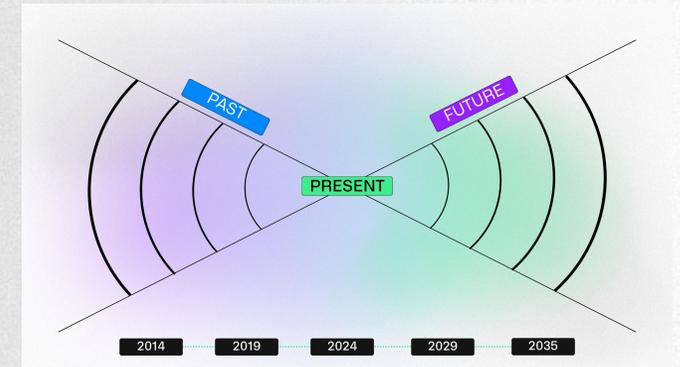
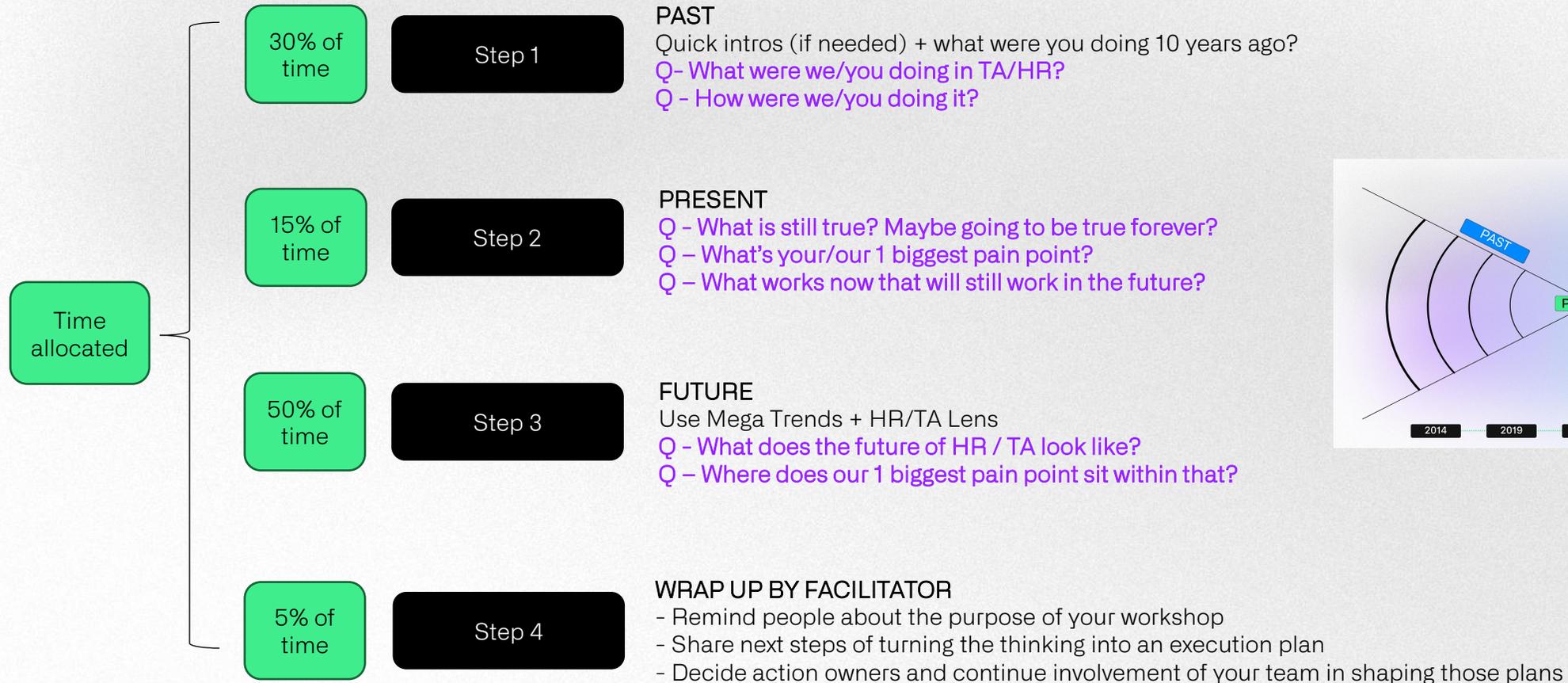


Workshop design

The facilitator will work with the group to **capture people's thinking on post-it notes, encouraging them to write down thoughts**

