



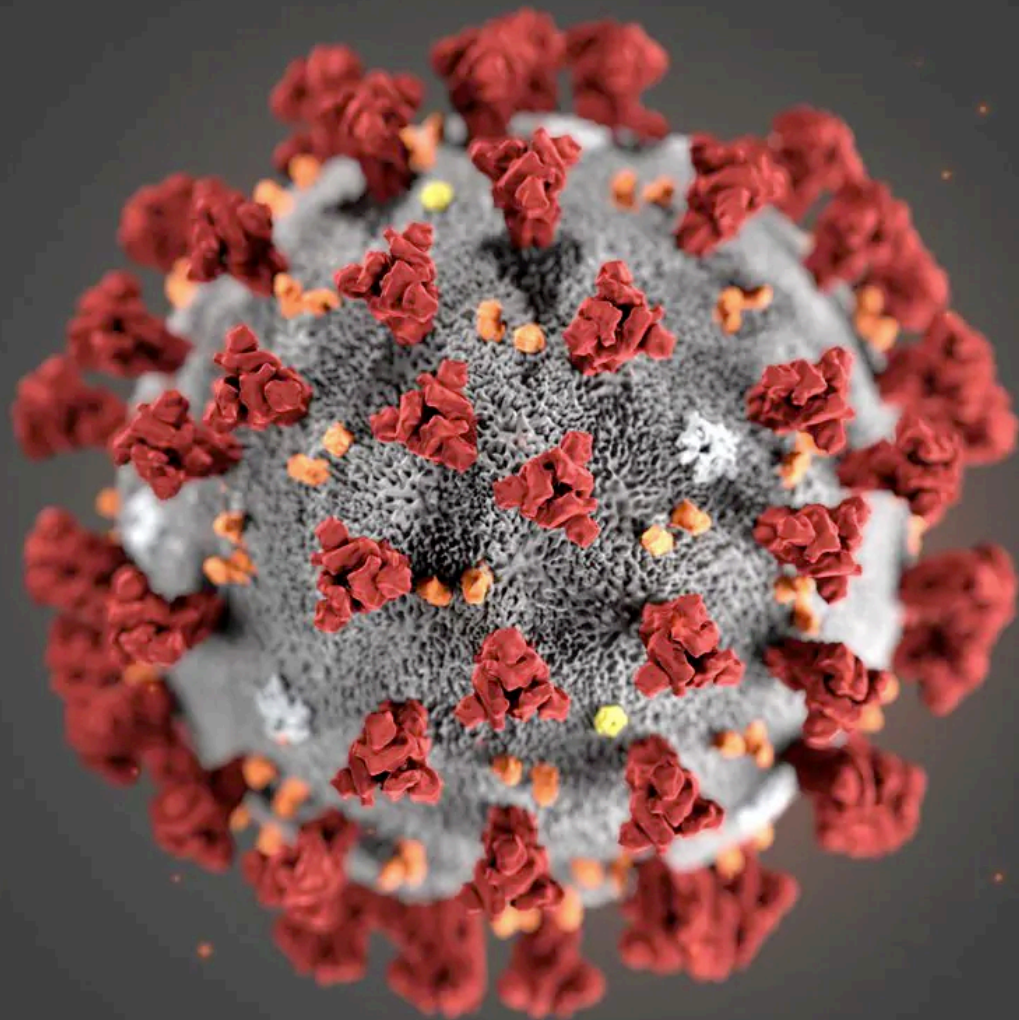
# **Covid-19 and the Early Arrival of the Future of Work**

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# ***The Lindzon Law for the Future of Work***

The Future of Work

=

Technology

+

Human Labo(u)r

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Standardization

# Standardization

- The rules and structures established to control labor during the industrial revolution







