



The 10 rules of modern work

... and what it means for us and for our country

Modern work

We are living in a completely different world of work


1



Marketplace of perishable skills

Half life of skills < 4.5 years

2



Work from anywhere

> 45% of work can be done remotely

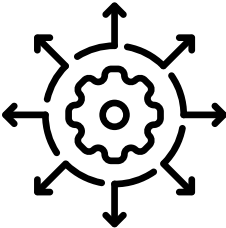
3



Relentless pace of change

Jobs are disrupted every 4 years


4



Many pathways to growth and success

Worker to experience 5-6 career turns in lifetime

5

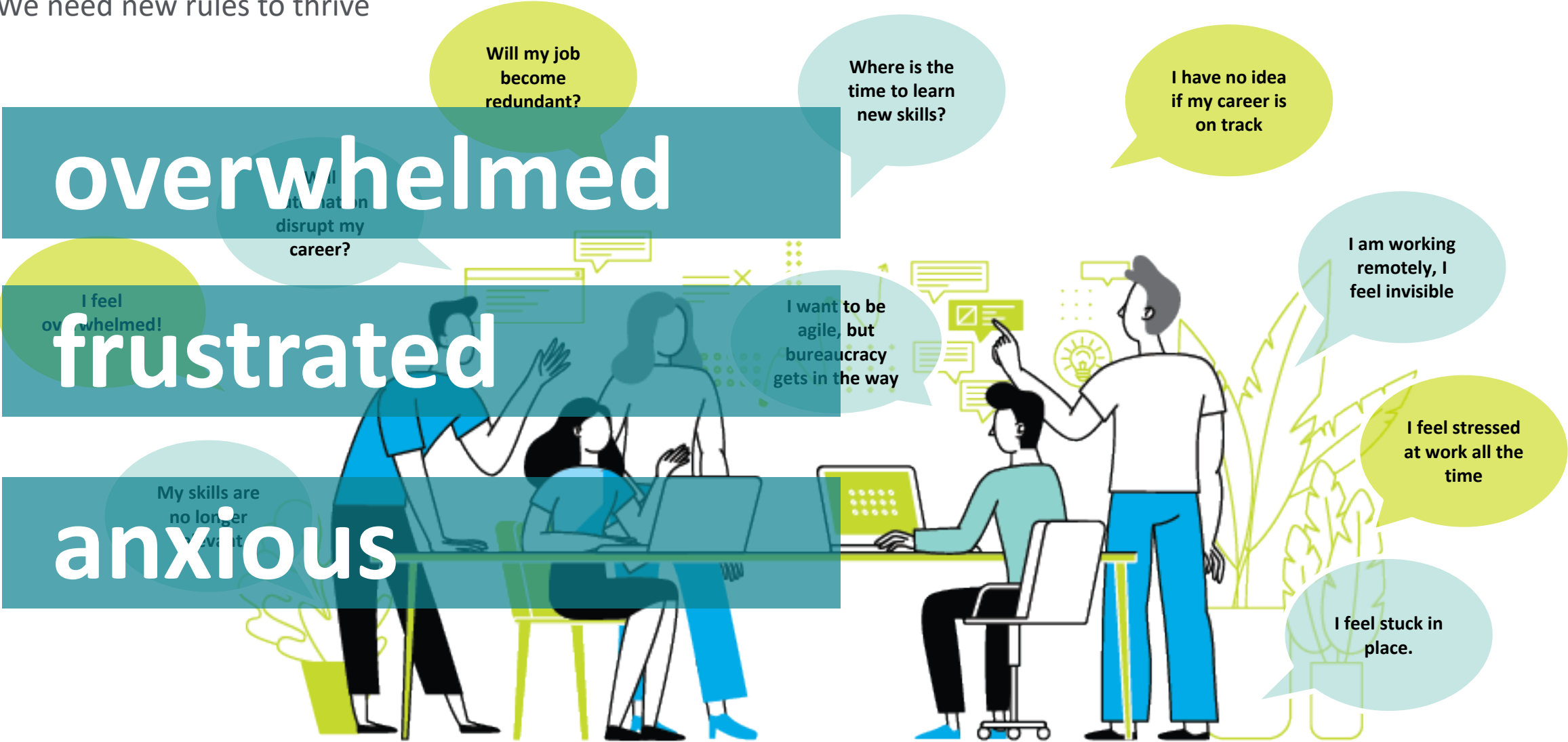


Ecosystems of expertise

Many players, many generations, many partners

Modern work

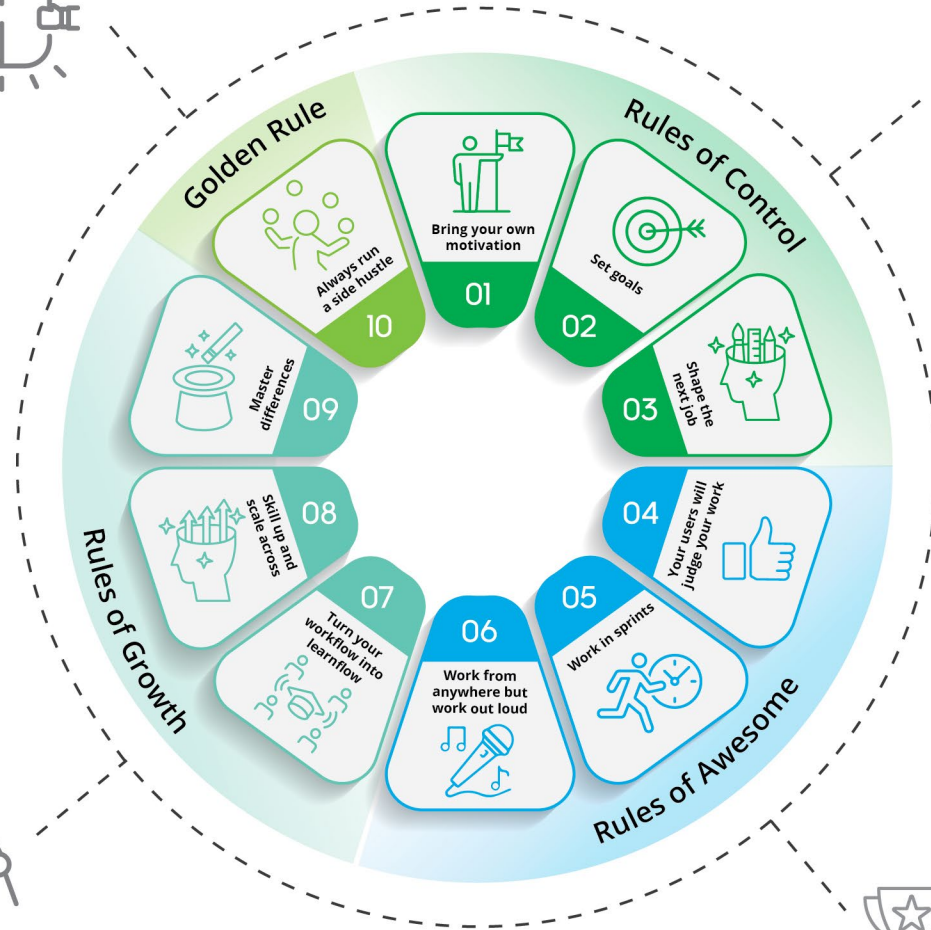
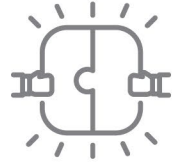
We need new rules to thrive



