Life in the Fast Lane: Navigating the New World Order – The Global Workplace

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ABSTRACT

In these times of fast change, every organization is just one generation away from extinction. The future of business is shaped not just by economic and technological changes but also by population and generational changes. Today’s employees crave constant and immediate information. Life is in the FAST LANE.

A Rand Study (2012) found that technological advances are expected to continue to increase demand for a highly skilled workforce to support higher productivity growth and to change the organization of business and the nature of employment relationships. Talent challenges will involve business speed, scale, competition, geographic shifts in opportunities and skill sets, the escalating war for talent, the borderless workforce, the virtual workplace, multi-generational and cultural diversity, all facilitating mobility (Bersin, 2013).

Human Capital Management professionals will need to prepare and build their workforces to address the recruitment, selection and retention needs of the changing generations now and for the future to stay competitive.

The paper will address the challenges of the changing generations and will discuss the characteristics, attitudes and communication styles of the generations to provide the HC Management professionals and their organizations a competitive advantage in the fast moving global generational workplace.