- Decentralized
- Asynchronous
- Flexible
- Collaborative
- Human

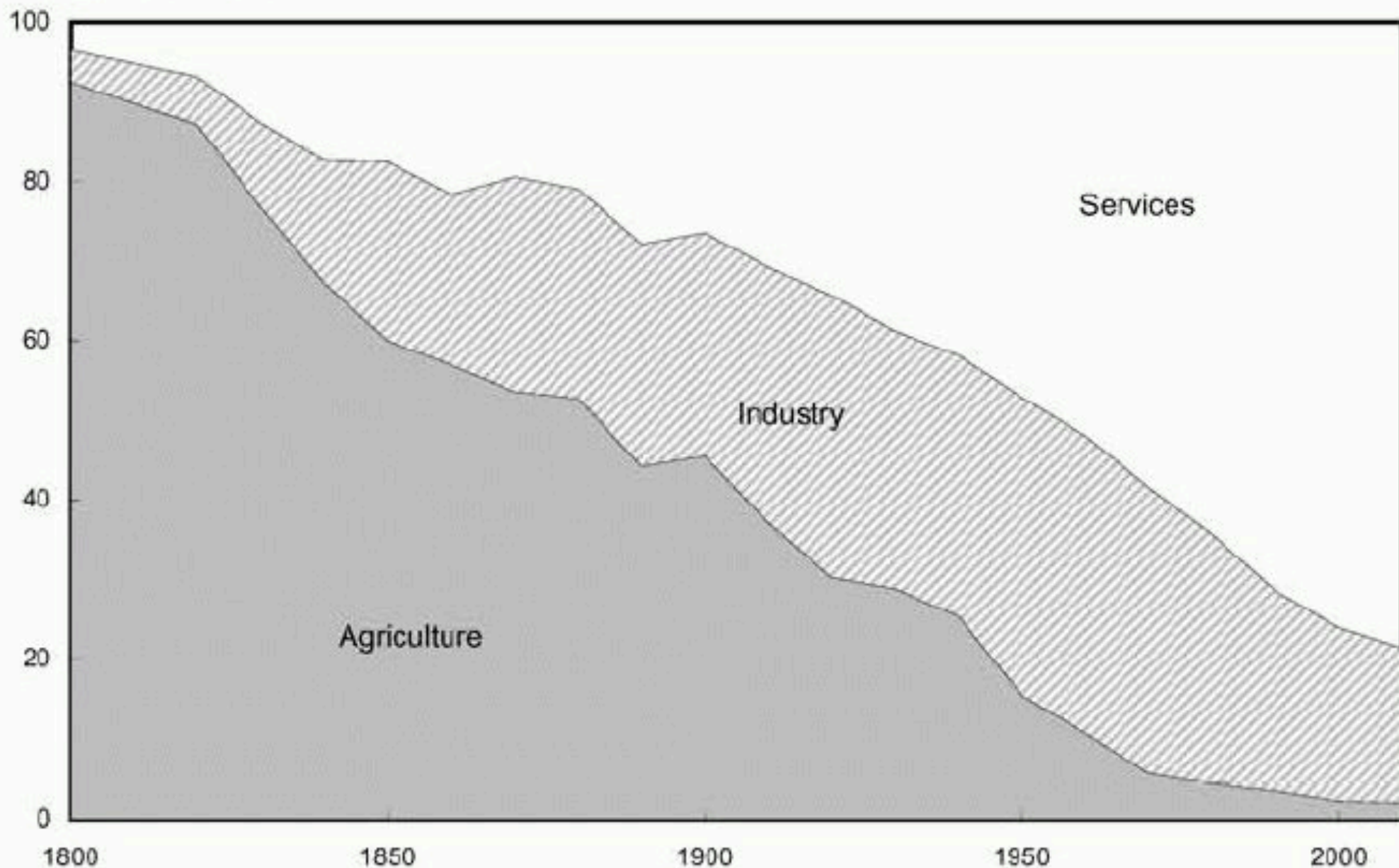
- Work ethic
- Independence
- Resilience
- Creative problem solving
- Adaptability



### Chart 8-1 Percent of Private U.S. Workforce by Sector, 1800–2005

A large and growing share of the private U.S. workforce is employed in services.

Percent of U.S. workforce



Note: Industry includes manufacturing, construction, and mining.

Source: Federal Reserve Bank of Dallas.

- ~~Decentralized~~ Centralized
- ~~Asynchronous~~ Synchronized
- ~~Flexible~~ Rigid
- ~~Collaborative~~ Hierarchal
- ~~Human~~ Robotic



- ~~Work ethic~~ Punctuality
- ~~Independence~~ Loyalty
- ~~Resilience~~ Obedience
- ~~Creative problem solving~~ Uniformity
- ~~Adaptability~~ Consistency





A black and white photograph of a historical banner. The banner is rectangular and hangs from a horizontal pole. It features three lines of text in a bold, serif font. The text is arranged in three horizontal rows, each centered. The banner has a dark background with a lighter border. The overall image has a grainy, halftone texture.

8 HOURS LABOUR  
8 HOURS RECREATION  
8 HOURS REST



- 8 hour work days
- Weekends
- Statutory holidays
- Paid leave
- Workplace safety requirements
- Child labor laws
- Retirement benefits
- Healthcare benefits

# And then.....



...Not much changed

Until...



