



## Society

- Urbanization
- Diversity
- Individualization
- New Work
- Connectivity
- ESG and SDGs
- Resilience
- Knowledge Society

## Expectations

- Green finance & bonds
- Impact Investing
- Commit to Renewables
- Commit to SDGs
- Start with ESG reporting
- Green supply chain
- Sustainable transformation

## Organization

- Labour shortage
- Transformation
- Leadership
- Green Operations
- New Roles & Jobs
- Transparency
- Resilient Operations
- Automation & Robots

## Expectations

- Mentor/Mentee programs
- Take and give feedback
- Offer employee training
- Transparent transformation

## Expectations

- New ways for working
- Gig-Economy
- Thinking sustainable
- Responsibility for actions
- Volatile & complex world
- Uncertainty & ambiguity
- New technological possibilities

## Workforce

- New skillsets
- New responsibilities
- New roles
- Changing organization
- Expectations of job
- Purpose of work
- Working with robot