



The Workplace of the Future: An Ideation Session

September 14, 2021





Your Facilitator

Mari Ryan, MBA, MHP, CWP

- ◆ CEO/Founder, AdvancingWellness
- ◆ Award-winning author
- ◆ Workplace well-being strategist
- ◆ Adventurous soul: traveler, photographer, mixed-media artist, cyclist, kayaker, ...

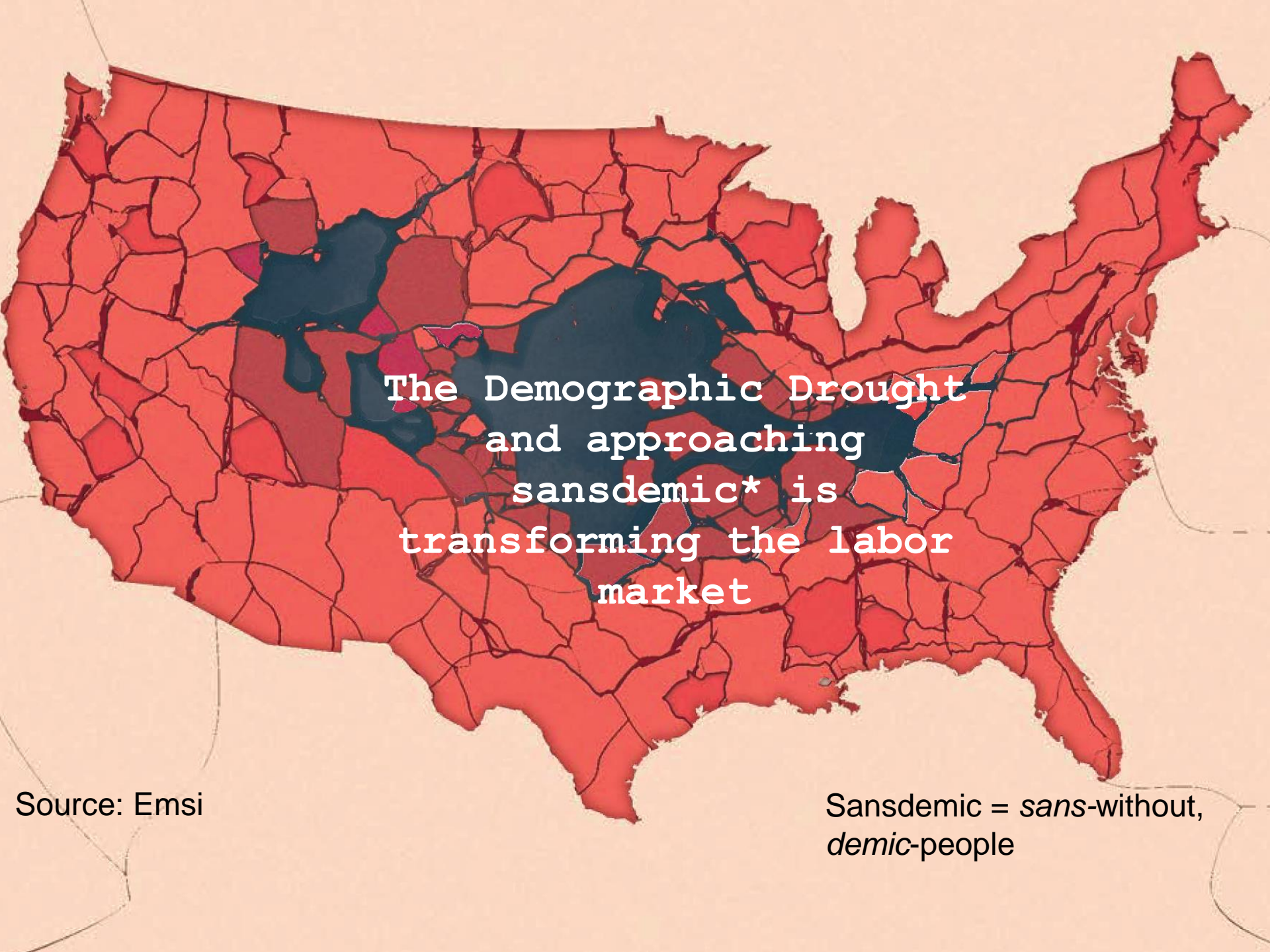




Driving Forces of Change



Disruption



The Demographic Drought
and approaching
sansdemic* is
transforming the labor
market