# Mobile Technology



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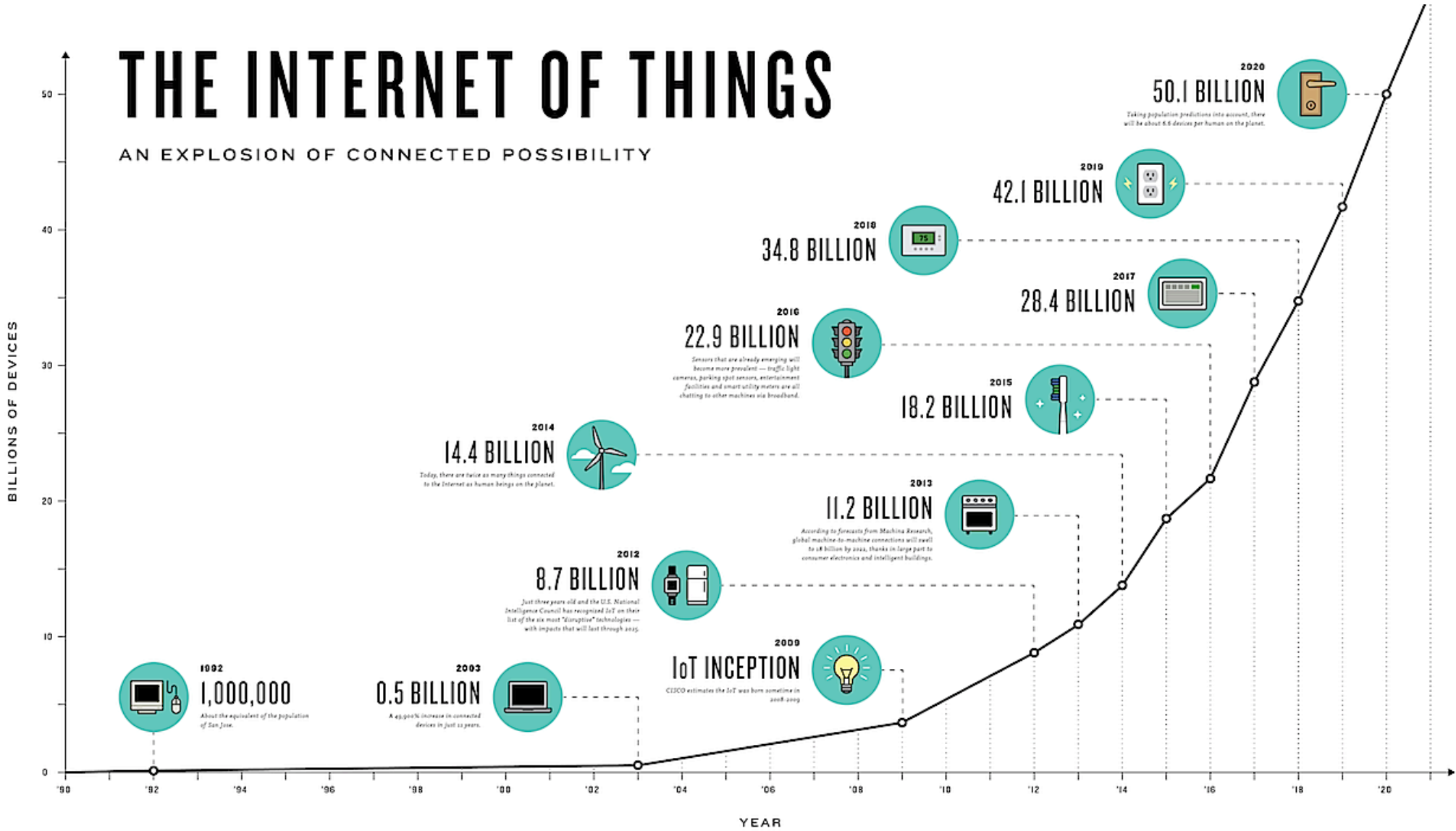
Standardization

