

The Changing Organization

Imagine you went to sleep and woke up on a work day in 1960. How different is your work life today compared to what it was 50 years ago? Clearly, there's no Starbucks on every corner or a cell phone in every pocket – but what else has changed and why?

In today's world, the structure, content, and process of work have changed. Work is now

- more cognitively complex
- more team-based and collaborative
- more dependent on social skills
- more dependent on technical competence
- more time pressured
- more mobile and less dependent on geography.

In today's world you're more likely to be working for an organization that is heavily influenced by competitive pressures and technological breakthroughs. Organizations today are

- leaner and more agile
- more focused on identifying value from the customer perspective
- more tuned to dynamic competitive requirements and strategy
- less hierarchical in structure and decision authority
- less likely to provide lifelong careers and job security
- continually reorganizing to maintain or gain competitive advantage

Does this sound like KPU in 2014?