



25-Mar-22

BEES AT WORK EPISODE 24

Skills of the halted workforce and consequences of losing them

By Eleonora Escalante Strategy

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Saga Outline

1. **Introduction** 🌻
2. **Rationale, Philosophy and objectives of the saga** 🌻
3. **Before starting** 🌻
4. **The life of the bees at the hive** 🌻
5. **Why are bees crucial for human civilization?** 🌻
6. **Bees Swarm Intelligence** 🌻
7. **How Bees colonies make decisions** 🌻
8. **Bees living in a time of chaos** 🌻
9. **Honeybees' democracy by Thomas Seeley** 🌻
10. **The wisdom of bees applied to human societies** 🌻
11. **Homo sapiens history of work – Our past** 🌻
12. **How humans work now – Our present** 🌻
13. **The forthcoming of work – Our future?** 🌻
14. **How people dignify time by working** 🌻
15. **The meaningful work means happiness too.** 🌻
16. **Women in the workplace** 🌻
17. **What has changed at work with the NAIQIs?** 🌻
18. **Classification of workforce updated** 🌻
19. **The workplace as a school: The new Learning organization** 🌻
20. **Skills of the halted workforce and consequences** 🌻 **TODAY**
21. **Why the virtual office is not for all, but for some.**
22. **Figuring out a hybrid working model**
23. **Why are employees quitting?**
24. **Living to work? or working to live?**
25. **An appraisal to workforce and employment trends after the COVID19 Pandemic**
26. **Research agenda in terms of work for the next 10 years: Elements of a new state-of-the-art “working paradigm”**
27. **Summary and conclusions**

**The outline has
been modified
and updated**



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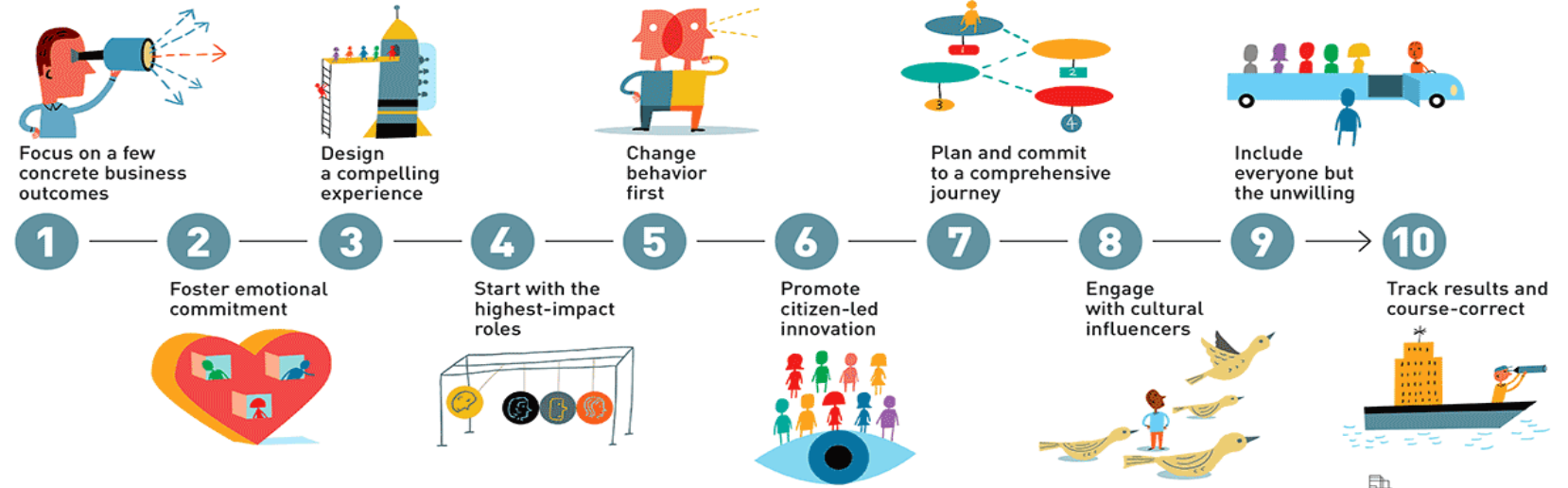


The trendy fashion wave everywhere after the pandemic is "the digital workforce transformation"...