# The Internet of Things (IoT)



# THE INTERNET OF THINGS

AN EXPLOSION OF CONNECTED POSSIBILITY

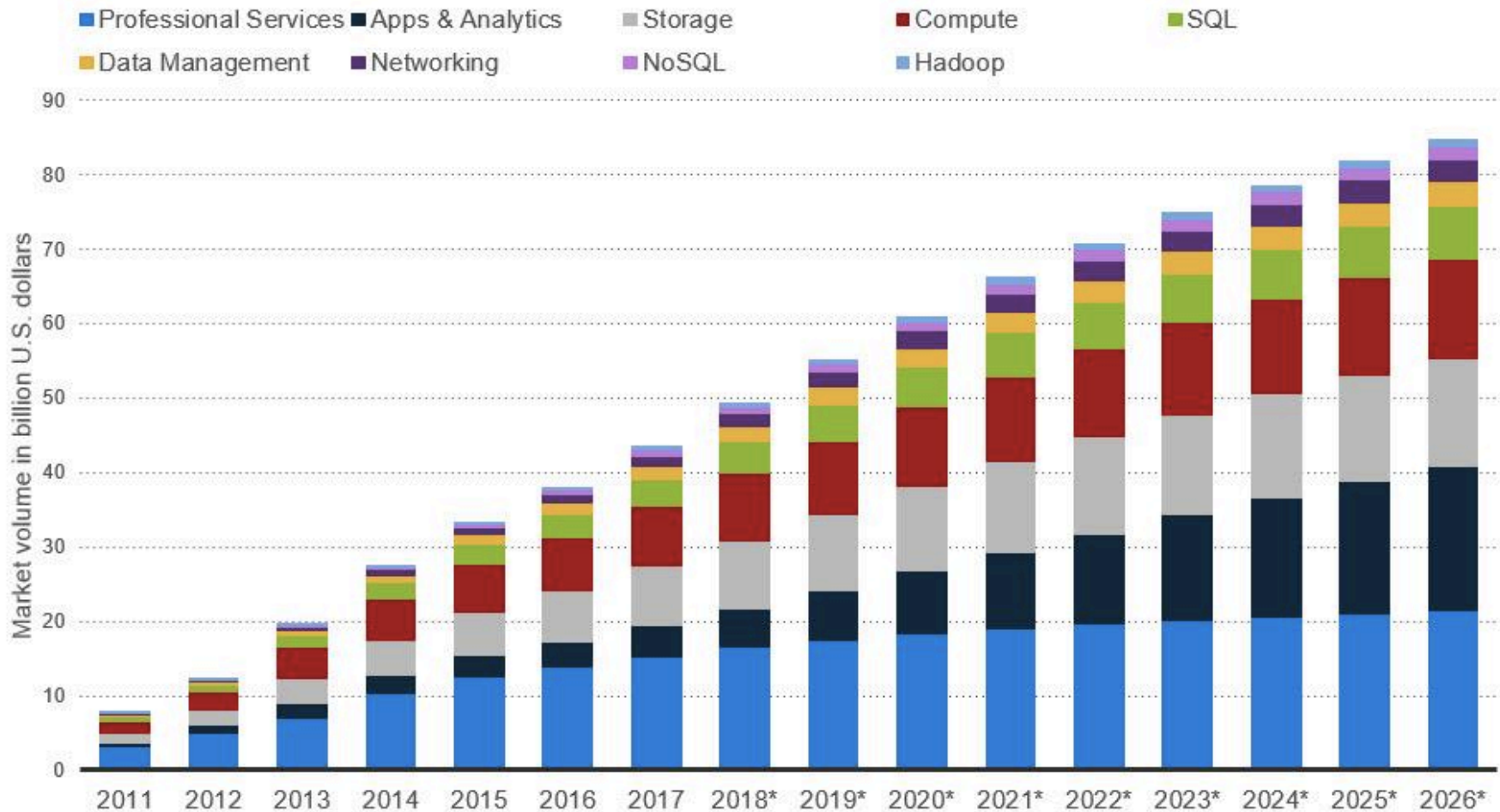


# Big Data






## Big Data Market Forecast Worldwide from 2011 to 2026, by segment (in billion U.S. dollars)



# Machine Learning

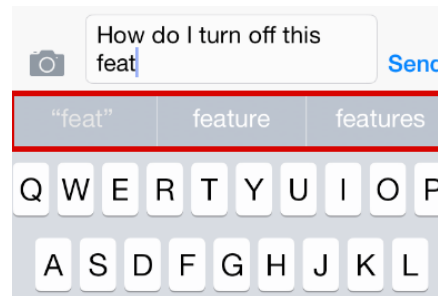


Mac| 

**machine learning** [Remove](#)  
machine gun kelly  
mac  
macron

[Google Search](#) [I'm Feeling Lucky](#)

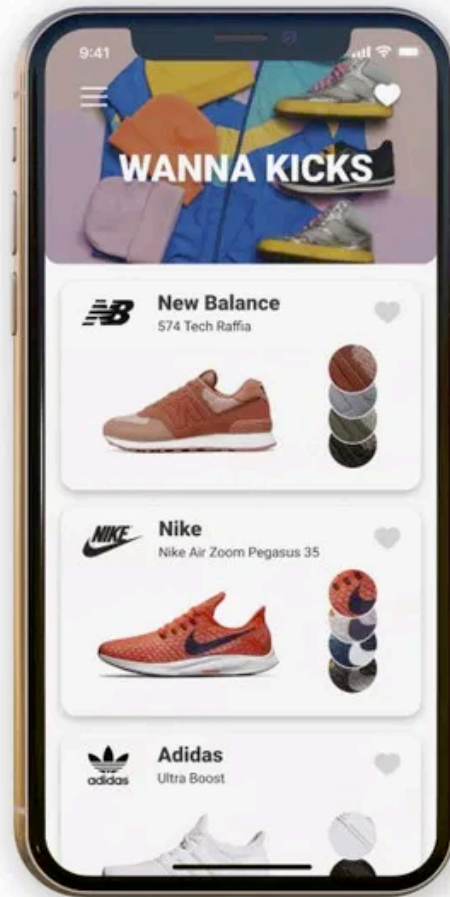
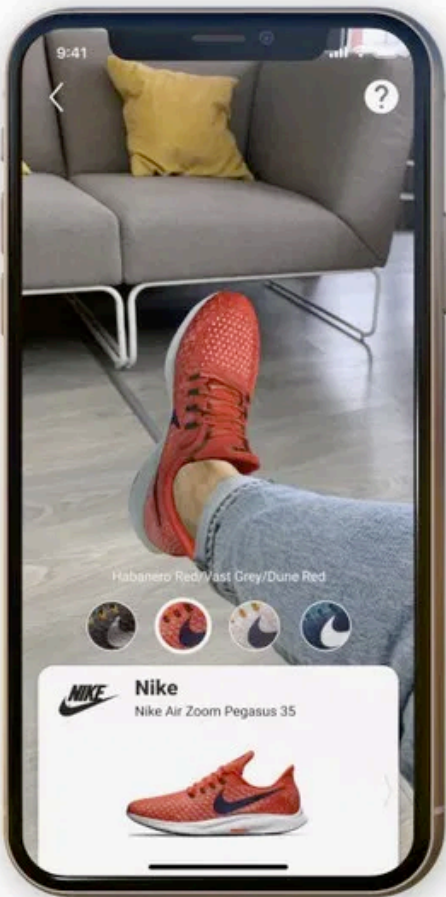
*Report inappropriate predictions*



