

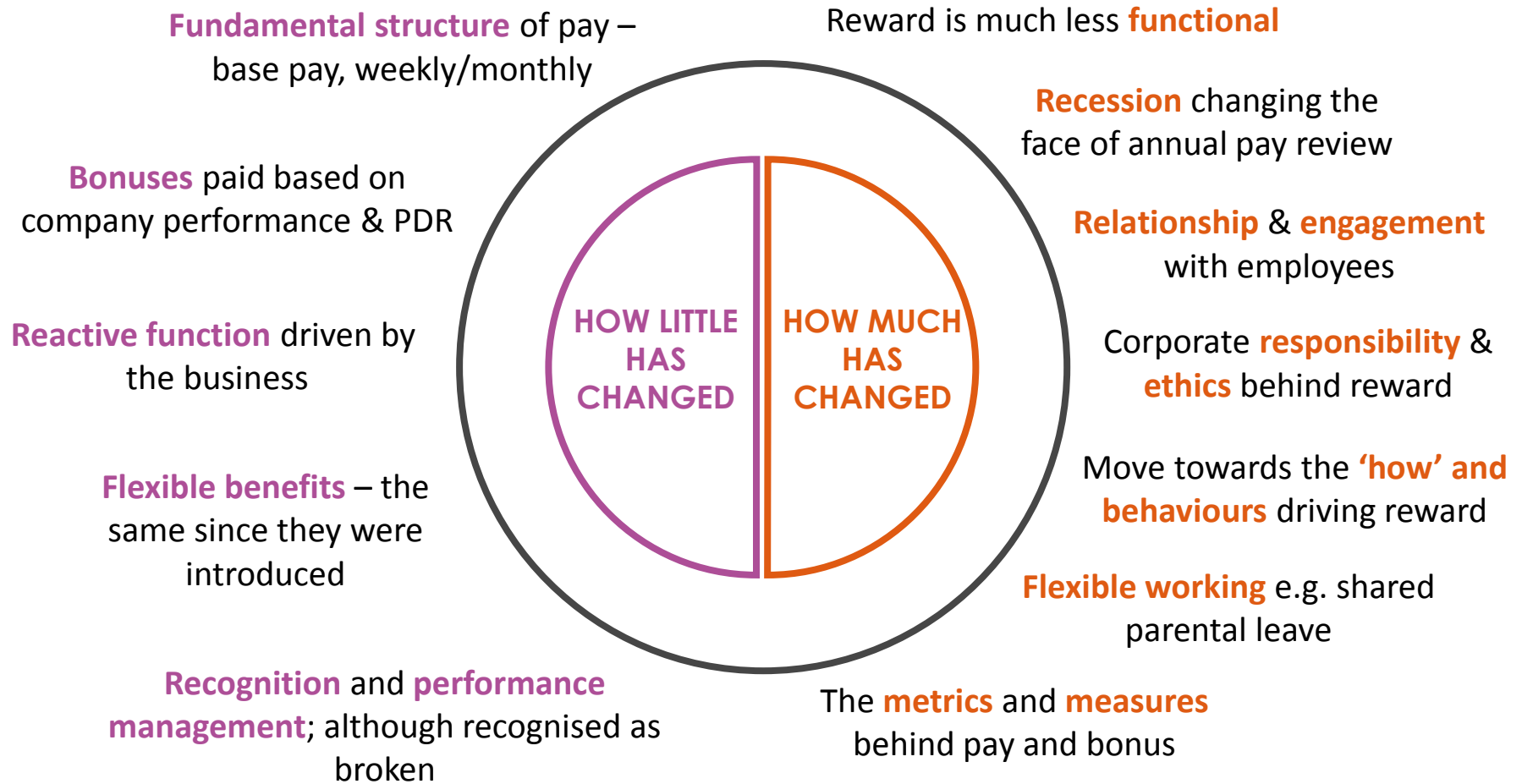
REWARD
2025



“We were
promised flying
cars and instead
what we got was
140 characters”

Peter Thiel

THE LAST DECADE



THE WORLD IN 2025

'ASIAN CENTURY'

- 2/3 world population will live in Asia
 - EU = 6.5% of global population
 - Asia = 1st producer and exporter
 - China = 2nd world economic power
- Asia holds scientific and technological supremacy

ENERGY

- World energy demand increased by 50% from 2005
- Oil production stagnating
- EU importing almost 70% of its energy needs



'BORDERLESS'

- International migrations will develop
- Established borders are less relevant
- People are not limited by geography – contribution to global marketplace
- Social groups gain power through shared interests

