

Fit for Future

How attractive are we on the long run ?

**Creating a flexible and sustainable workforce
in an agile organisation and changing society**

India, June 2014

Let's try: how well does your employee know their labour-contract?



....Content

Which terms & conditions are applicable to you in your organisation?

....Access

How easy can you find the terms & conditions and activate them?

....Added Value

How do the terms & conditions support you in your personal development, career and stages of life?

....Influence

How much do you have to say about the terms & conditions?

....Flexible

How easy is it to combine pieces of terms & conditions and do you get support with that within your organisation?

Current situation



1. Starter (younger than ca. 30 years)

- Seeks variation and challenge.
 - Focus on ambition.
 - Risk for burn-out.
- 47 %

2. Rush-hour (ca. 30 – 39 years)

- Forgets balance work/life.
 - Focus on autonomy.
 - Risk of overburden day to day.
- 38 %



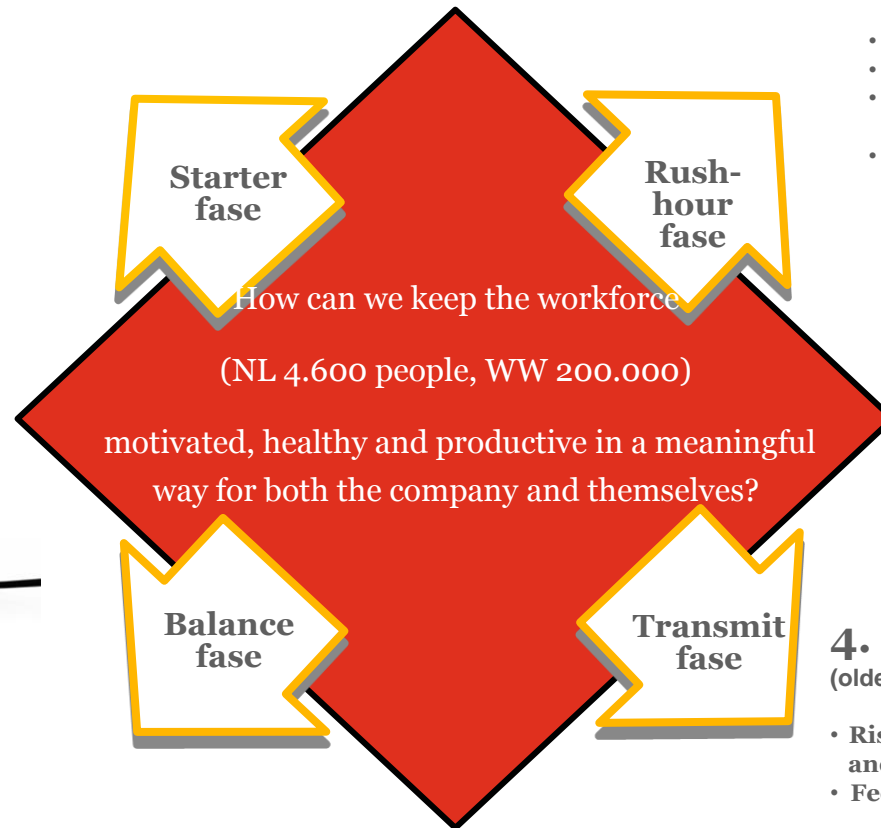
3. Balance (ca. 40– 49 years)

- Seeks new challenges.
 - Risk of restlessness: is this all?'
- 10 %



4. Transmit (older than ca. 50 years)

- Risk of go with the flow (to surfe) and not seeing opportunities anymore.
 - Feeling of being a burden.
- 5%



Future challenges



pwc

1. Starter (younger than ca. 30 years)



- Seeks variation and challenge.
- Focus on ambition.
- **Seeks independency AND mentorship.**
- Risk for burn-out.
- 25 %