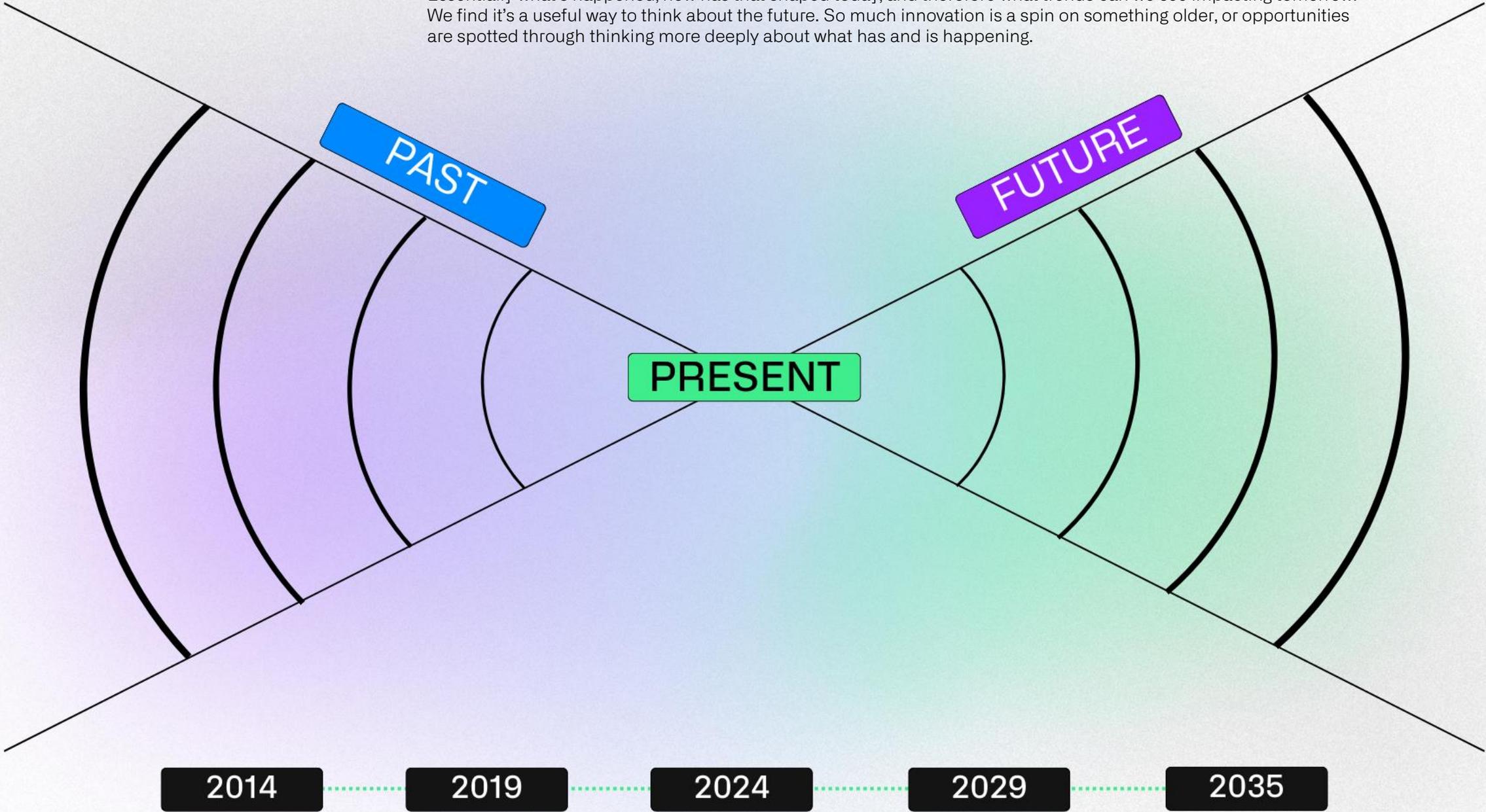
The "Janus cone" will be used to capture down and structure the conversation

Example below is "What does TA/HR look like in 2035?" but your prompting Qs may differ



Resource 1 = Janus cone concept

This method is named after Janus, a Roman god of beginnings, transitions, and endings. Essentially what's happened, how has that shaped today, and therefore what trends can we see impacting tomorrow. We find it's a useful way to think about the future. So much innovation is a spin on something older, or opportunities are spotted through thinking more deeply about what has and is happening.