Price Waterhouse Coopers has established a ten steps guide for it.

strategy+business

A guide to workforce transformation



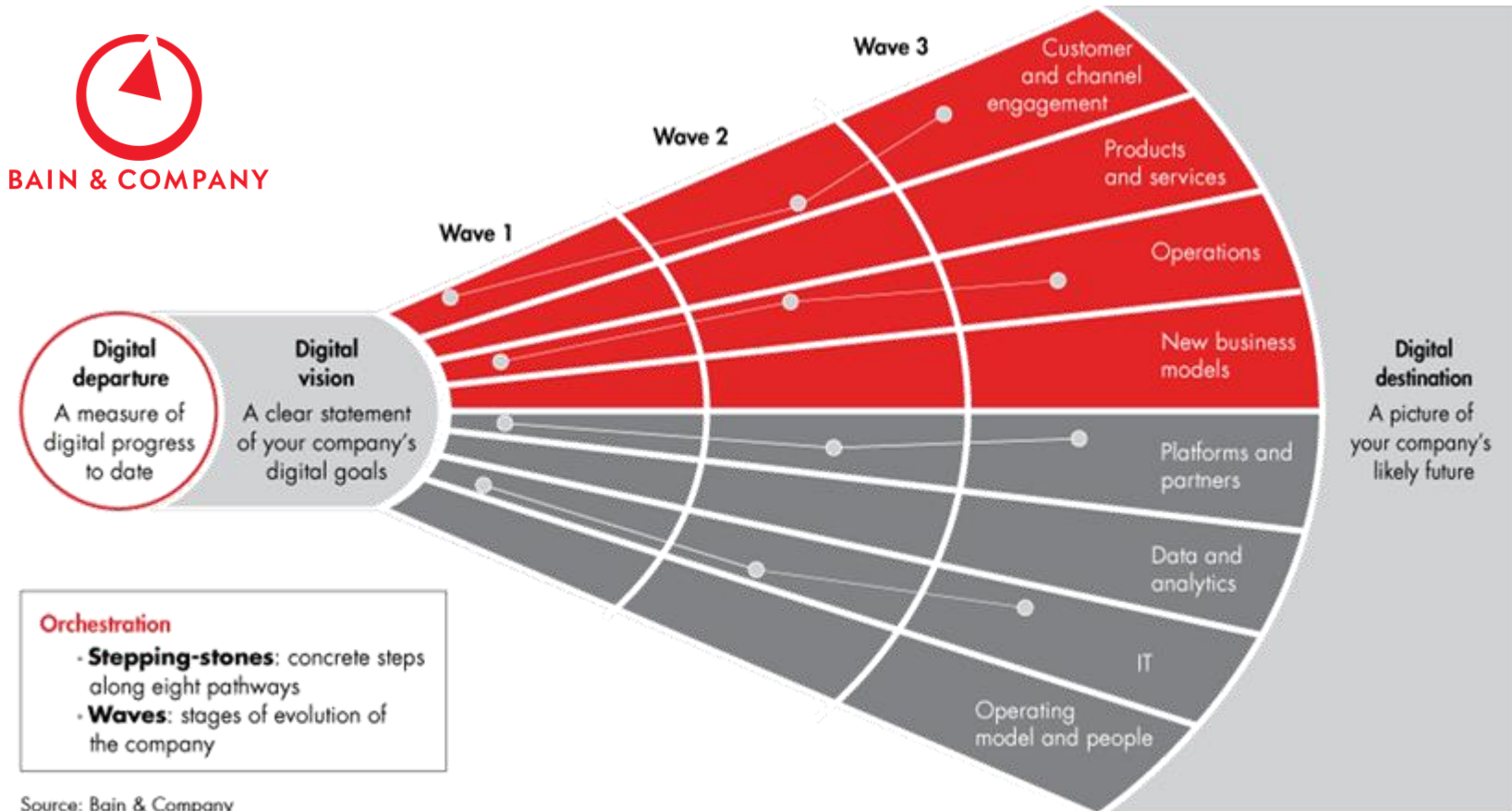
pwc | strategy&

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The digital transformation for Bain is designed as a process of different progressive waves that affect 8 areas