NEW →



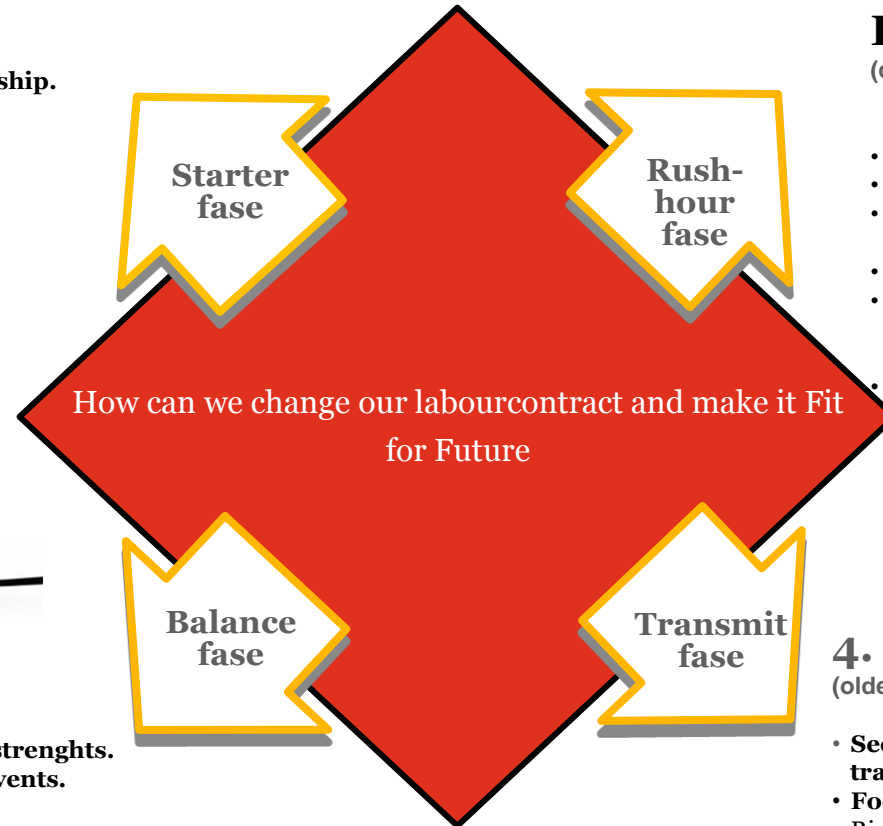
2. Rush-hour & Family man (ca. 30 – 39 years)

- Seeks balance work/life.
- Focus on autonomy.
- **Needs time to deal with private matters and moments of ease'.**
- Risk of 'overburden day to day.
- **Interest but no time for informal care outside the direct area of family**
- 30 %

3. Balance (ca. 40– 49 years)



- Seeks new challenges.
- **Focus on own qualifications and strenghts.**
- **Need for meaning of things and events.**
- Risk of restlessness: is this all?'
- **More and more involved in informal care**
- 30 %
- PwC



4. Transmit (older than ca. 50 years)

- **Seeks usage of experience and transmission.**
- **Focus op wisdom of life.**
- Risk of go with the flow (to surfe) and not seeing opportunities anymore.
- Feeling of burden.
- 15%



Next Generation client and colleague

....expects more

Expectations are being shaped by experiences outside of your industry, where content, interactions and features may be much richer and more compelling

....trusts peers

Brand loyalty has been replaced by peer conversations and other social media interactions, those who fail to participate risk being sidelined

....is informed

Easy access to research and data will explore efforts to mislead and enable comparisons to your competitors; transparency and authenticity are required

....has choices

Undifferentiated products and services, lack of loyalty and low barriers to defection mandate extra effort to retain your customers and employees

....has a voice

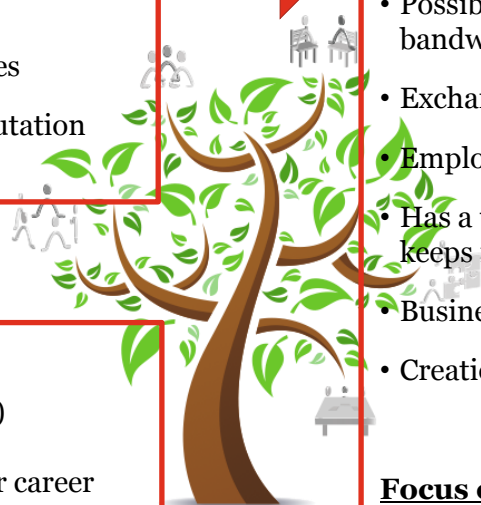
Vehicles for communicating experiences with your brand – both good and bad – are ubiquitous and free, and your customers and employees are not shy about voicing them

Vision: vital & healthy, competent, motivated and productive: Fit for Future



Business requirements

- Fact and evidence based advice
- (International) Best practices and global network
- (International) Top class Quality in methods/tools
- Experienced Consultants with developed skills and competences
- Thoughtleadership on actual client issues
- Top of mind at key-accounts and in reputation



Vision:

- Employer of choice in fast changing society
- Very good mutual (Social) Return of investment
- Mutuality, flexibility and self-steering
- Solutions custom-made
- Possibility to self develop and adjust terms of employment within bandwiths
- Exchange within and between terms of benefits are possible
- Employee manages own career
- Has a type Guardian Angel to guide through the possibilities and keeps it actual at all times
- Businessmodel/vision on Management development changes
- Creation a flexible layer of workforce so the organisation breathes

Focus on:

- **Themes relevant in all fases of life**
- **Clear communication and support**
- **Get into a continues dialogue and put them more in the frontseat!**
- **Innovative ideas which adapts the culture and standing of PwC and movements within Society**
- **The right terms & conditions to support development(s)**

Personal requirements

Our staff are asking for:

- Maximum flexibility (work/life balance)
- PwC to serve as a stepping stone in their career
- Constant challenge and development
- Respectful treatment in all life stages
- Justice and security
- Autonomy (freedom in restraint)
- Stimulation of entrepreneurship