Source: Emsi

Sansdemic = *sans*-without,
demic-people



The Demographic Drought

- There are simply not enough people to manage and grow our companies
- Demographic trends:
 - Mass exodus of Baby Boomers (workforce past)
 - Record-low labor force participation rate (LFPR) of prime-age Americans (workforce present)
 - Lowest birth rates in US history (workforce future)
- Conclusion
 - Value people more

The Great Resignation





Looking Ahead



**A leader's job is to look
into the future and see
the organization, not as
it is, but as it
should be.**

Jack Welch





What

Ideation Session





Ideation Will Help You

- Ask the right questions and innovate with a strong focus on your users, their needs, and your insights about them
- Step beyond the obvious solutions and therefore increase the innovation potential of your solution
- Bring together perspectives and strengths of your team members
- Uncover unexpected areas of innovation
- Create volume and variety in your innovation options
- Get obvious solutions out of your heads, and drive your team beyond them



Ideation Will Help You

- **Context setting** – learn about the topic and the ways to think about it
- **Handouts** to help prime your thoughts
- **Submit your ideas** for that topic via an online tool – grab your cell phone to use for entering your ideas
- We will pull the **top three items** from each of the four topic areas



WELL-BEING



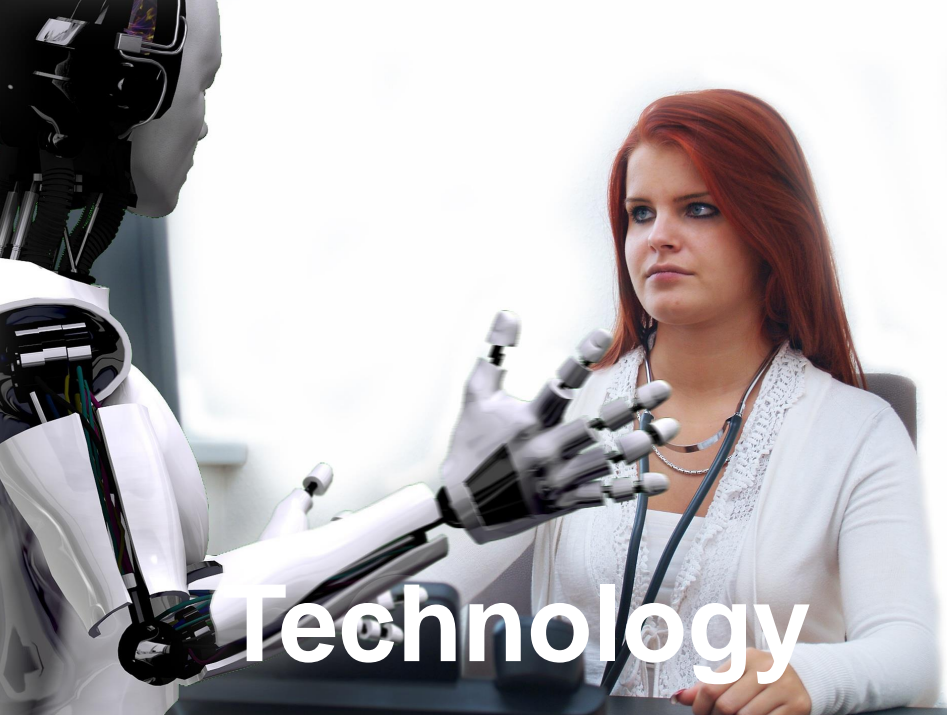
**You can't achieve your
business goals,
without an engaged
and productive
workforce**