Modern work

We need new rules to thrive

The one golden rule



3 rules of control



Feeling overwhelmed

Feeling anxious

3 rules of growth



Feeling frustrated

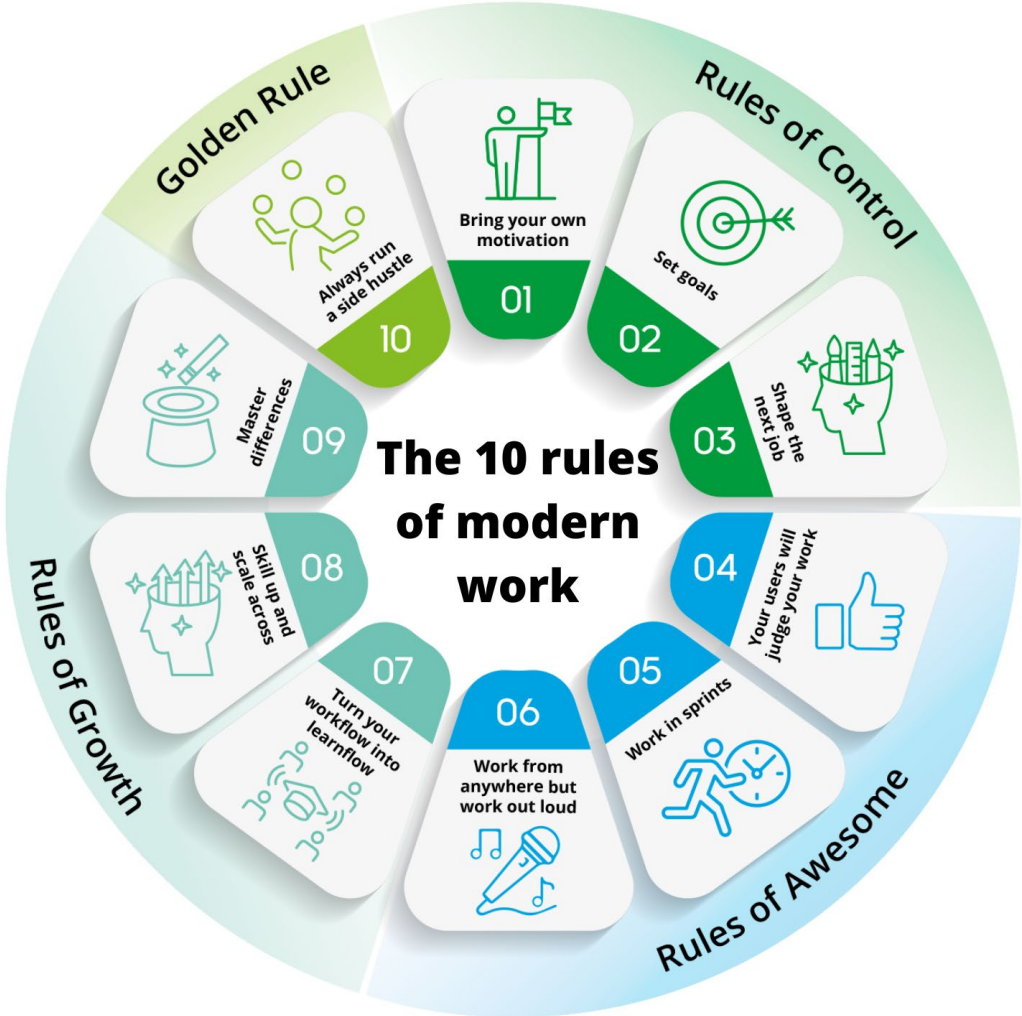
3 rules of awesome



We are living in a completely different world of work

What does this mean for YOU?

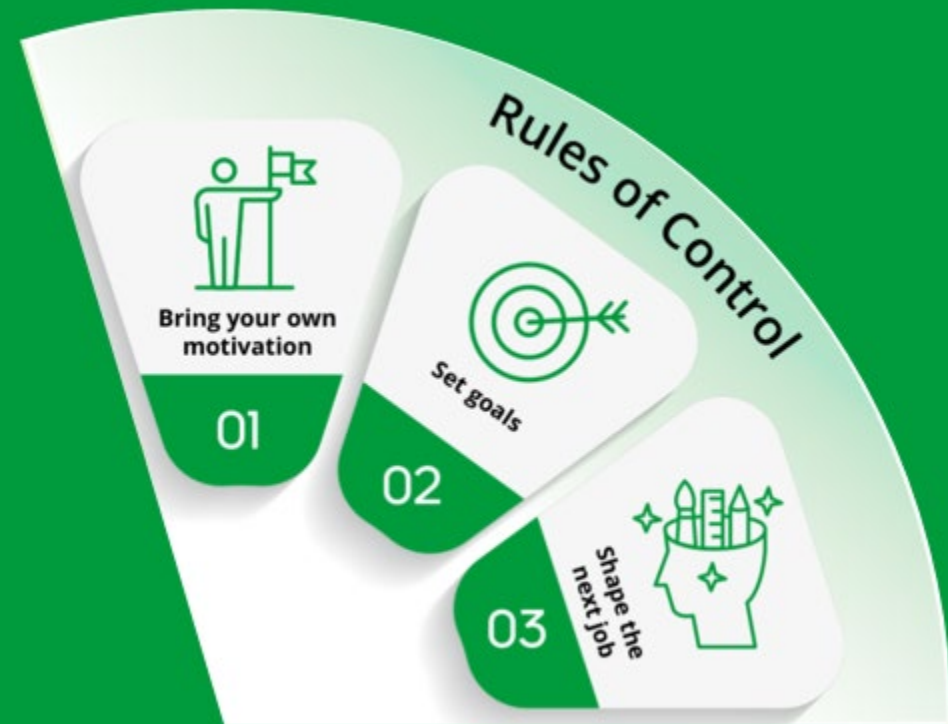
The 10 rules of modern work can help you navigate this new world of work and achieve success, happiness and fulfilment. Apply them to your day-to-day activities to build a fulfilling and successful work life regardless of disruptive external forces that you may experience.