Fit for Future: choices to be made

Personal:

Personal requirements
Fases in life
Lifestyle, Quality
Development, Motivators
Employability profile

Organisation:

Business requirements
PwC strategy
Business model
Career model
Culture
Partnermodel

Demands from Individual

Demands from company

Vitality

Stimulation of sports, healthy food, healthcheck, employability report, discount on health insurance

Care

For young and sick kids, family, friends and animals

Home working

Flexible homework facilities, saison work, sabbaticals, time-outs, 40 hrs a week and not 8 hrs a day

Development

Personal, technical, Study arrangements, talentmanagement, credits for L&D
Fit for future examination

Personal benefits

change in salary and bonus mixture, more freedom in lease and different balance with starters (assistance on private matters like buying a house)

Mobility

-BU,
X-functie (job roulation), X-LoS
X-country/global
X-company

Fit for Future: choices to be made

Personal:

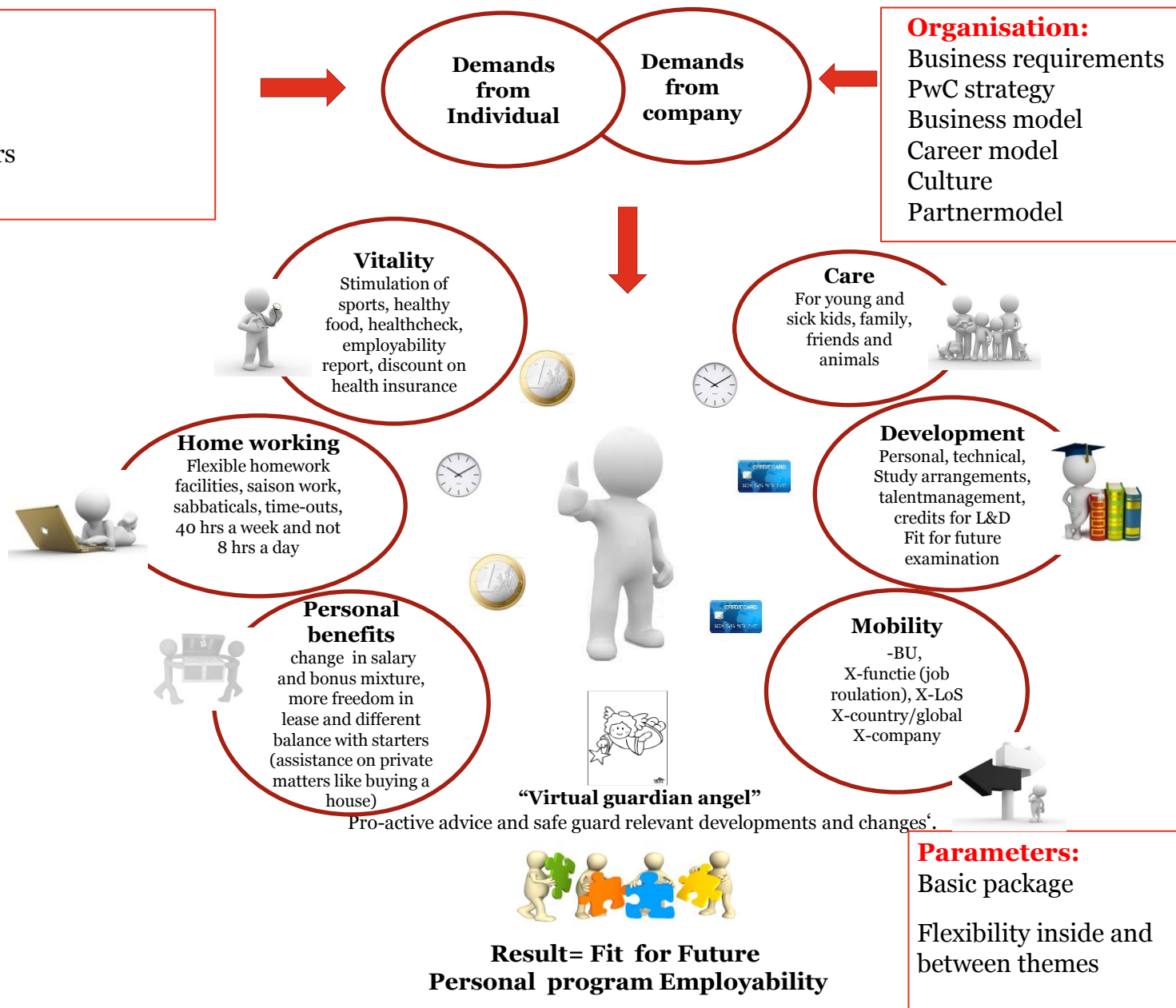
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Business requirements
PwC strategy
Business model
Career model
Culture
Partnermodel

Depending on personal situation & development:

Basic set of terms, and sets of terms which differ in severity of themes. Periodical review. Tailor-made for the individual.



Parameters:

Basic package
Flexibility inside and between themes