Source: Bain & Company

Bain Radar 360SM challenges leaders to create a bold vision grounded in step-by-step practicality



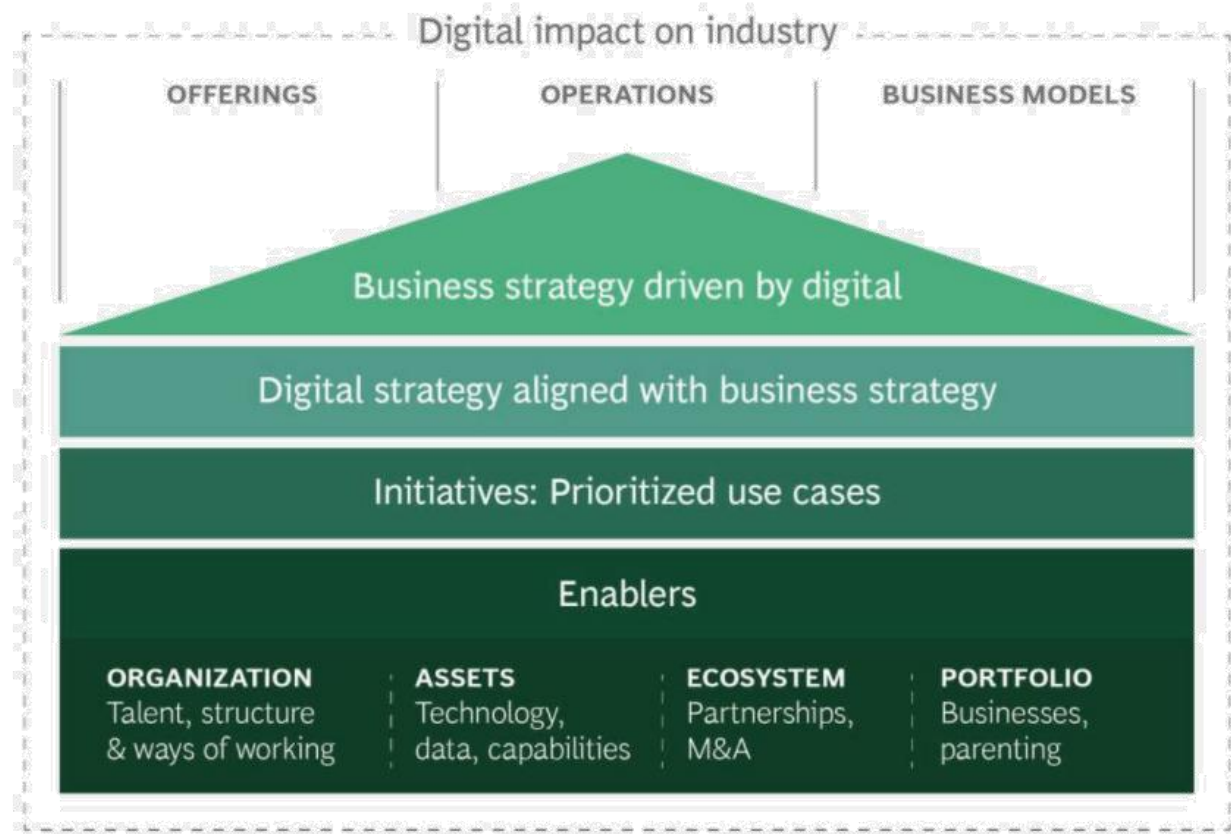
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The digital transformation for Boston Consulting Group is based in 4 enablers: organization, assets, ecosystem and portfolio analysis

BCG
Digital
Strategy
Roadmap



Source: BCG analysis.



