THE DISTRIBUTED WORKFORCE IS HERE:
MAXIMIZING REAL ESTATE AND IMPROVING THE EMPLOYEE EXPERIENCE

CORENET MINNEAPOLIS CHAPTER

PANEL DISCUSSION FACILITATED BY
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Augmented reality architect
Autonomous vehicle operator
Avatar relationship manager
Chef-farmer
Chief experience officer
Digital identify planner
Digital archaeologist
Energy harvester
Environmental health nurse
Financial technologist
Future-guide
Global sourcing manager
Global system architect
Grassroots researcher
Green career coach
Healer
Office concierge
Online community organizer
Organizational quartermaster
Personal brand manager
Personal care coordinator
Plant psychologists
Post-normal jobs counselor
Residence technician
Seed capitalist
Smart road designer / engineer
Talent aggregator
Terabyter (lifelogger)
Transhumanist consultant
Wiki writers

THE VERY NATURE OF THE FUTURE OF JOBS ALLOWS FOR THE DISTRIBUTION OF THE WORKFORCE

DYNAMICS OF A DISTRIBUTED WORKFORCE

A **distributed workforce** is a *workforce* that reaches beyond the restrictions of a traditional office environment. A **distributed workforce** is dispersed geographically over a wide area – domestically or internationally. – *Wikipedia*

According to Vivek Murthy, the former Surgeon General of the United States, increasing numbers of remote and independent “gig economy” workers is one of the key reasons for the growing “loneliness epidemic”. Murthy also points out that loneliness is much more than just a social problem. It’s also a health problem, “associated with a reduction in lifespan similar to that caused by smoking 15 cigarettes a day and even greater than that associated with obesity.” – *Harvard Business Review*

It is estimated that roughly a quarter of the U.S. workforce telecommutes occasionally or permanently, according to *GlobalWorkplaceAnalytics.com* statistics.
40% of today’s total global workforce is comprised of non-employee talent, including independent contractors, freelancers, professional services, and temporary workers.*

Global talent shortages are forcing enterprises of all sizes to re-think their relationships with contingent and outsources workers – McKinsey estimates that there will be a shortage of about 85 million qualified workers by 2020.

*The State of Contingent Workforce Management 2017-2018, Christopher J Dwyer, Ardent Partners, October 2017
INDICATORS OF A STRONG COMMUNITY

**Happiness**
- Employees are happier inside and outside of work

**Relationships**
- Employees feel a greater sense of empathy and trust with and among one another

**Self-Expression**
- Employees feel a greater sense of individual identify, flexibility and empowerment

**Shared Values**
- Employees share greater alignment of values and vision

**Transparency**
- More open and direct communication exists throughout the organization; ideas are exchanged freely

**Participation**
- Employee engagement increases; employees share ownership and are involved

**Impact**
- Employees have a greater sense of affiliation with the organization through awareness of their contributions to their business and community at large

“Emerging Workplace Management Strategies”, Herman Miller, Insight + Exploration, Fall 2014
INTRODUCING OUR PANELISTS

Carolyn Maalouf
Senior Researcher
Herman Miller

Megan Dodds
General Manager
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Director, Real Estate & Facilities
Land O’ Lakes
CHALLENGES AND OPPORTUNITIES: PANEL DISCUSSION
Land O’Lakes, Inc.

FARMER-OWNED, FORTUNE 200 COMPANY WITH OVER $13 BILLION IN NET SALES THAT OPERATES FOUR DIVERSIFIED AGRIBUSINESSES, DRIVEN BY INSIGHTS & INNOVATION

WinField® United
Crop Inputs & Insights
Agricultural products, data, technology tools and services

Purina
Animal Nutrition
Solutions that enhance performance and well-being

LAND O LAKES®
Dairy Foods
Milk-based products and ingredients

Land O’Lakes SUSTAIN™
Environmental sustainability solutions
DOWNTOWN OFFICE STRATEGY

• Completed long term headquarter (HQ) and workplace strategies
  • Distributed work force in the Twin Cities
• Attract & retain best talent
  ➢ DT office versus northern suburbs
  ➢ Contemporary organization providing technology & data to customers
  ➢ Work/life balance
• Beta site for workplace strategy at HQ
• Secondary conferencing space for HQ