**Employee well-being
is at the core
of creating
an engaged and
productive workforce**





Technology



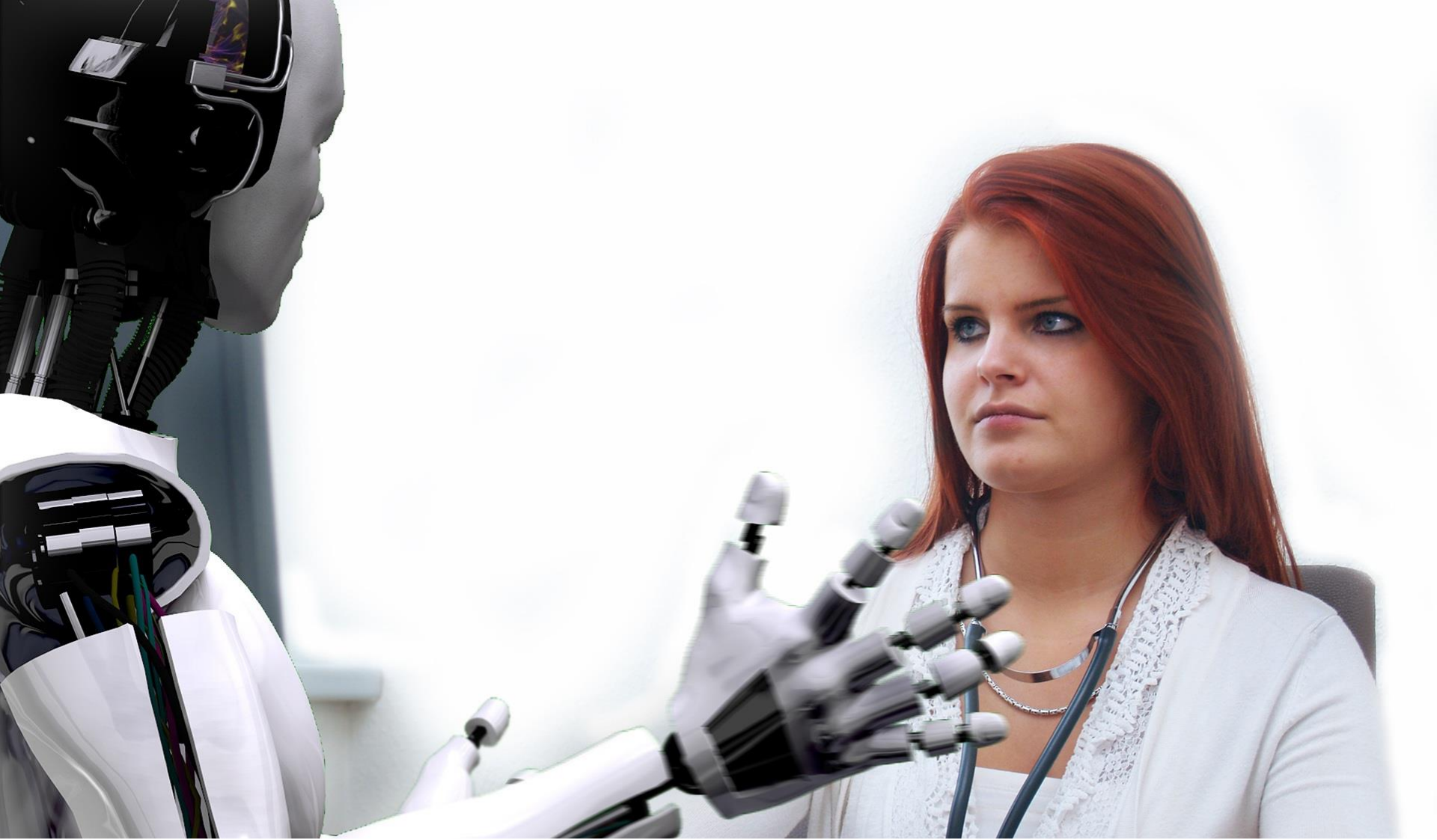
Built Environment



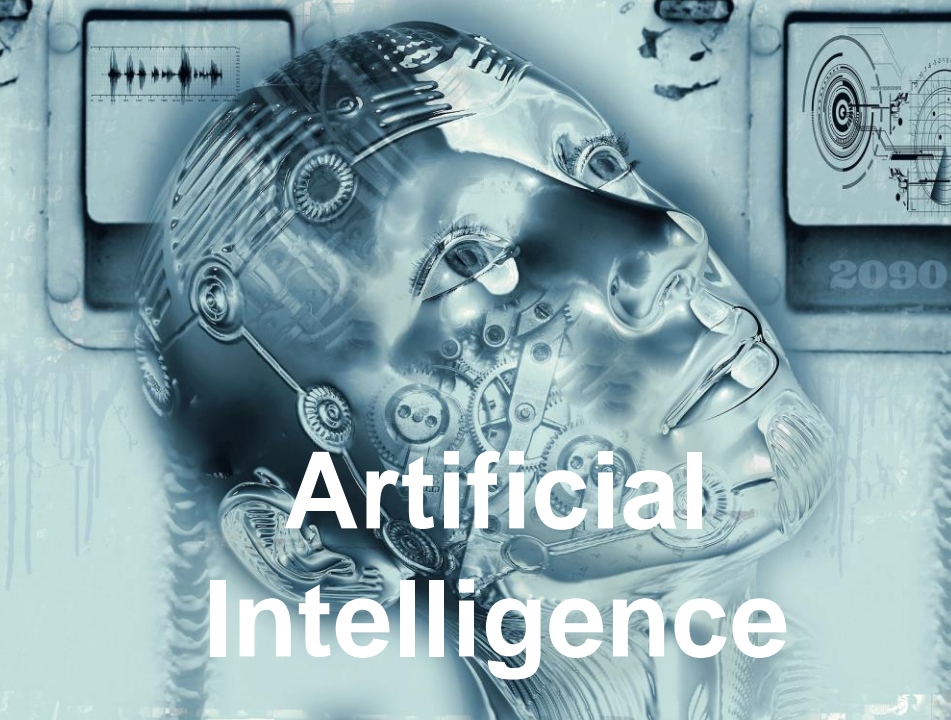
Culture



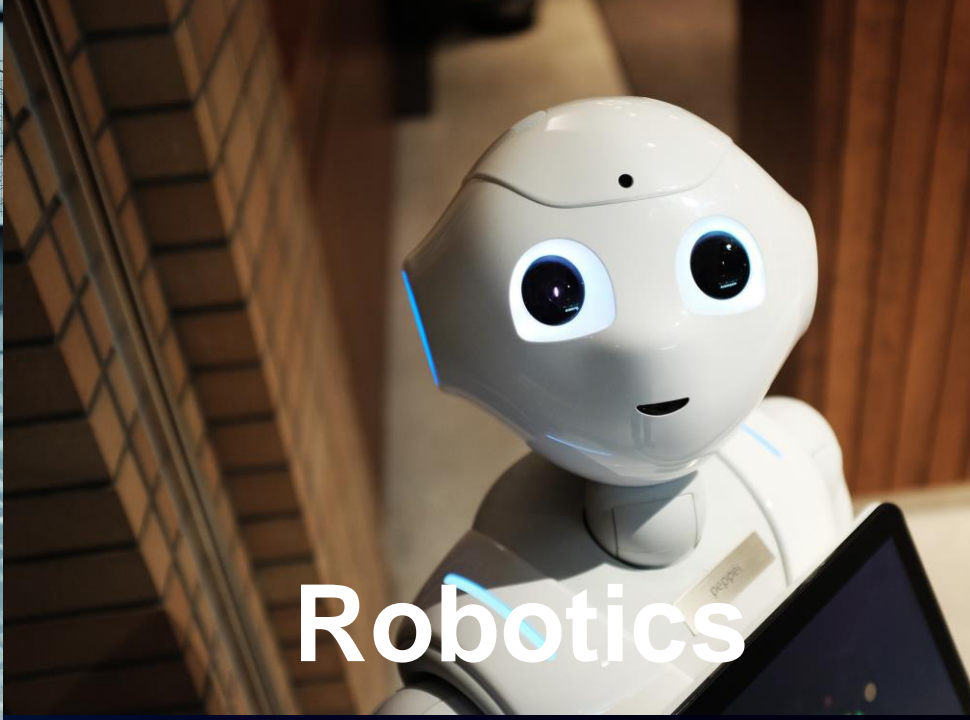