- Based on real research
- Ideas you can use right away
- Rules that give you agency and power
- Easy to understand, and to apply
- Works at all levels

Part 1

How to take control



Rule #1

Bring your own motivation (BYOM)

because no one else will



Take control of your motivation. Ensure that it is you who is responsible to sustain it in modern work.



- Set your goals above expectations of others
- Figure out the how, be self sufficient
- Choose the when and where



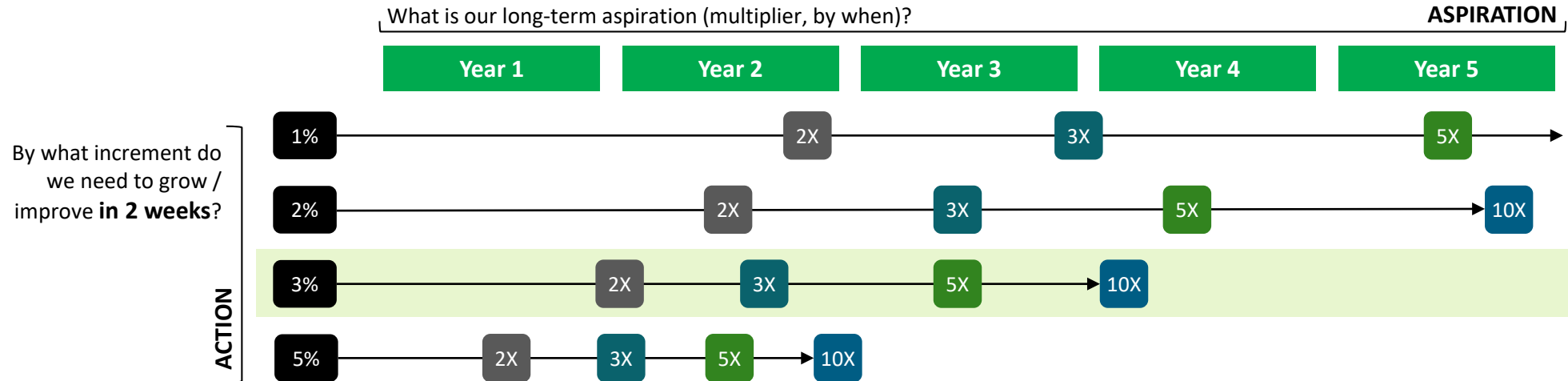
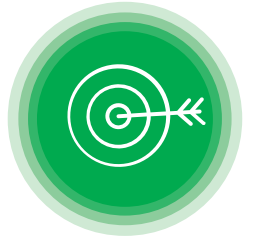
- Growth mindset – Personal growth is infinite
- Persistence – Learn and self-correct
- Be known for something unique



- Figure out your personal purpose
- Who will you impact
- How will you contribute to the purpose

Rule #2

Set goals for the long-term and short-term



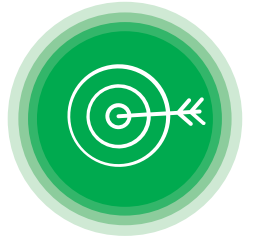
OBJECTIVES	KEY RESULTS		CRITICAL ACTIONS
	Last 2 weeks period	Next 2 weeks period (goal)	
Increase # of users joining every week	1000	1030	<ul style="list-style-type: none"> Release updated onboarding campaign Indonesia workshops
Increase # of returning users	15000	15600	<ul style="list-style-type: none"> Run analytics hackathon for ideas New notifications feature
Improve NPS Score	6.2	6.21	<ul style="list-style-type: none"> Build new CX for check-out Launch gamification feature
Grow team capacity (headcount)	43	44	<ul style="list-style-type: none"> Run TikTok recruitment campaign

What should we do now (next 2 weeks) to be able to 10X in 3.2 years?

