

The Future of Work in the Wake of Digitalisation

Reflect, Rethink, Recreate

A Leadership and Innovation Lab

May and June 2022

Concept note (12th April 2022)



Bundesministerium für
wirtschaftliche Zusammenarbeit
und Entwicklung

Implemented by



Connections:

Future of Work - Policy Coherence Fund and Lab

Reflect

- The selection of topics and trends on the future of (digital) work that have already been analysed by the project *Future of Work* (in the framework of the *Fund on Policy Coherence for Sustainable Development*). Scenarios and further results are collected and made available - via a web presence for the Lab [Future of Work - GLAC \(we-do-change.org\)](http://we-do-change.org).
- The Lab enables further and deeper discussion on interesting focus topics and issues based on the developed scenarios, including first-hand information and feedback from experts and practitioners in the partner countries India and Rwanda.

Rethink

- Based on a dialogical approach the Lab sees beyond the pre-selected focus topics and asks: What other or new sub-topics does the future of digital work encompass (as time has passed since the start of the project and the decision for the trends to examine) ?
- The Lab broadens the perspective: Are there new focal points, legislative initiatives, partners etc. that need to be considered? Who wants and needs to become active?

Recreate

- The Lab builds on these findings and discussions to go further and derive concrete recommendations and pilot activities for taking the *Future of Work* further in respect to aligned activities of the institutions participating in the Lab, enhancing impact and sustainability of initiatives.



Aim:

Future of Work Lab

Theme

The overall theme for the Lab is: “How can we go beyond the given framework, exploring areas that we further need to work on to understand and support the future of digital enabled work in our partner countries?”

Specific topics of interest and focal questions are being identified by the participants themselves.

Objective

All participants are professionals working in the implementation of the 2030 Agenda especially SDG 8. In the Lab we are focusing on how to build connections and capacities among each other. Thereby breaking down silos, developing ways forward and concrete ideas for policy coherence in the field of the future of work, fostering a culture of working collaboratively in order to bring sustainable change.

Approach

The Lab will use co-coaching, and small group discussions to draw out joint interests, insights and learning from practice. We will explore what we already know to do and how we can share good practice, make levers work together; and what we don't know how to do and how we can improve our practice. We will be open to each other and expert inputs from the partner countries for joint learning.



Methodological Approach I: Future of Work Lab

We will be following a social lab approach (prominently developed by the three organisations Generon, Presencing Institute, and Reos Partners over the last decades):

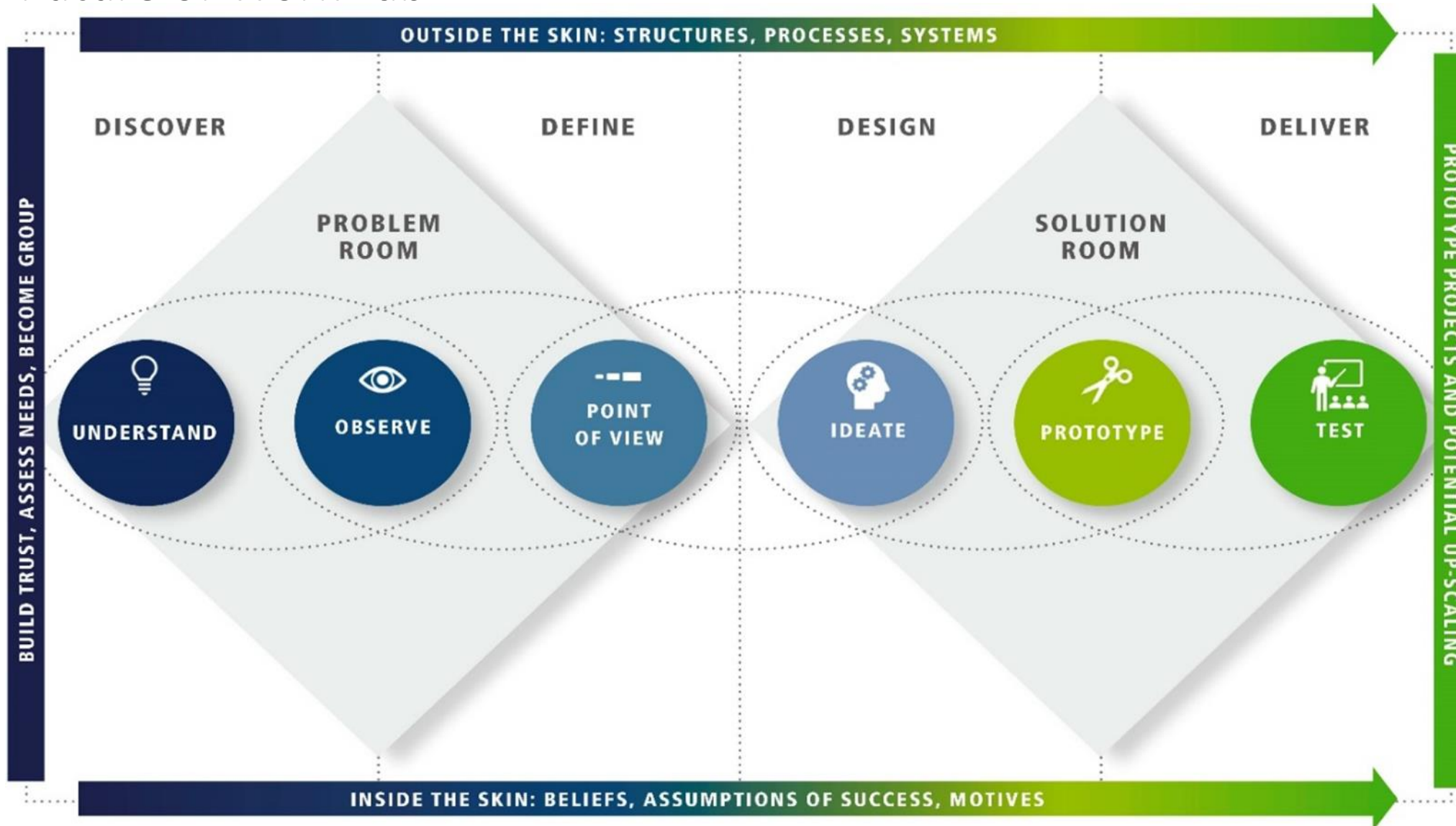
- **Social** – the Lab brings key change agents with diverse perspectives from different stakeholder groups into a conversation around a shared challenge.
- **Experimental** – they tackle challenges for which solutions do not yet exist. In an iterative approach, Lab participants bring their respective knowledge into the Lab space to learn jointly and from each other and develop possible solutions for the chosen challenge(s).
- **Action-oriented** – they are geared towards enabling change. The objective is to go beyond a change of perspectives and the development of ideas, to implement actions to solve the chosen challenge.

Building on this definition, the Global Leadership Academy has designed the Future of Work Lab and Collab Space.

Our approach is deeply rooted in a dialogical understanding of systemic change and attaches particular importance to combining leadership development and innovation practices. This enables us to address the intertwined relationship between the personal development and the initiation of systemic change in organisations, networks and societies.



Methodological Approach II: Future of Work Lab



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