# Augmented Reality

Overlaying the real world with additional information



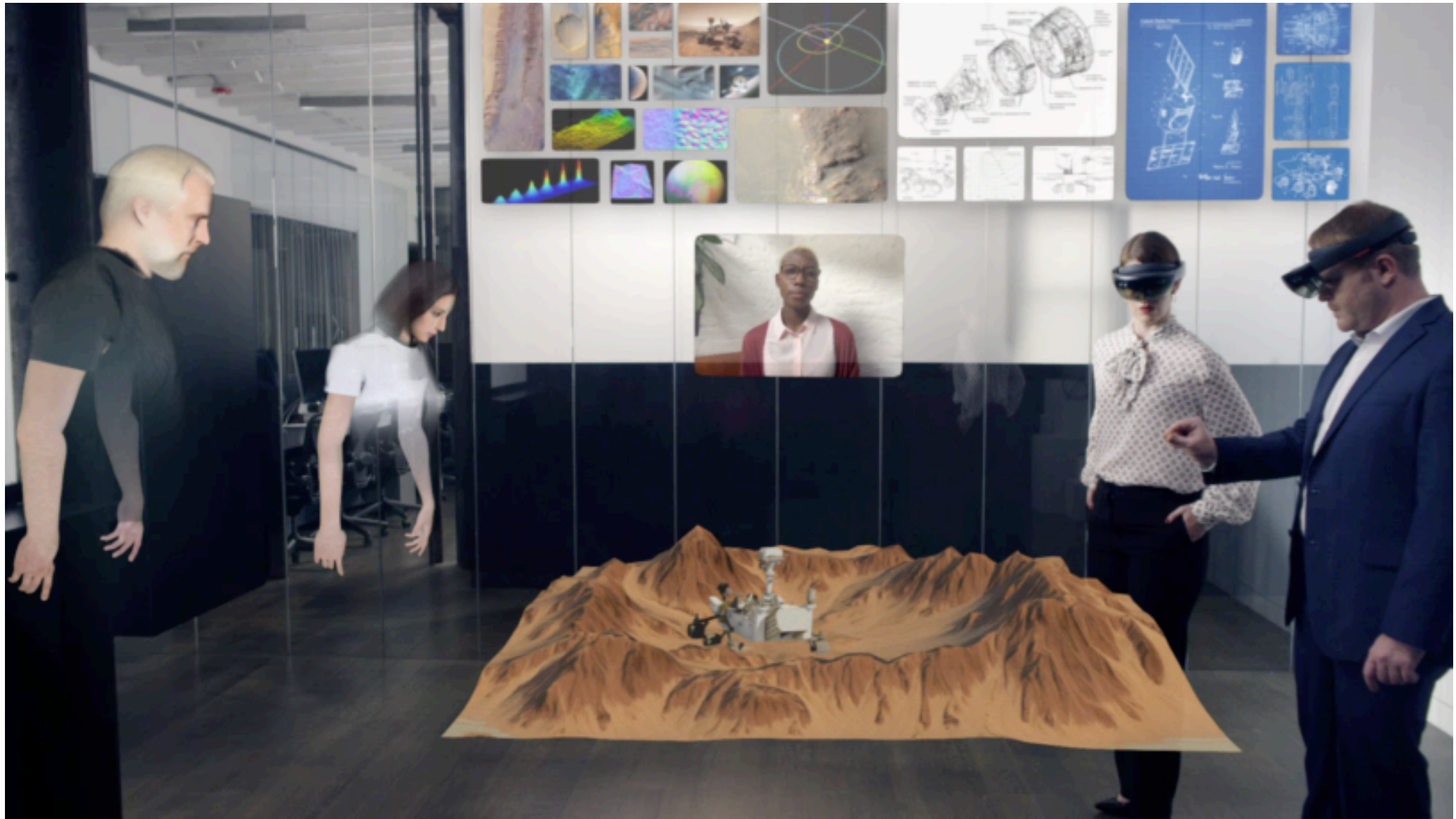




# Virtual Reality

Immerses the user in a computer-generated environment









# Artificial Intelligence (AI)



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**Human Labo(u)r**

-

Standardization

# Human Labo(u)r

- Life long learning
- Traditional hard skills as well as non-traditional “soft skills” (AKA “human skills”) (AKA “social and emotional skills)



12-10-19 | WORKPLACE EVOLUTION

## I don't have a retirement plan, and I don't care

As a millennial freelancer, I used to get very anxious about retirement. But now I believe it reflects an outdated way of thinking about work.



[Photo: SergeyChayko/iStock; arthobbit/iStock]



BY JARED LINDZON 7 MINUTE READ

When I tell people, particularly older people, that I'm a freelance journalist, I can tell by the look on their face that many are thinking the same thing, though few are bold enough to say it: "What about retirement?"

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FEATURED VIDEO

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# It's time to brush up on your soft skills in the age of remote working

JARED LINDZON

SPECIAL TO THE GLOBE AND MAIL

PUBLISHED JULY 3, 2020

UPDATED JULY 9, 2020

1 COMMENTS

SHARE



- ~~Punctuality~~ Work ethic
- ~~Loyalty~~ Independence
- ~~Obedience~~ Resilience
- ~~Uniformity~~ Creative Problem Solving
- ~~Consistency~~ Adaptability

—

1



Asked at **SpaceX**: "When a hot dog expands, in which direction does it split and why?"  
[Answer question](#) | [View answers](#)

2



Asked at **Whole Foods Market**: "Would you rather fight 1 horse-sized duck, or 100 duck-sized horses?"  
[Answer question](#) | [View answers](#)

3



Asked at **Dropbox**: "If you're the CEO, what are the first three things you check about the business when you wake up?"  
[Answer question](#) | [View answers](#)

4



Asked at **Urban Outfitters**: "What would the name of your debut album be?"  
[Answer question](#) | [View answers](#)

5



Asked at **J.W. Business Acquisitions**: "How would you sell hot coco in Florida?"  
[Answer question](#) | [View answers](#)

6



Asked at **HubSpot**: "If I gave you \$40,000 to start a business, what would you start?"  
[Answer question](#) | [View answers](#)