Employee Experience



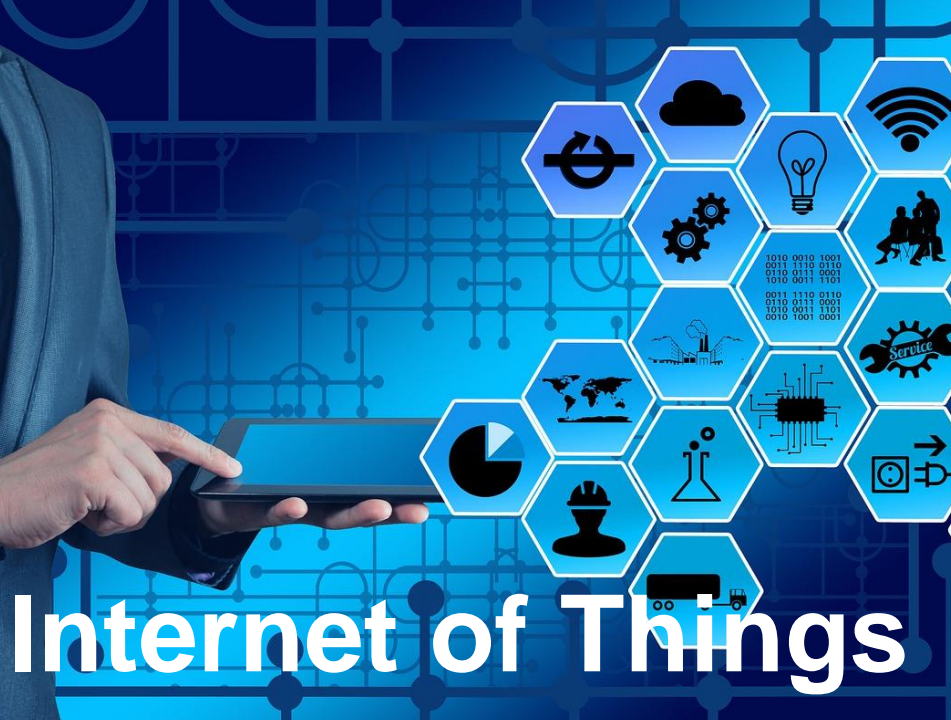
Technology



Artificial Intelligence



Robotics



Internet of Things



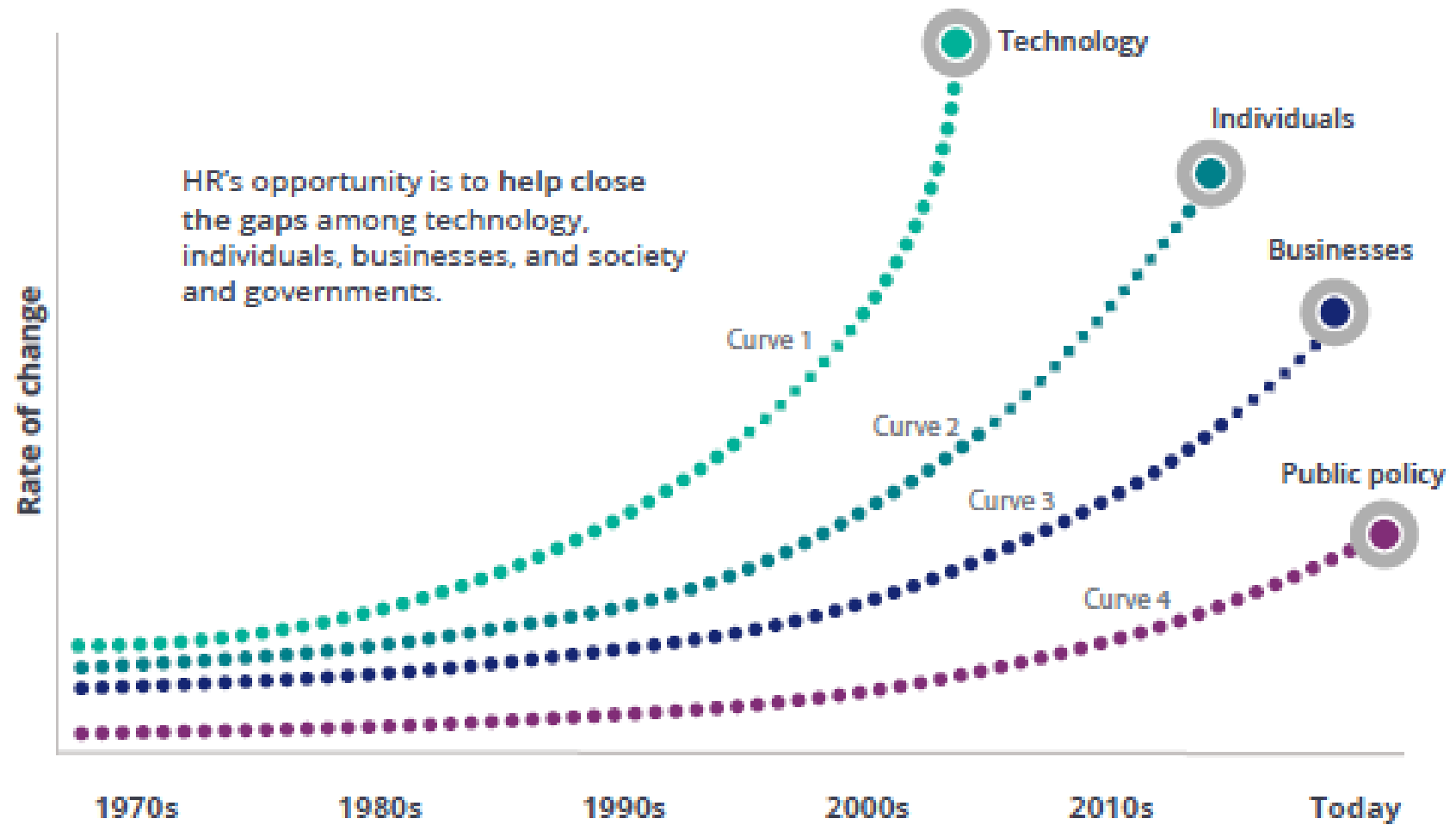
Big Data

Consider all the data that is or potentially could be