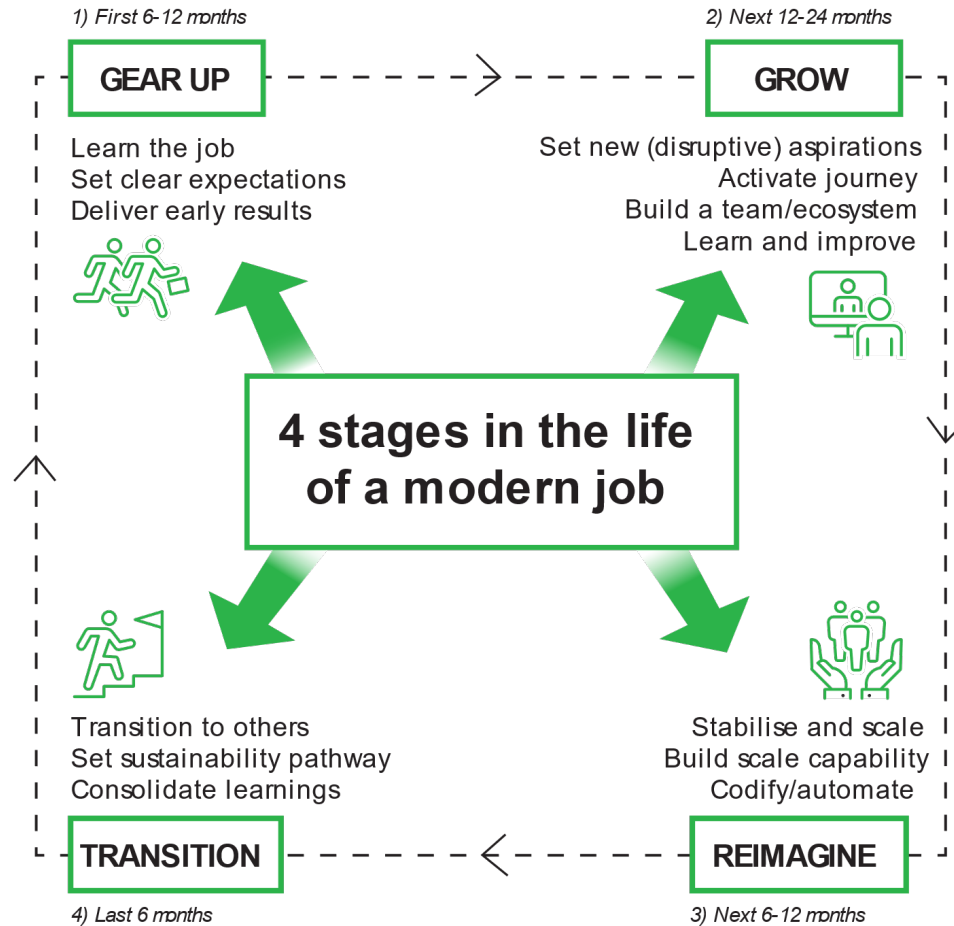
Rule #3

Shape your next job (while you are doing one)

because modern jobs are disrupted in four years or less



"I am **excited** to start a new adventure"



"I am **motivated** to aspire for something worthwhile"

"I feel **gratitude** in being able to pass on my work to someone else and **eager** to move to my next adventure"

"I feel **satisfaction** in scaling my current challenge and **curious** about shaping my new one"

Part 2

How to be awesome

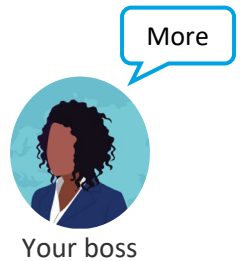
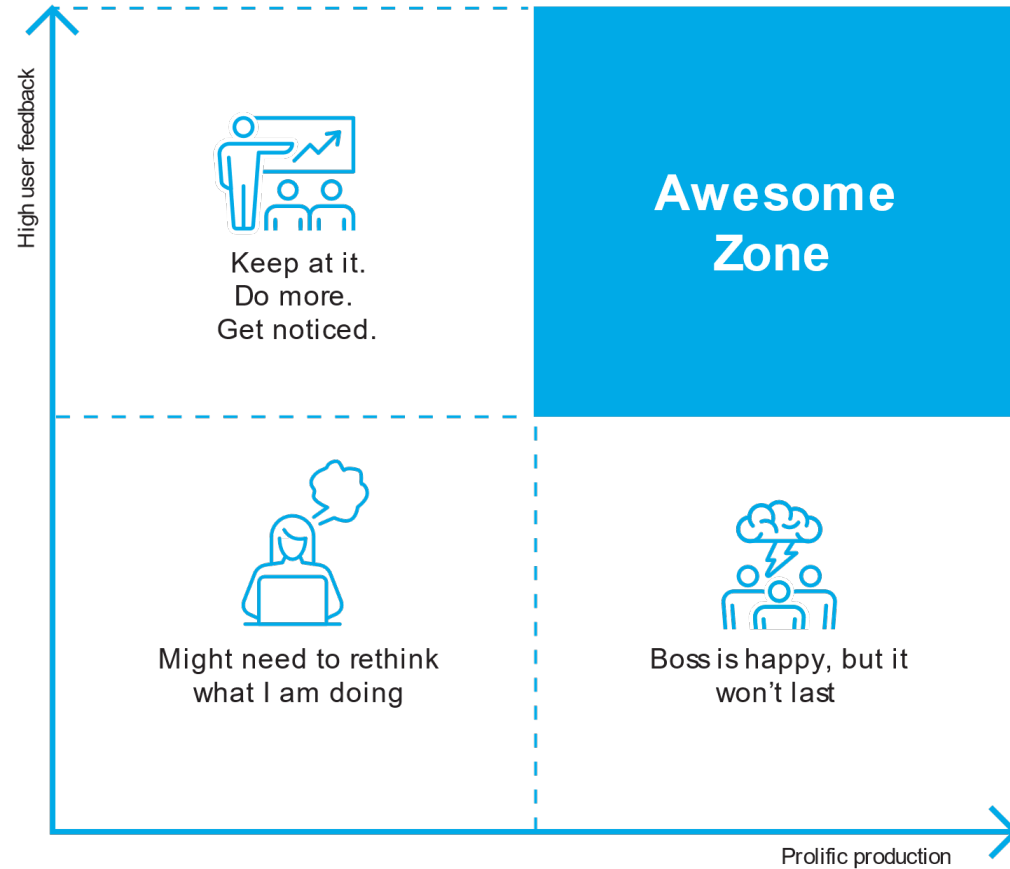