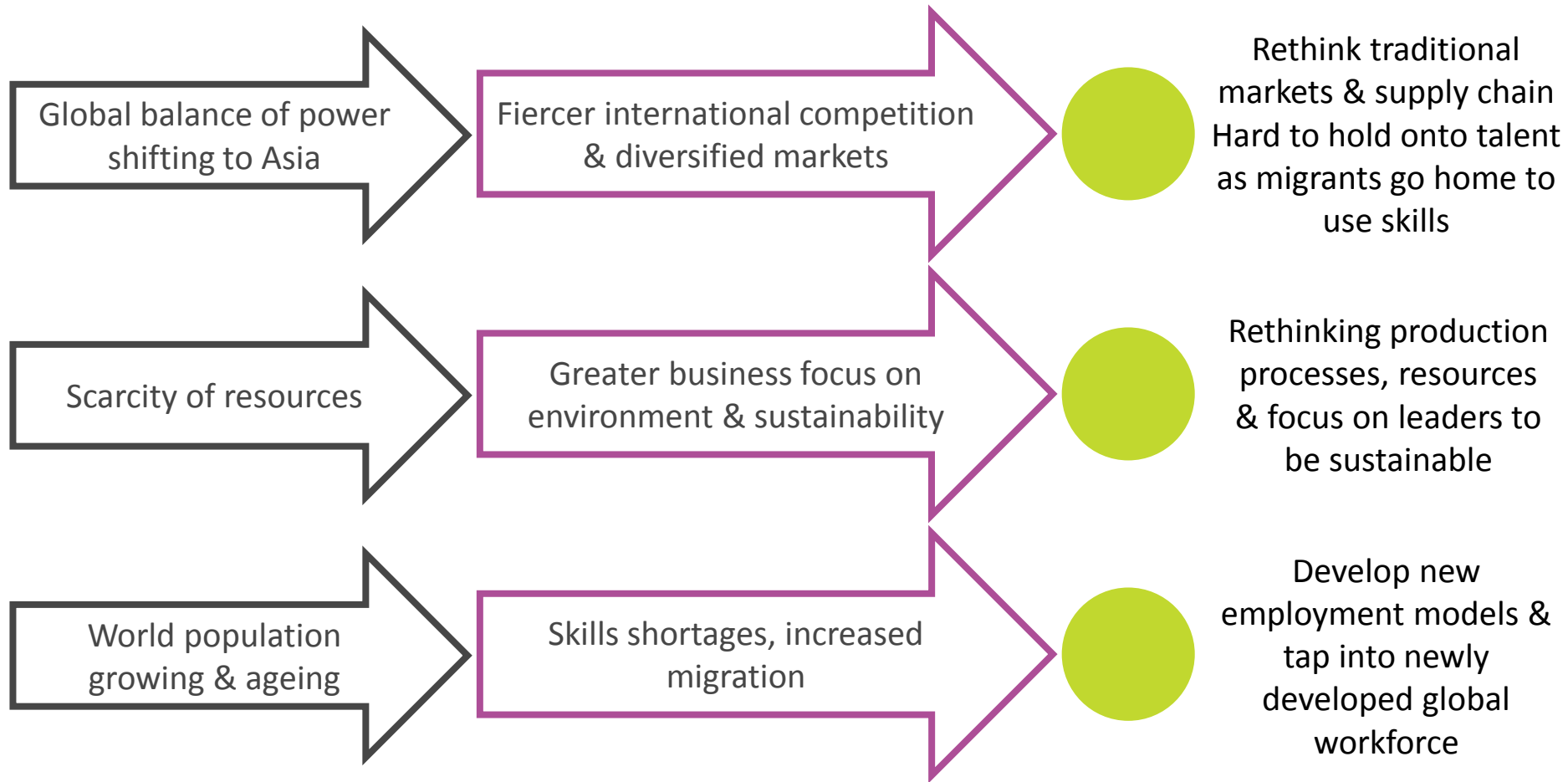
AGEING POPULATION

- Stabilisation of population growth will begin
- Ageing of European population will mean new markets, services and ways of life
- Increased productivity needed to support