collected within your organization. How can that data be used?





Closing the Gap





Built Environment





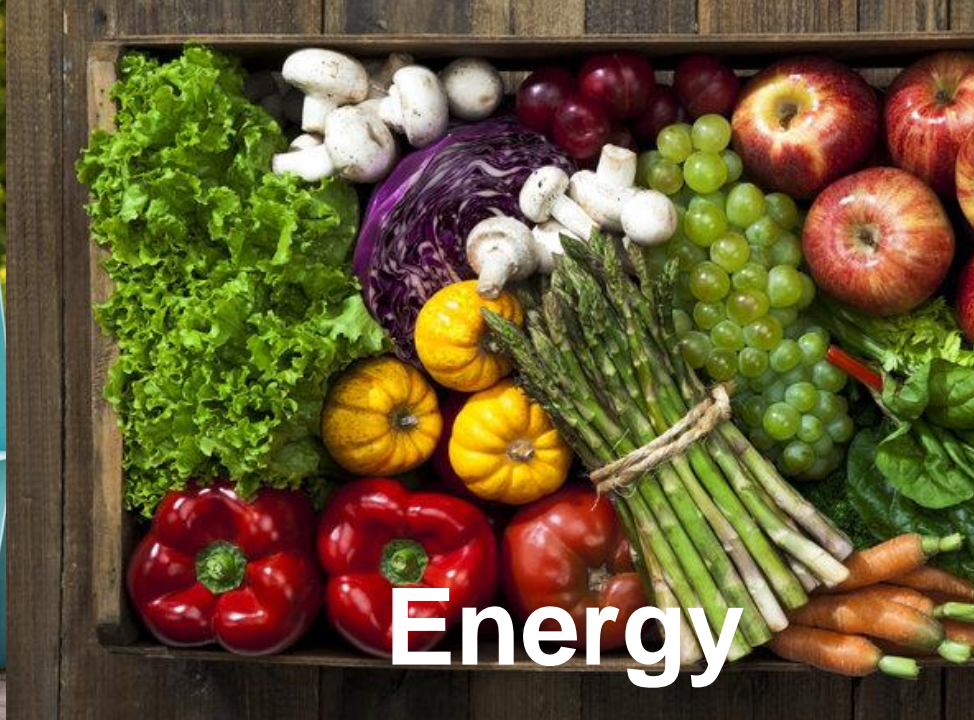
Physical Space



Amenities



Collaboration



Energy

Location agnostic
work is becoming
more widely
accepted



Is the pandemic the
final straw for the
open office plan
concept?





Culture



Values



Role Models



Make It Social



Celebrate

To what extent do our leaders serve as role models for the behaviors we want employees to adopt?



