs, processes products, services



## Up-skilling & Re-skilling

Continuous learning adding skills, reinventing with skills, future



## Remote, Hybrid Work

Remote-first culture, collaborative tools, workflows, processes and tools



## The Metaverse

Talent Acquisition: job fairs, interviews, assessments, learning, remote experiences onboarding, (Accenture)

# The Future of Work - The Metaverse

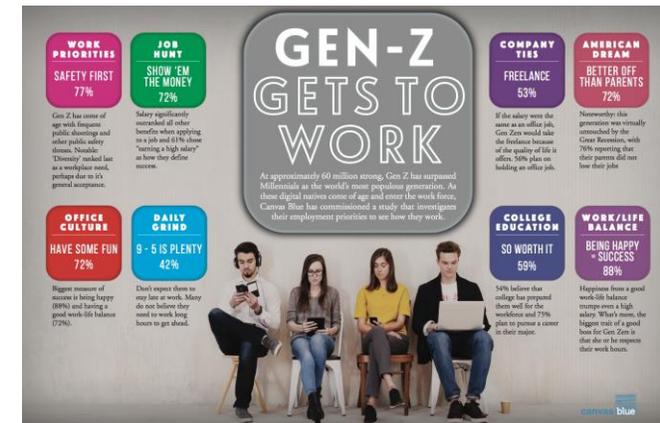


# Opportunities

Students, Employers & Partners



# 75%



## Millennials & Gen Z will dominate the workplace by 2025

## By 2030, 80% of workers will be Millennials, Gen Z & Alphas

# Intersections: Knowledge, Skills & Experiences



## Top 10 skills of 2025

-  Analytical thinking and innovation
-  Active learning and learning strategies
-  Complex problem-solving
-  Critical thinking and analysis
-  Creativity, originality and initiative
-  Leadership and social influence
-  Technology use, monitoring and control
-  Technology design and programming
-  Resilience, stress tolerance and flexibility
-  Reasoning, problem-solving and ideation

### Type of skill

-  Problem-solving
-  Self-management
-  Working with people
-  Technology use and development

Source: Future of Jobs Report 2020, World Economic Forum.

## Hybrid Skills

Embed & Connect Across Disciplines

### Marketing Student

complex-problem solving +  
analytical thinking and innovation +  
reasoning + creativity and ideation  
+ technology + analytics +EQ



# 7 key Takeaways

*Dr. Terrill Horton*  
FUTURIST

- The future is full of new and reimagined possibilities to experience them you must lean into the future!
- VUCA environment: colleges must create, communicate and deliver an enviable level of value for students and employers
- Win on experience for students: they want the same experiences as employees in an educational context
- Reimagine curriculum: prepare students for the workplace of the future in the physical, remote and virtual worlds of work
- Mind the intersections – engagement, productivity, development and retention at the institution level and connect to student experience
- Jump into and solve for the gaps that emerge as they employers move through digital, cultural, employee and customer experience transformation
- You cannot solve for the whole student, employer or partner if you do not “see” their potential and match your strategies to the opportunities that are embedded in the future of work

# Don't Let The Future of Work Be Your Force Majeure Thrive in the Future of Work The Future is Waiting for You!

"Dr. Horton integrates her experiences and expert insights with leading industry research to guide you through the path forward, to think, act and perform like a futurist, be hyper-relevant, audaciously bold, unapologetically pursue new possibilities, leverage power currencies, and thrive in the future of work on your terms!"



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**FORCE MAJEURE  
AN UNEXPECTED, UNCONTROLLABLE,  
DISRUPTIVE EVENT**

**FORCE**  
A FUTURIST'S GUIDE TO BOLDLY  
**MAJEURE**  
THRIVING ON YOUR TERMS IN THE  
**FUTURE OF WORK**

WRITTEN BY  
Dr. Terri Horton MBA, MA, SHRM-CP, PHR  
Workforce Futurist

*For most workers today, the unfolding of the future of work, particularly, between 2021-2030 will be a series of disruptive, unanticipated, and uncontrollable events. It will be their force majeure.*

