

WORK IN THE 21ST CENTURY: AGILE AND MINDFUL

WHAT IS THE ISSUE?

In an era of technological disruption, the pace at which we live and work seems to be accelerating



Many appear to struggle to keep up at a time when human longevity is also increasing



As individuals, we seek to be innovative, creative, agile and flexible and yet, as workers, we are called on to promote standardisation, processes, efficiency and predictability; how can we resolve this apparent paradox?



KEY CONTEXTUAL FACTS

Organisations have evolved considerably from the 'network' organisation of the 1980s to the emergence of the cellular organisation of recent years. A constant theme throughout these evolutions has been the breakdown of barriers through four changes in culture:

1. from retaining information to sharing information



2. from avoiding face-to-face contact to 'real' and 'virtual' face-to-face engagement



3. from mistrust to trust



4. from a hierarchical, formalised, controlled, siloed, specialised organisation to a democratic, autonomous, transversal, flexible and agile organisation



WHAT DID WE LEARN?

Three major principles of agility:

- common orientation towards organisational goals
- emphasis on teamwork
- principle of adaptive performance



The practice of mindfulness may help to facilitate agility.



Three guiding principles to help organisations become more 'conscious':

- the practices that support agile behaviours should be no mystery

- an impulse such as the acceleration of life/work is enticing

- training for a practice such as mindfulness should be initiated by someone with high visibility within the organisation



Find out more by reading the full report: *'Work in the 21st century: agile and mindful'* (also available in French).