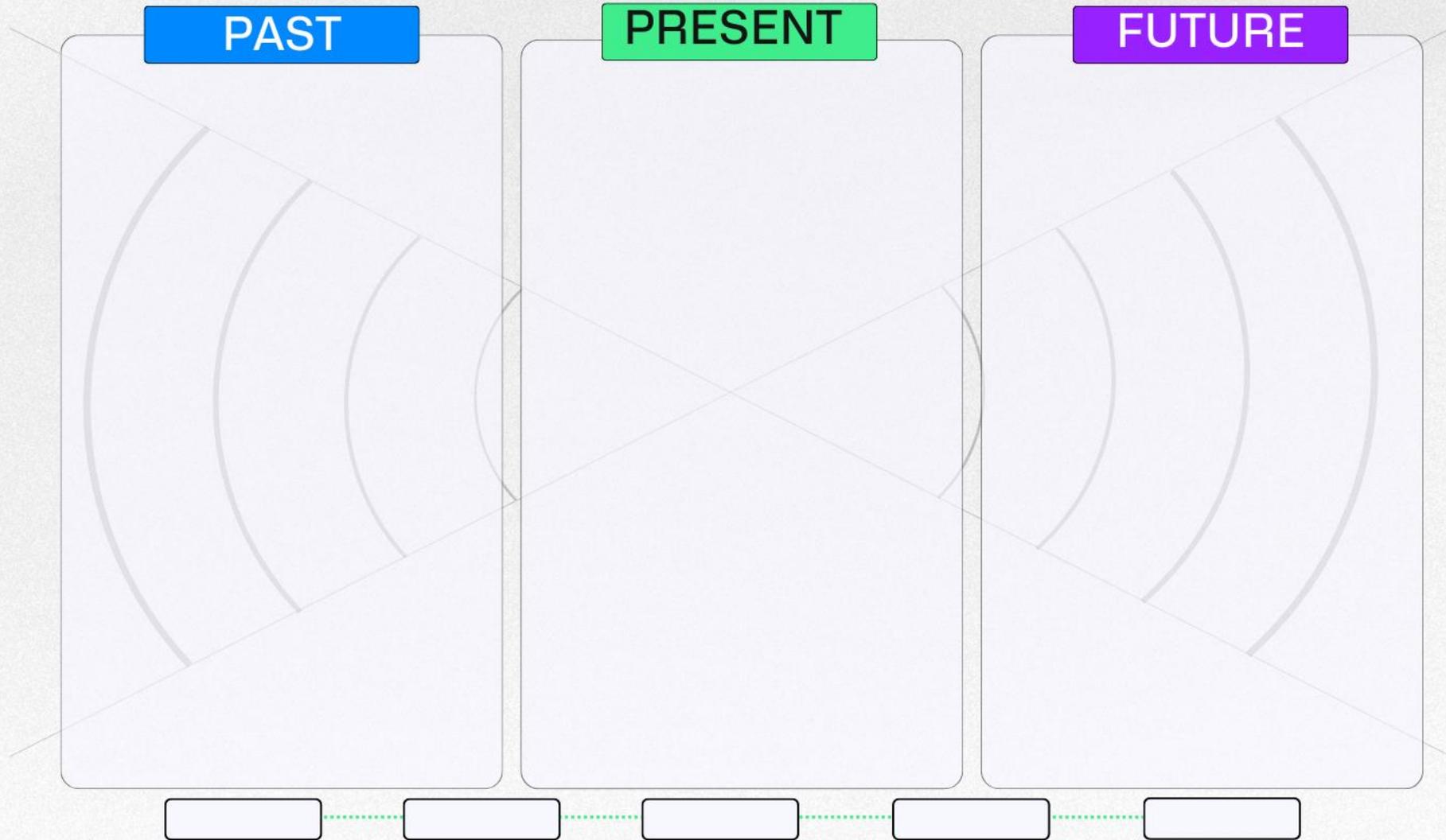
HOUSE OF
VISIONARIES

PAST

FUTURE

PRESENT





Resource 2 = Mega Trends

Through the facilitator, these can be used to get the conversation flowing, and structured or to get the conversation more future-focused.

- 1 Staying Human in the AI Age**
The talk of every board and meeting room around the globe. There are lots of people playing. What will *actually* change the way we work in TA/HR forever? Will AI take over or will human interaction prevail?
- 2 Decentralization of Everything**
Modern culture is favoring decentralization. The rise of freelancers, the gig economy and more fractional based delivery models. How will that affect the makeup of teams in the future?
- 3 Flexible working – the battle for remote Vs office**
Battle lines have been drawn. In the recent hot market, the candidate was king. Has the table tilted back towards the company? Will that continue, or will work life balance dissatisfaction shake things up?
- 4 The drive for more with less**
Dwindling natural resources, evading the destruction of the planet, blended with a hungry productivity and efficiency drive in business... Where does this take us?
- 5 Employer Brand**
The tone of voice and employer brand required to engage candidates over the next 10 years may be wildly different to what we see today. How do we stay ahead of emerging trends and preferences?

Resource 3 = Our HR / TA Lens

Through the facilitator, this can be used to get the conversation flowing, and structured or to get the conversation more grounded back in the TA/ HR realm