**Are employees
feeling isolated and
disconnected?**





Employee Experience



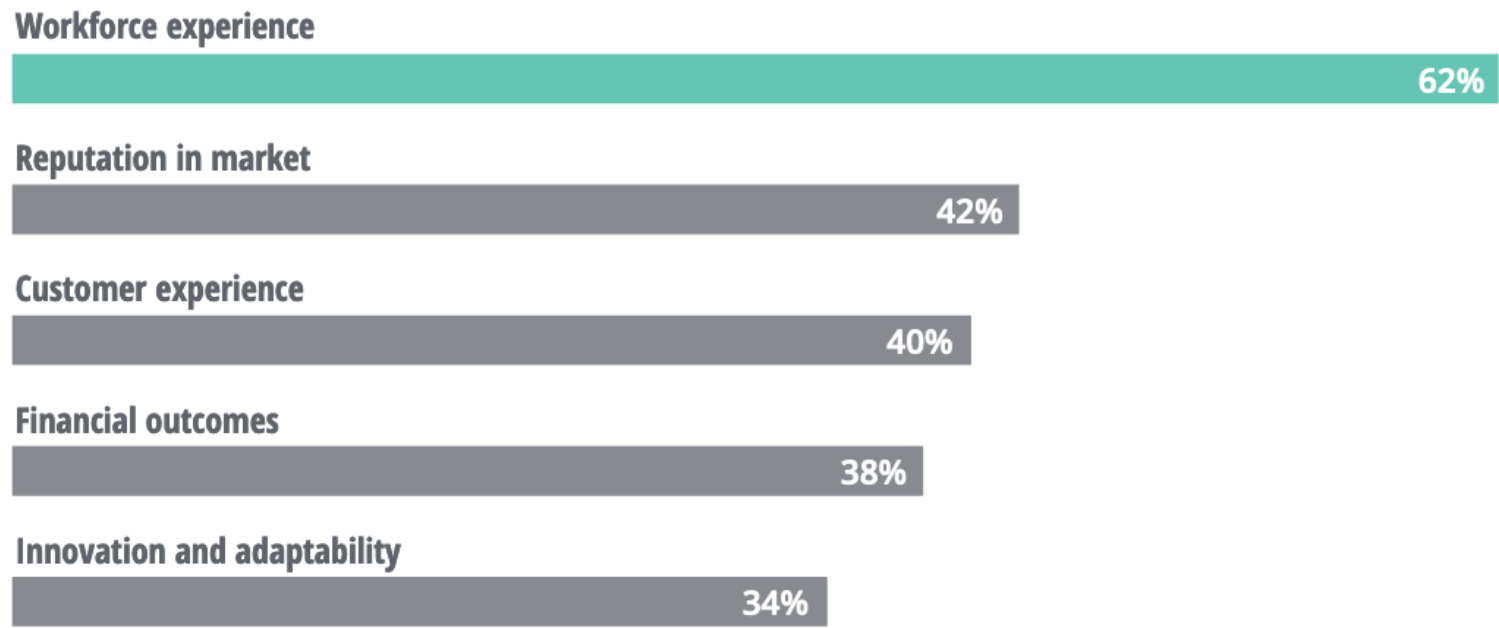


Well-being Drives Experience

FIGURE 1

Well-being drives improvements in workforce experience more often than any other business outcome

Which of the following are most (positively) impacted by your well-being strategy? Select all that apply.



Source: Deloitte Global Human Capital Trends survey, 2020.