Rule #4

Your users (not your boss) will judge your work
because modern work is an open talent market



- Would you use my services / expertise again?
- Would you recommend my services / expertise to others like you?



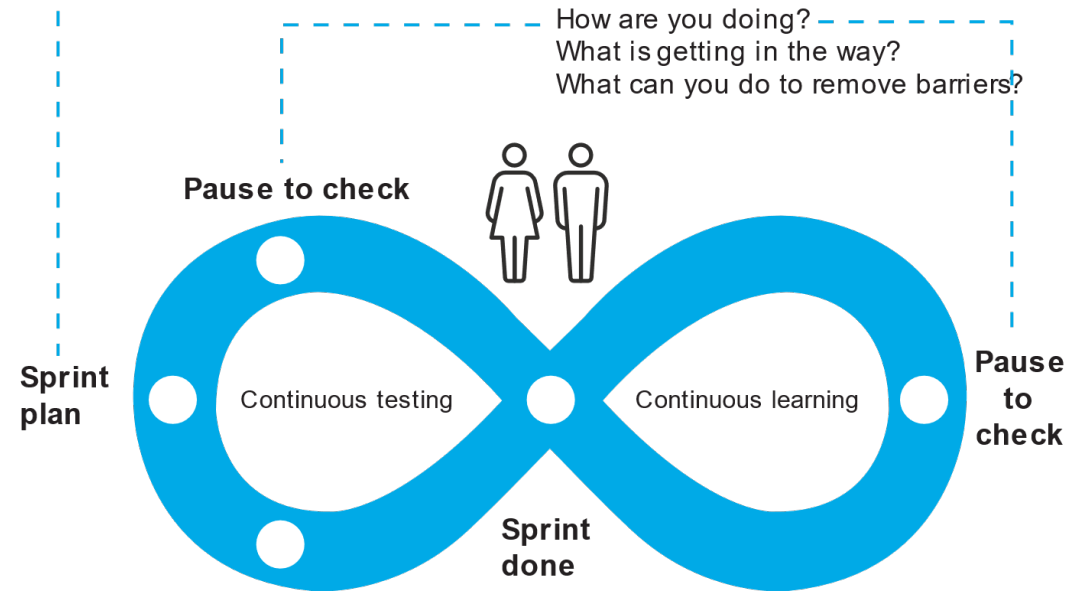
Rule #5

Work in sprints

because things change every two weeks



What are you planning to achieve in the next two weeks?
What are the highest priorities?
What do you need to be successful at?
Who will do what?