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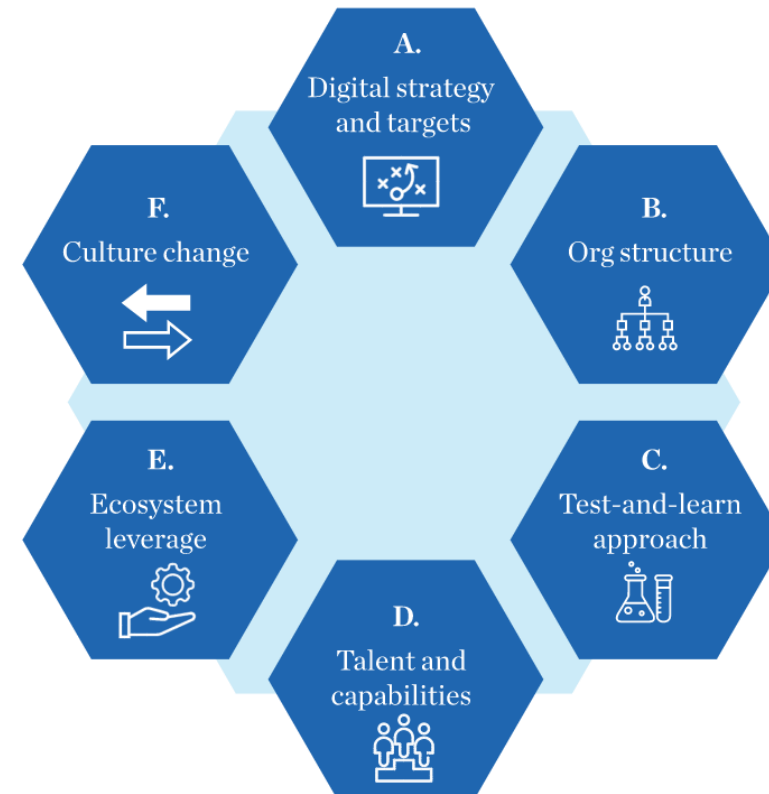
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The digital transformation for McKinsey contemplates 6 areas...

McKinsey
& Company

The six elements of a successful digital transformation

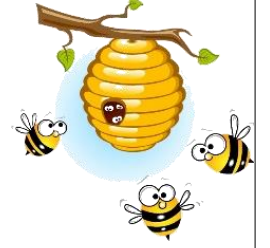


McKinsey&Company | Source: McKinsey



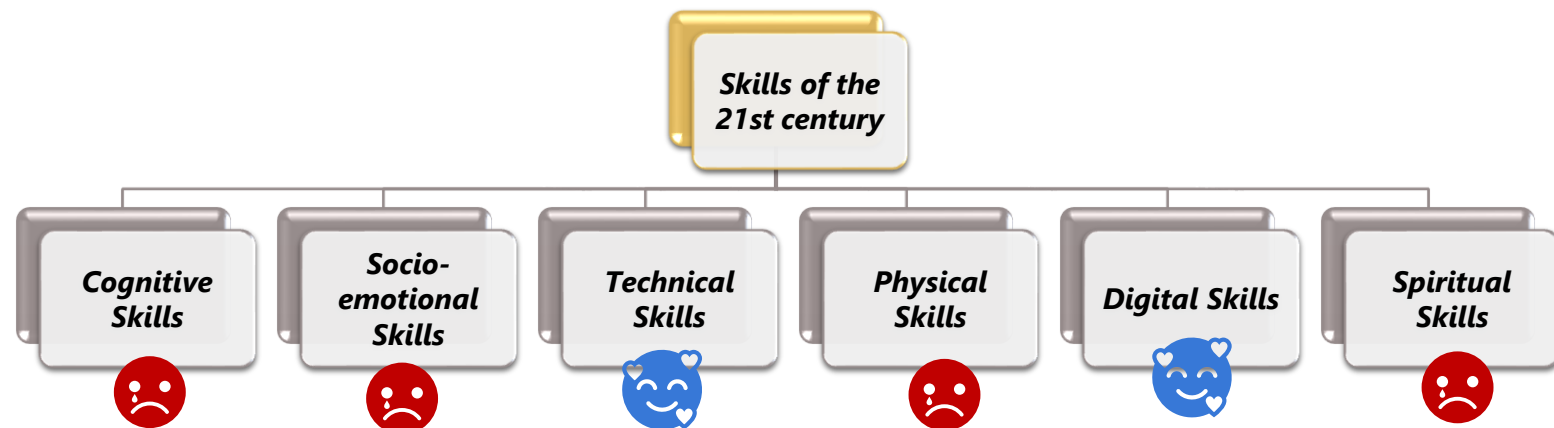
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If you see the last 4 slides, each prestigious consulting company has determined its own process for the famous "digital transformation", But all the skills required to make it happen, do not belong to the NAIQIs/Giga era, but to the traditional way of doing things acquired before the year 2YK.