*Dr. Terri Horton*  
FUTURIST

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## WHY YOU NEED THIS BOOK

*I wrote this book because wherever you are in your career, I want you to look the future of work squarely in the face and own it on your terms as we move through this decade.*

*As the accelerated future of work continues to reveal itself, you need a roadmap for navigating the new realities of business and work.*

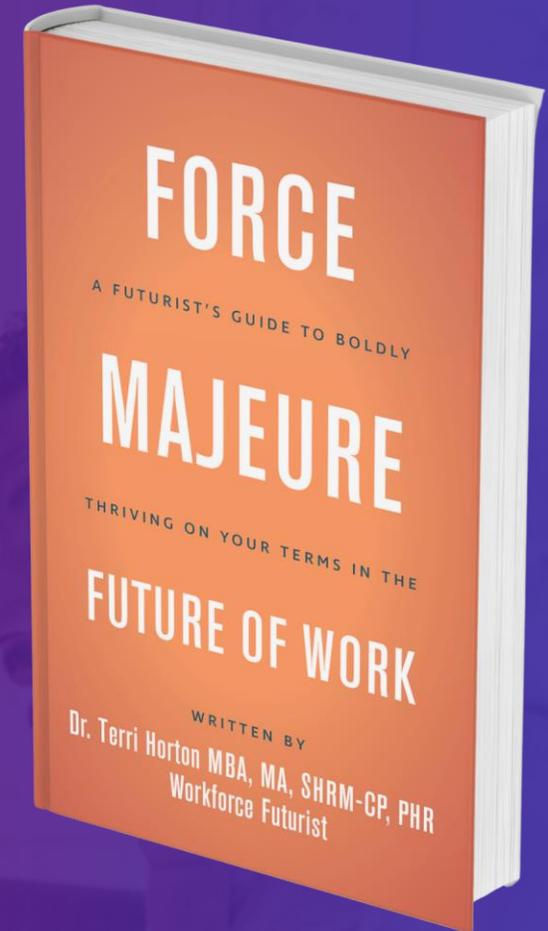
*If you prepare and pivot, the future of work can be empowering, dynamic, and the catalyst for designing how to work on your terms with purpose and intention.*

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*Dr. Terri Horton*  
FUTURIST

*You are the architect of your future. This book provides you with the tools you need to reimagine it, design it, and live it boldly on your terms. The future is waiting for you!*



# Questions



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# Dr. Terri Horton MBA, MA SHRM-CP, PHR, HCS, SWP Workforce Futurist

*Future of Work Expert / Consultant / Executive Coach / Corporate Trainer / International Speaker / Author / Lecturer*

Dr. Terri Horton is a future of work expert. Her expertise sits at the intersection of the future of work, artificial intelligence, and the impact on business and people strategies. She is a consultant, corporate trainer, executive coach, international speaker, and author that delivers high-impact and future-focused strategies and solutions for organizations. She has provided insights for the Pew Research Center, Forbes, the Obama Foundation Scholars Program and worked with the Austin Community College District to provide future of work and higher education insights and delivered a keynote to more than 2,000 staff and faculty members. Dr. Horton is a subject-matter expert with two global research consultancies, was included in the Onalytica 2022 Who's Who in the Future of Work report and ranked by Thinkers360 as a Top 25 thought-leader on the future of work and the metaverse.

She is the author of the 2021 book, *Force Majeure: A Futurist's Guide to Boldly Thriving on Your Terms in the Future of Work*. Dr. Horton holds a doctorate in education focused on organizational change and leadership from the University of Southern California, a MA in management, MBA, micro-credentials in AI business strategy from MIT, and data analytics from Cornell University. She is a Workhuman® Certified Professional, EQ-i 2.0/EQ360 certified to assess, coach, and train leaders on emotional intelligence and holds several human resource industry credentials. Dr. Horton's prior experience includes marketing and advertising leadership and executive roles with global media organizations and administrative roles in higher education. Dr. Horton is an instructor at CSULA, UCLA and UC Berkeley Extension, Cornell University and LinkedIn Learning.