

THE DISTRIBUTED WORKFORCE IS HERE:

MAXIMIZING REAL ESTATE AND IMPROVING THE EMPLOYEE
EXPERIENCE

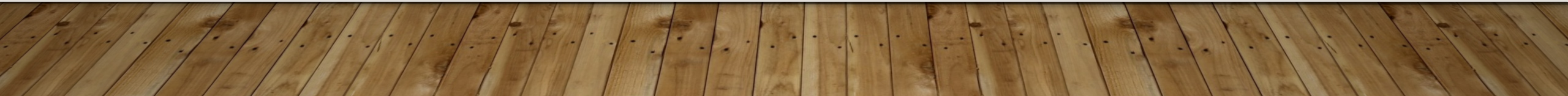
CORENET MINNEAPOLIS CHAPTER

PANEL DISCUSSION FACILITATED BY

KELSEY HIRSCH, MCR

VICE PRESIDENT, IFM CORPORATE SERVICES, SODEXO NA

MARCH 13, 2018



- 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

30 JOBS FOR 2030 “CREATING JOBS OF THE FUTURE: NO CRYSTAL BALL NEEDED”, CYNTHIA G. WAGNER,
ADAPTED FROM THE “70 JOBS FOR 2030”, SPECIAL SECTION IN THE JANUARY-FEBRUARY 2011 ISSUE OF “THE
FUTURIST”, 2014 WORKPLACE TRENDS REPORT

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.

AND WHAT
ABOUT THE
CONTINGENT
WORKER?

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 identity, 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
FOCUS ON
COMMUNITY

INTRODUCING OUR PANELISTS



Carolyn Maalouf
Senior Researcher
Herman Miller

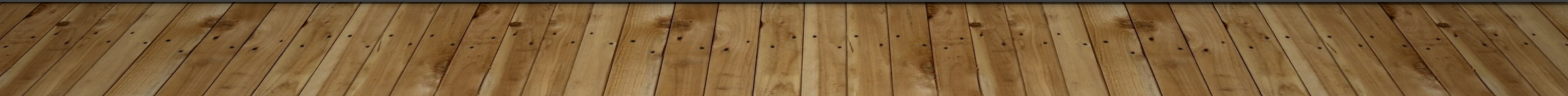


Marcia Droege, MCR
Director, Real Estate & Facilities
Land O' Lakes

Megan Dodds
General Manager
WeWork



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