

Employers briefing 3rd quarter 2025 *The future of employment –*



immediate action required

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Introduction

Artificial Intelligence and robotics have already changed the world of employment. Its started and we have just seen the very tip of the A.I. iceberg.

- Within a year 40,000 jobs in I.T. were lost in one month
- In the UK there is almost zero new jobs but every company seems to be contracting its workforce

Action needed for the Paradigm shift

1. Recruitment

- Stop recruiting, evidence shows that current recruitment methods have contributed to organisations having an imbalance of Poor Performers

2. Urgent need for right sizing the Organisation

THIS IS URGENT. *The cost to an organisation of poor performers in a 3000 employee organisation amounted to a staggering £48,000,000 forty-eight million pounds per year.* This is currently our busiest area of work, mainly in Germany. Most organisations we have worked with are **20 -25% overstaffed.**

3. Use a pay and reward system that is success orientated – specifically focused on high performers

. The three critical measurements for a talent-based bonus scheme are:

- Competence
- Performance
- Reliability

Getting the right scores allows access to a very high bonus scheme, which encourages and motivates. No bell curve or false capping – get the scores and get the bonus. Easy to understand and completely transparent. This system can be self-funding

Conclusion

The future for organisations is one of dynamic and organisational change. Much of the future of work will be in the hands of Artificial intelligence, changes will be the biggest paradigm shift the world has ever seen.

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Footnote : all of the techniques mentioned in this paper can be
learnt and practiced in our two day advanced workshop.
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