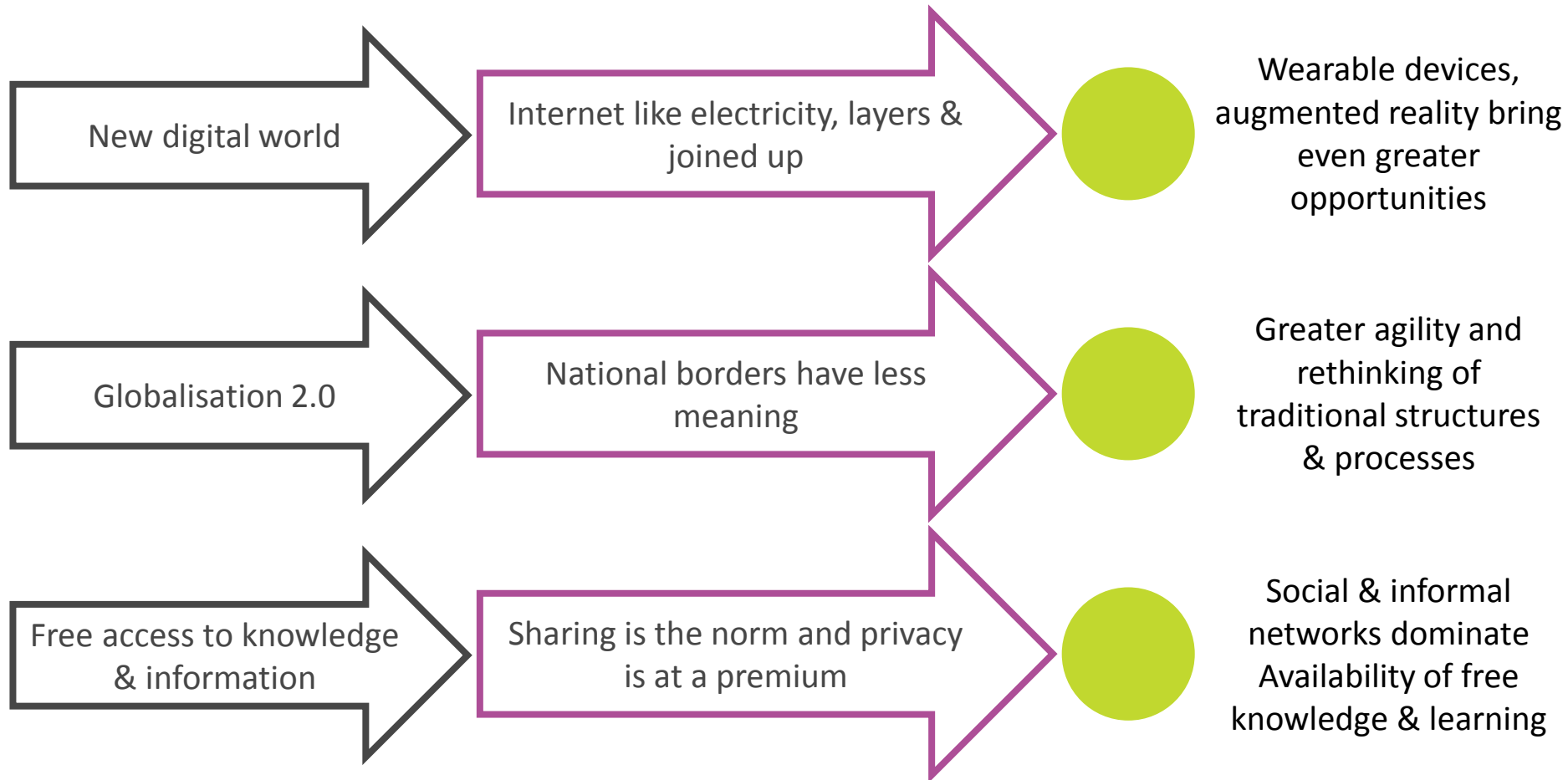
'KNOWLEDGE SHARING'

- Access to information and knowledge for all
- Transparency is the only option in a world where sharing is the norm and privacy is a premium
 - Free learning

'NEW WORLD ORDER': WHAT THIS MEANS FOR BUSINESS



'NEW WORLD ORDER': WHAT THIS MEANS FOR BUSINESS



WHAT THIS MEANS FOR REWARD

WHAT IS GOING TO STAY THE SAME

THE BASIC EXCHANGE OF LABOUR FOR PAY

Although how and in what way that labour
contributes may well change

ENGAGING PEOPLE IN YOUR BUSINESS

Whatever the contract of employment, people
working for your business will need to be engaged
& driven to succeed

THE NEED TO ATTRACT TALENT

Making your proposition more compelling than
others through your total reward

WHAT IS GOING TO CHANGE

THE RISE OF SOCIAL WORKING

Informal social teams & projects, informal learning
(no structured courses, share-based training and
development)

TRANSPARENCY

Around base, variable and equal pay

GENDER EQUALITY

Driven by the changing demands of men – not from
women or government

PAYING FOR CONTRIBUTION & VALUE

No base pay, staff remunerated for the contribution
they make and value they add to the business

GEN Y

Gen X and Y making the decisions
Baby boomers retired

ADDITIONAL READING

RESEARCH REPORTS

The World in 2025: Rising Asia and socio-ecological transition

European Commission

Digital Life in 2025

PewResearchCenter



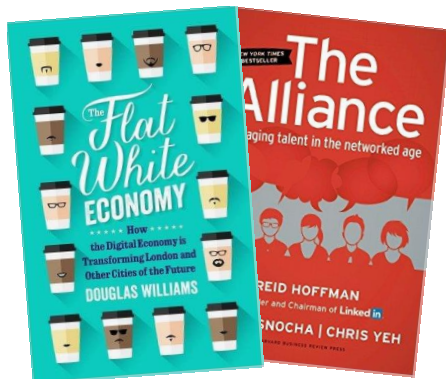
Building the new leader: Leadership challenges of the future revealed

HayGroup

BOOKS & ARTICLES

The Alliance: Managing talent in the networked age

Reid Hoffman, Ben Casnocha, Chris Yeh



The Flat White Economy: How the digital economy is transforming London and other cities of the future

Douglas McWilliams

‘The future of work’ article in CIPD Work, Summer 2015

International reward | reward strategy | executive
compensation
employee engagement | pay benchmarking
job evaluation | pay frameworks
reward communications
benefit audit & design | variable pay
sales bonus | remuneration committee support
performance management

OUR CONTACT DETAILS

www.innecto.com
T: 020 3478 4810
@InnectoReward

We get your pay and reward working harder