

## Total Rewards: A Moment for Optimization

- Work
- 3.4 billion workers | 163 million | 5.2 million
- The World of Work earns 150 billion USD per day
- **Velocity of Money:** A measure of rate at which money is exchanged in an economy.
- Work is an exchange built on Reciprocity
- **85%** of global workers report being disengaged at **work according to Gallup.**
- **Disengaged:** These employees are indifferent to their work, doing the minimum required to get by. They have little emotional investment in their company's success and are not contributing their best efforts or ideas.
- Many people don't really dislike their core job function **BUT** rather the organizational structure & chaos around them.
- **Cognitive dissonance:** "Sorry I missed your text; I am processing a non-stop 24/7 onslaught of information with a brain designed to eat berries in a cave"
- Accelerating change at work
- **Our Work Exchange Evolution**
  - Farming Based Economy
  - Factory Based Economy
  - Service Based Economy
- Work's Fourth revolution has arrived
- Digital Based Economy
- Speed and Freedom
- It took 2.4 million years for our ancestors to control fire and use it for cooking, but 66 years to go from the first airplane flight to humans landing on the moon
- Speed is faster than we think, and we need to be faster
- **Organizational Complexity:** Moving away from the traditional structures
- The cost of moving too slow, is learning too slow
- Onboarding isn't enough amidst speed and persistent change **EVERBOARDING**
- Rethink Annual Anything
- What people are working for has changed
- **Freedom as a Work Currency**
  - Time Freedom
  - Location Freedom
  - Financial Freedom
- You don't have to love your job, but you should love what your job does for you

- We are shifting from managing the employee experience to cultivating employee life experiences
- **Productivity must be reexamined in today's work.**
- **Skills Based Compensation:** Organizations are shifting toward skills-based pay structures, aligning compensation with market-relevant skills
- Upskilling and digital dexterity will outweigh tenure and experience
- Our systems don't typically reward disruptors, innovators, and outliers who create nontraditionally—but they may be exactly what you need
- Colonel Harland Sanders founded KFC when he was 62
- AI as a large bucket of technologies
- **Types of AI for the Contexts of Work**
  - **Generative**  
Composition, art, design, content creation, application, world making
  - **Predictive**  
Forecasting, analysis, diagnosis, Limited memory
  - **Theory of mind**
  - **Narrow, general, super**  
Machine learning, intelligence, and consciousness
- Deeper Data Dives on Your People
- Technology will assess when people have worked too much and when they need to recharge by monitoring their biorhythms, nutritional requirements and exercise needs.
- Organizational Trust and Leadership Credibility will remain critical
- **Company Values | Inconsistent Messages need to be mitigated**
- Future management and strategy is knowing when to rely on a human and when to rely on AI
- The future of **work** lies in creating environments where employees feel important enough to be a true stakeholder.
- The 5th Industrial Revolution, a phase that shifts focus from the efficiency of Industry to a human-centric approach, emphasizing human-machine collaboration, sustainability, and societal well-being alongside technological advancement.  
Mass production becomes personal production.
- **It's Time to Make Work Better. For Everyone**

All proceeds from The New Work Exchange go to the WorldatWork Foundation, which provides ongoing learning, skill development, and scholarships. An exploration of what really works at work,

The New Work Exchange signals a time to embrace a radical realignment of how, when, and why we work—as well as what we produce.

- It's our time as total rewards professionals VP of Total Rewards to CHRO to CEO