Empowering employees through digital transformation

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Fourth industrial revolution or second digital revolution?
Myth Buster #1
Previous industrial revolutions created millions of jobs
This, the second digital revolution will displace millions of jobs
Myth Buster #2

A robot will take over the jobs of 3,000 legal employees.

Jobs at every level in every sector will be affected.
The human and fiscal reality of mass automation

10 million full time jobs will be lost

Approaching 20% of today’s workforce are on zero hour contracts and minimum wage
What will be the impact when the full-time workforce is halved?

Figures may not sum due to rounding. Other taxes includes capital taxes, stamp duties, vehicle excise duties and other smaller tax receipts. Other non-taxes includes interest and dividends, gross operating surplus and other smaller non-tax receipts.

Source: Office for Budget Responsibility.
- Training spend has reduced every year since 2005
- Average spend on employee training is £300 p/a per person
Busting the myths around Digital Transformation

It is a business transformation that digital forms a part of.

The name assumes it is tech-based, so the human aspect is forgotten about.
70% of digital transformations are failing

Leadership vision not communicated holistically across the whole organisation

Companies cannot expect to get people on board if they’re at risk
Be a Transformer!

Permanent state of reinvention

Not incremental or start-stop, constantly evolving

Be mutable and adapt

Be different every day—car, helicopter, train

Constantly compete with yourself
Rethink

Reimagine

Reinvent

Disrupt
How social enterprises will make the difference

Empowering Employees
Social Good

Social Enterprise
## The Differences

<table>
<thead>
<tr>
<th>Social Good</th>
<th>Social Enterprise</th>
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<tbody>
<tr>
<td>Social good is providing a positive impact, but the main priority remains about making profits for shareholders</td>
<td>A for-profit trading business which invests its profits back into the business and to the local community it supports</td>
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Where do employees sit on the balance sheet?
Enabling them to understand their asset and liability curve is key.
This report recommends that workers will need a mix of digital, socio-emotional and strong cognitive skills to thrive in increasingly digital workplaces.

Learning policies will need to facilitate the transition of workers whose jobs are at high risk of being automated into new and better-quality jobs.
We need to work differently
Social enterprises enable

- Shared services model
- Working multi-portfolio
- Employees are empowered to train and retrain
- Employees take control of their worth
The Digital Anthropology solution

DA is a Social Enterprise which means no shareholder benefits – 100% for people

All profits are reinvested back into the people and the local community

DA’s existence is to make sure people are in employment
The Digital Anthropology solution

1. Transfer of affected staff as early as possible, and offered back in a flexible manner
2. People affected are moved to portfolio working model and available to you on either fixed rates or output based
3. Share with us or let us design with you a Holistic Business Transformation
4. Full programme direction and management assistance to your team from DA Subject Matter Experts
5. Build Operate Transfer (BOT) options available
Working in perfect harmony
Creating the right blend between tech and people
Thank You and over to the debate