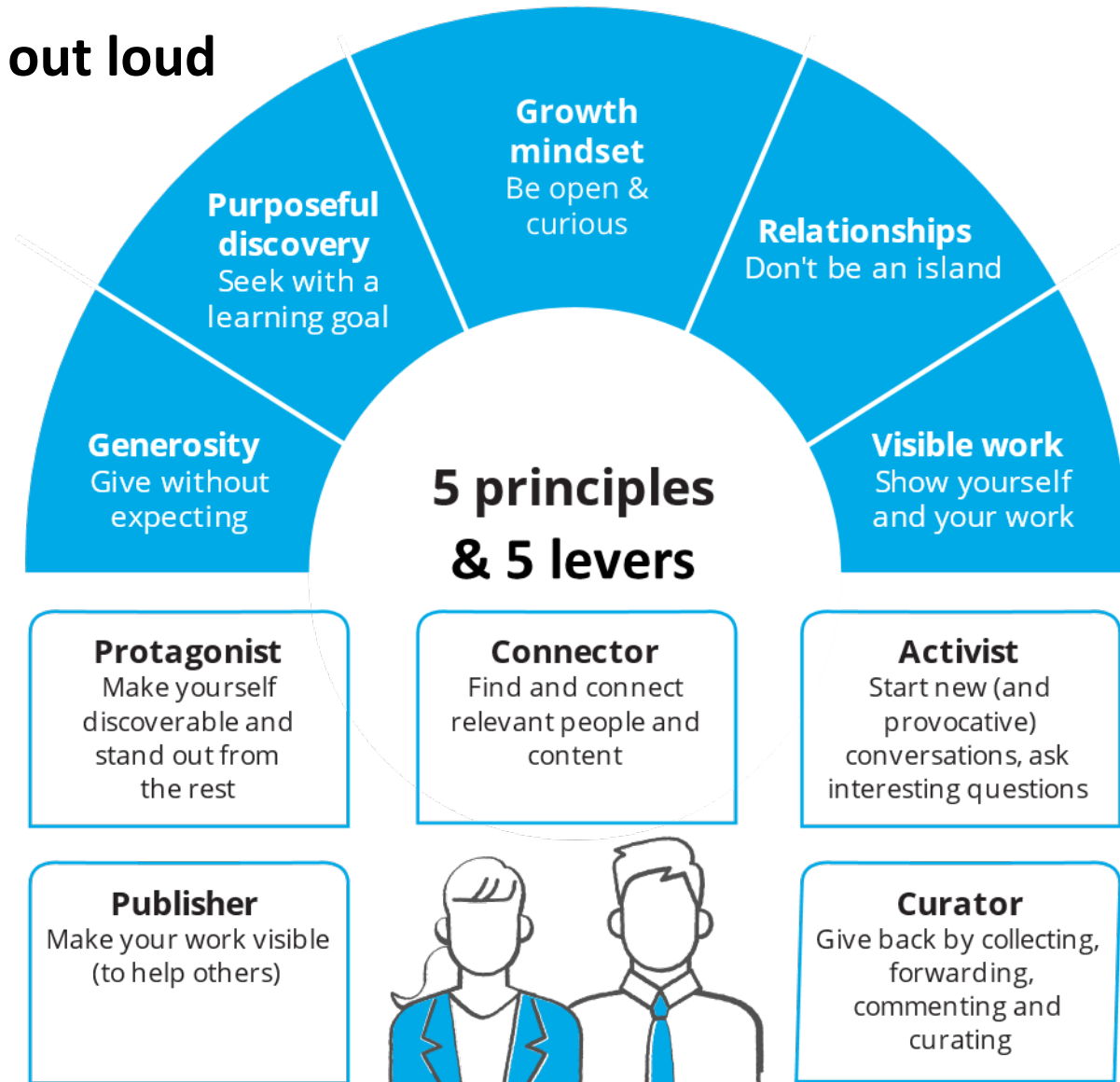
Retrospective

What have you achieved?
What can you showcase/publish/share?
What have you learned?
How must your plans change to incorporate new learnings?