7



Asked at **Trader Joe's**: "What would you do if you found a penguin in the freezer?"  
[Answer question](#) | [View answers](#)

8



Asked at **Boston Consulting Group**: "If you were a brand, what would be your motto?"  
[Answer question](#) | [View answers](#)

9



Asked at **Delta Air Lines**: "How many basketballs would fit in this room?"  
[Answer question](#) | [View answers](#)

10

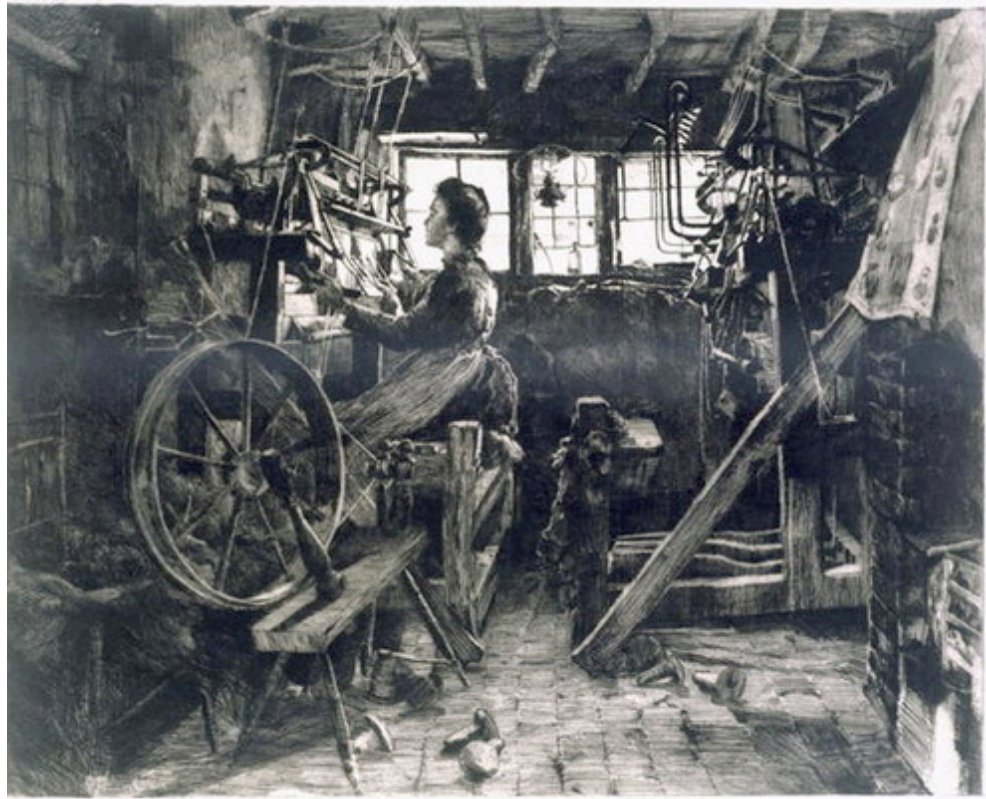


Asked at **Uniqlo**: "If you had \$2,000, how would you double it in 24 hours?"  
[Answer question](#) | [View answers](#)

- ~~Centralized~~ Decentralized
- ~~Synchronized~~ Asynchronous
- ~~Rigid~~ Flexible
- ~~Hierarchical~~ Collaborative
- ~~Robotic~~ Human