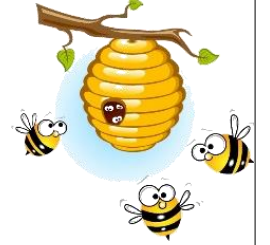
It is imposible to do a digital transformation without having a core understanding of the whole picture of skills that we are losing with the NAIQIs.



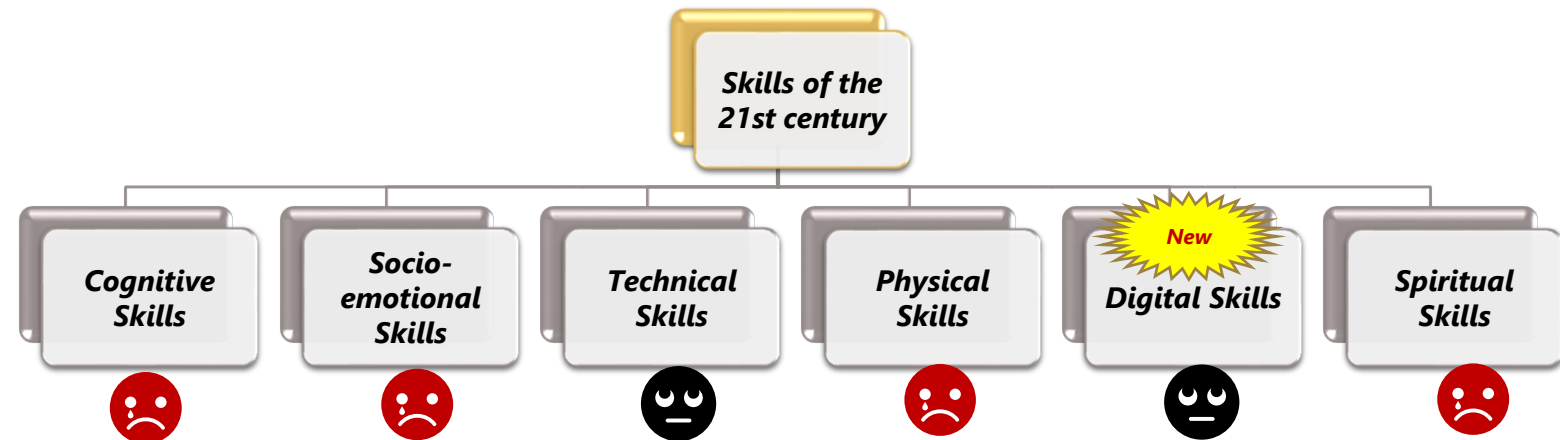


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The skills that are required in the future are not isolated from the traditional education and its skills.
The reason why digital transformation is so difficult, expensive and superfluous is founded in the skills lost during the last 30 years.



 **Traditional Skills lost during the last 30 years in the workforce**

 **New Skills gained during the last 30 years in the workforce**