



FIVE KEY MEGATRENDS WE TRACK AND WORK WITH

1. **5GEN**—the overlap of five generations at work. We’re working sooner and longer and may live in very different ‘worlds’ from one another, either physically or culturally. Some consider this to be damaging to organizational culture and productivity, but we see it as an enormous plus and possibility.
2. **LOVE IN THE WORKPLACE**— compassion, appreciation, emphasis on mental health and family well-being and, yes, LOVE, are organizational responses to the global waves of disruption the entire planet is experiencing. More empathy, flexibility and caring are being built into organizational systems at a more profound level than at any time since the industrial revolution.
3. **REGEN**—the understanding from the boardroom to the supply chain of the necessity for moving into a **regenerative circular economy**, one that eliminates waste and recirculates resources, minimizing human impact on fragile natural systems that support our survival.
4. **ANYWHEREING**—the possibility of working from anywhere across a spectrum of options, from onsite to nomadic. The shifts in where and how we work have opened a Pandora’s Box of opportunities and adaptations for organizations, and for so many of us, individually.
5. **MASS COLLABORATION**--the ever-expanding desire and capacity to participate in bringing humanity’s intentions, ideas and solutions together in ongoing conversation.