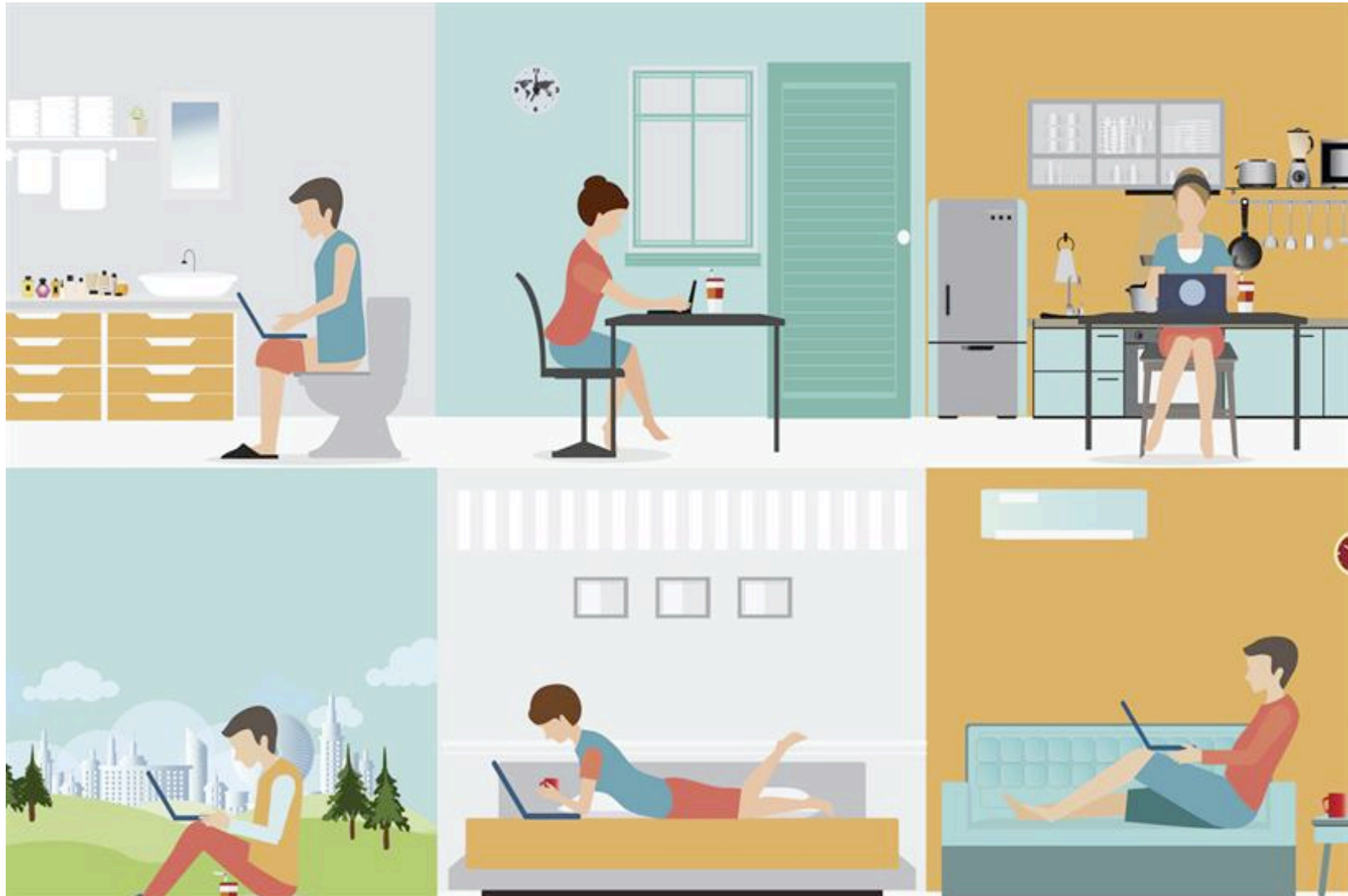
# Decentralized



# Asynchronous



# Flexible



# Collaborative

## REAL ORGANIZATION CHART

INTEGRATION TRAINING  
www.integrationtraining.co.uk

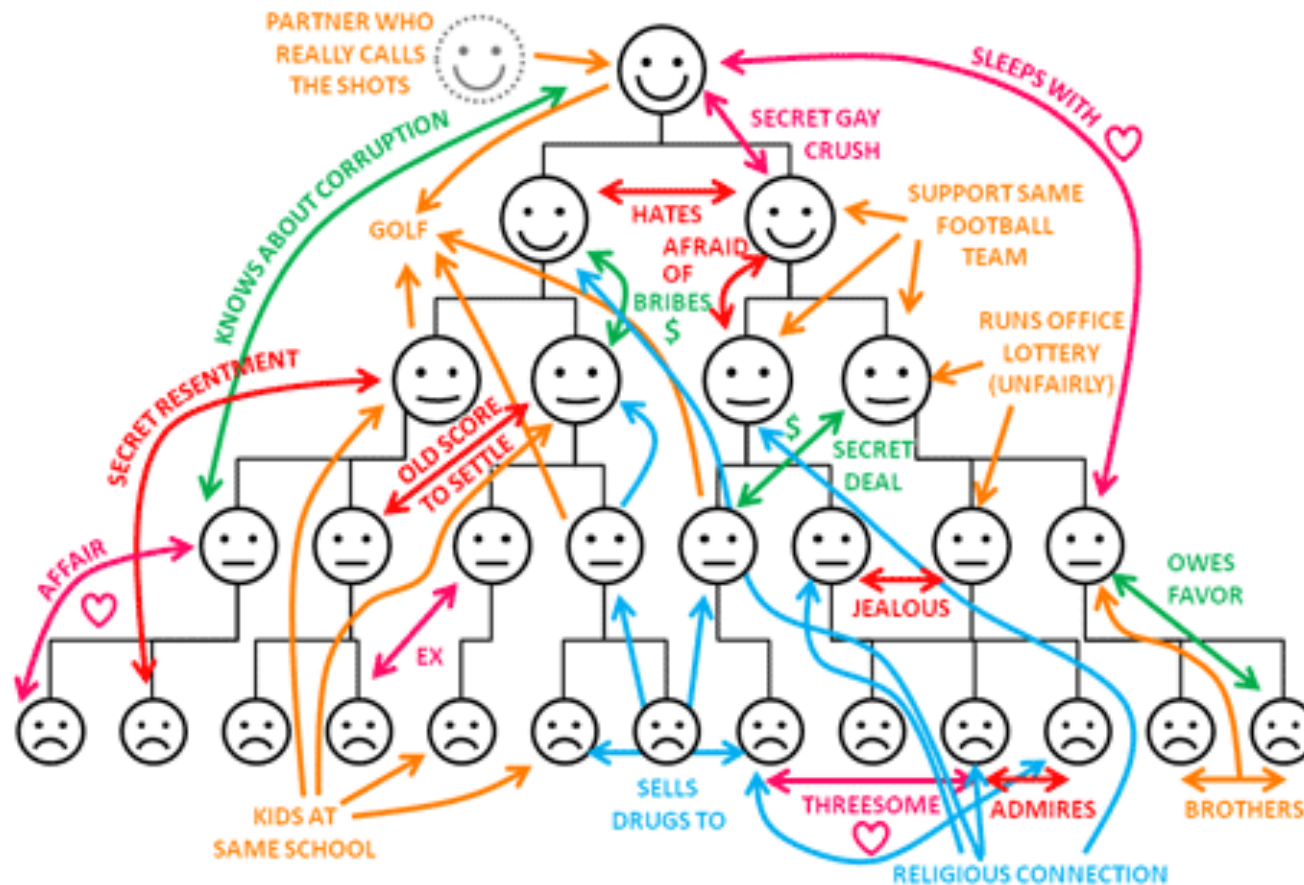
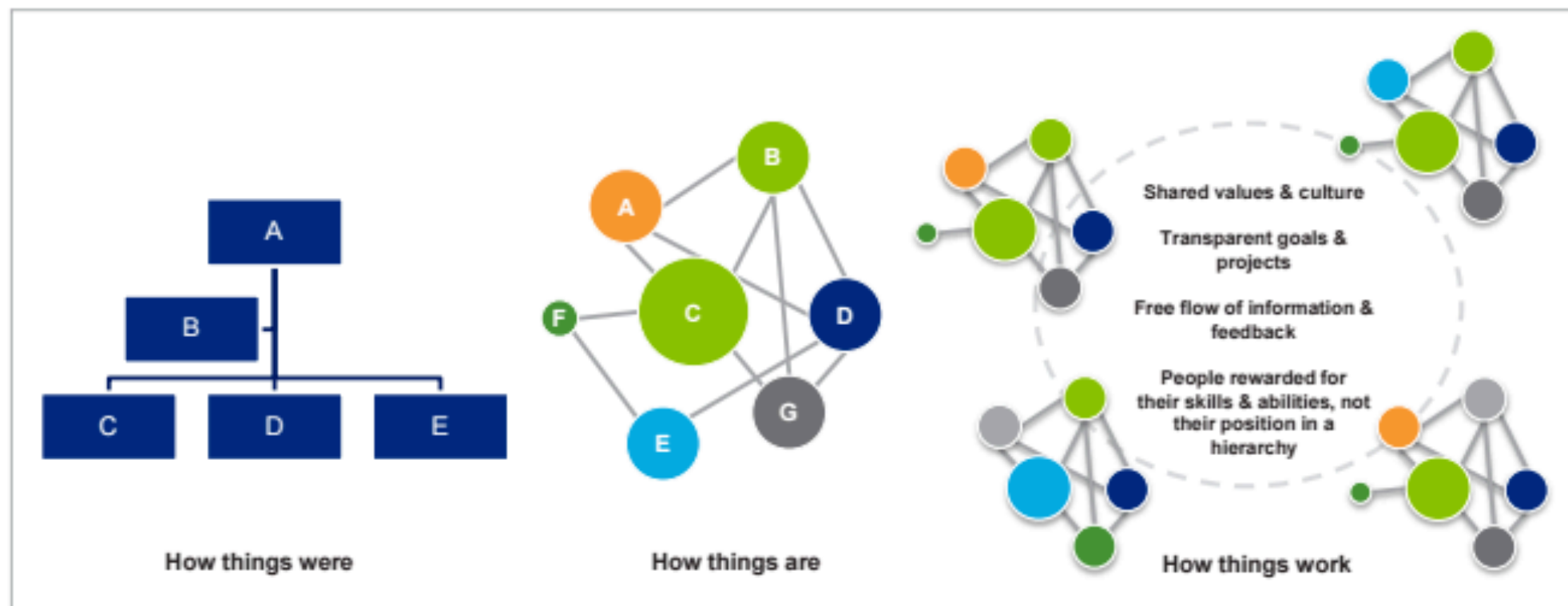