Inclusion



Connection



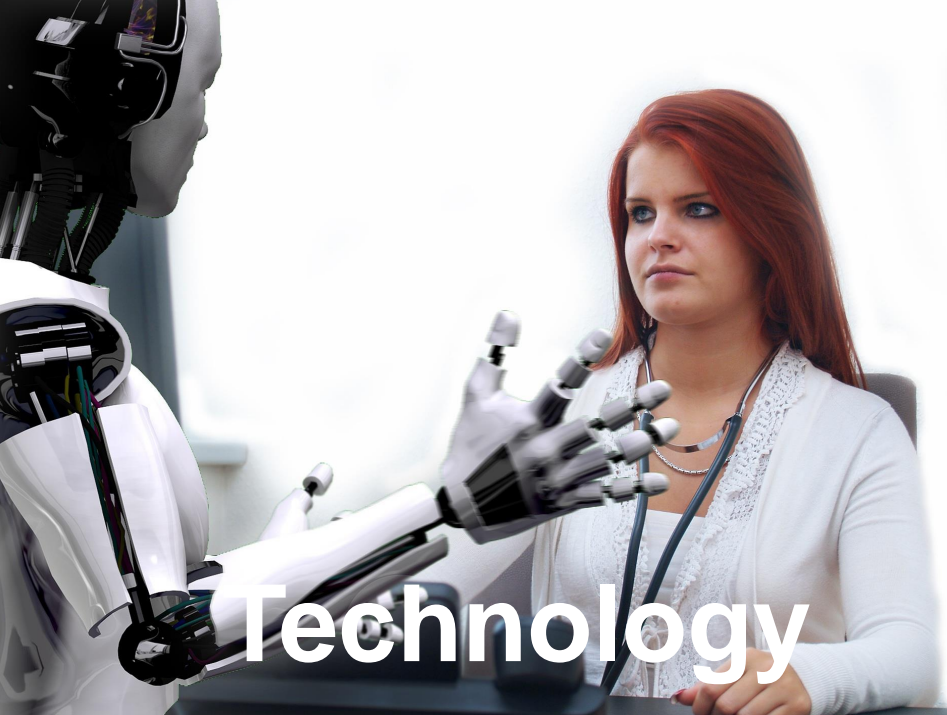
Recognition



Flexibility

**Companies
investing in
Diversity and
Inclusion (DE&I)
are eight times
stronger in
employee
retention**





Technology



Built Environment



Culture



Employee Experience





How

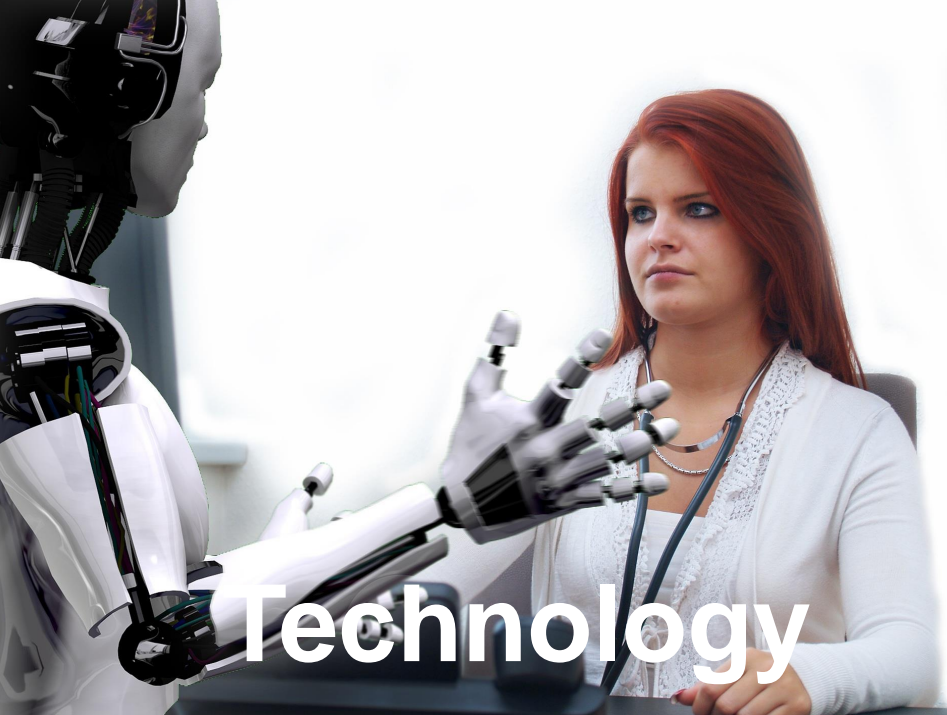
Thinking Spaces





Thinking Spaces

How can
[Thinking Space Topic]
support employee
health and wellbeing?



Technology



Built Environment



Culture



Employee Experience



Logistics



Thinking Space

Rules of Engagement

1. You will be assigned to a Breakout Room
2. Brainstorm ideas on each assigned topic with others in the Breakout Room
3. Use Mentimeter to record your ideas



**8 minutes in each
Thinking Space**



Thinking Space Summary and Sharing

- ❖ We will summarize your **top three ideas** or themes from each thinking space



Top Ideas from Thinking Spaces

Technology	Built Environment

Culture	Employee Experience



Pick One Thing

- ❖ Pick one idea from the top ideas created that is your favorite for supporting employee well-being.

**Go to
Menti.com**



How to use what you experienced today

- ❖ Recognize the trends that in areas outside of your professional expertise
- ❖ Read widely
- ❖ Start the conversation in your workplace about the trends and how they impact your employees
- ❖ Look for or create opportunities for idea sharing



Contact Info

- Mari Ryan, MBA, MHP, CWP
 - Email mari@advwellness.com
 - Twitter [@advwellness_us](https://twitter.com/advwellness_us)
 - LinkedIn <https://www.linkedin.com/in/mariryanmba/>

**Text
wellbeing
To
66866**

