

# What determines work place and work force?

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It happens every few years, there is a seismic shift in the way we live our lives, fuels a change in human behaviour so significant, that brings about a revolutionary change in almost every aspect including the way we work and work place also.

When we think of the speed with which technology is developing, it is no wonder that automation/AI, the moment it comes to automation we think about jobs !! will our jobs be still there or will they be replaced by technology/robots etc.

Then what about the work place ? what will the future office look like and given that the future of work place has already sort of arrived, it's safe to say that several elements of our future offices are already here too,

We can discuss it broadly in three categories

1. The Physical work place
2. The remote workspace
3. The virtual work space

## **The Physical work place**

This is one of the most rigid & stable parts of the physical office building as we currently know it, sure, the interiors have been upgraded, more colour added, more collaborative spaces created, more of open office, breakout areas, more inclusion of nature in terms of natural light, greenery, oxygen providing plants etc. etc. But has the physical office reached the end of its revolution or will the future of work continue to transform.

## **The Remote Workspaces**

Remote working and the gig economy will play massive role in how the future of work office will transform. Freelancers will soon make up 50 pc of the global workforce, which means it is unlikely for them to have a set work station in an office, not only that people are increasingly favouring the ability to work from home or other locations, hence the work station for them is becoming less and less necessary.

So where is the office heading if fewer staff are actually going to be there ?

## **The virtual workplace**

Digitisation is transforming the future of work place across so many dimensions, Virtual workplace is indeed becoming more of a reality in the ever changing office, with AR and VR starting to play a role, an organisation in Dublin is already looking ahead to world where VR Headsets will become normal part of working life.

Holographic telepresence might seem like a far fetched concept best left to sci fi movies, but the truth is that VR technology is making virtual meeting very possible.

## **The Future**

Understandably barring few professions, most would be with freelancers and remote workers moving around, keeping different schedules, how will collaboration be affected in the future of work ?

There would be a need to expand the definition of who we collaborate with, we need to start thinking about things like collaborative robots, or co-bots in our work place and the future work environment must support all these different connections.

To be continued with further thoughts.....