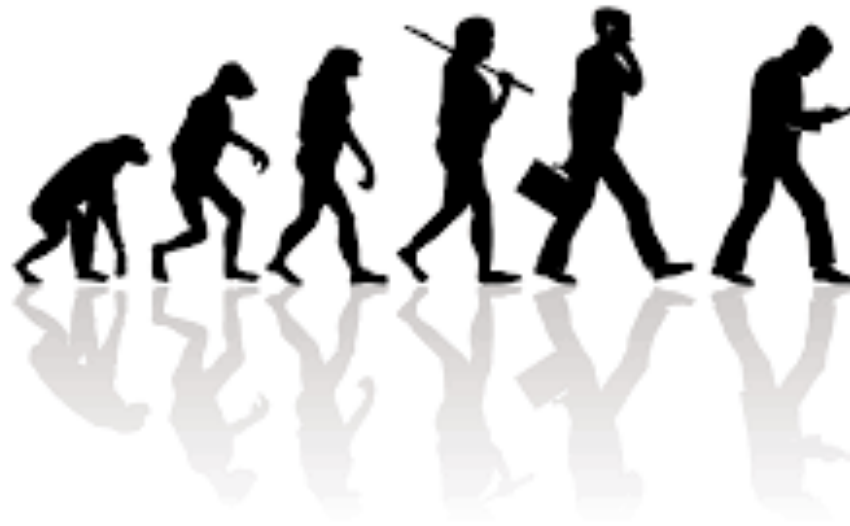


Figure 6: Organizations of the Future—A Network of Teams



Source: Bersin by Deloitte, 2016.

# Human



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Any questions?

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