Rule #6

Work from anywhere but work out loud

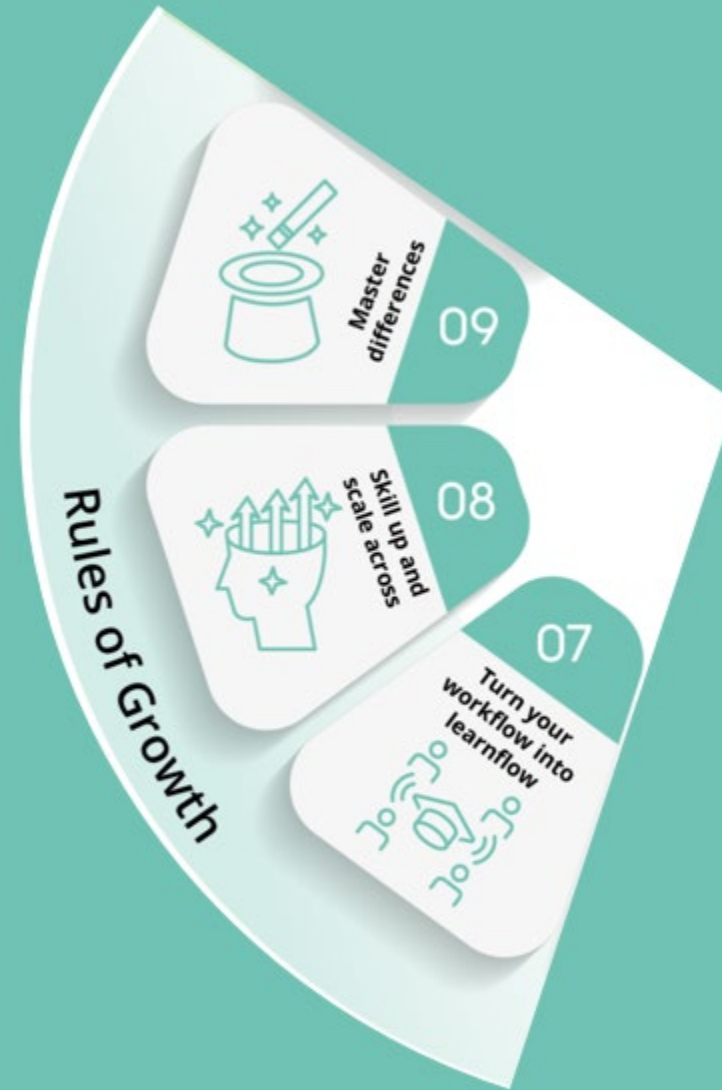
because the modern workforce is often invisible



Source: Based on the research for "Working Out Loud" by John Stepper, 2015

Part 3

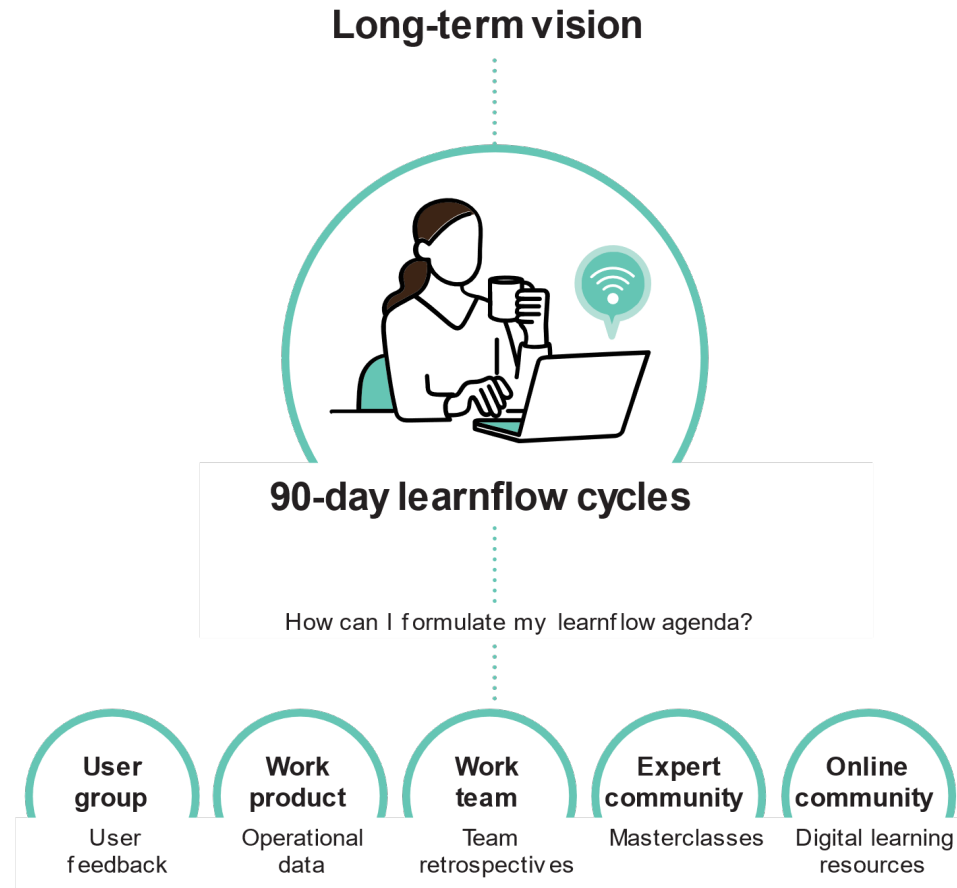
How to grow



Rule #7

Turn your workflow into a learnflow

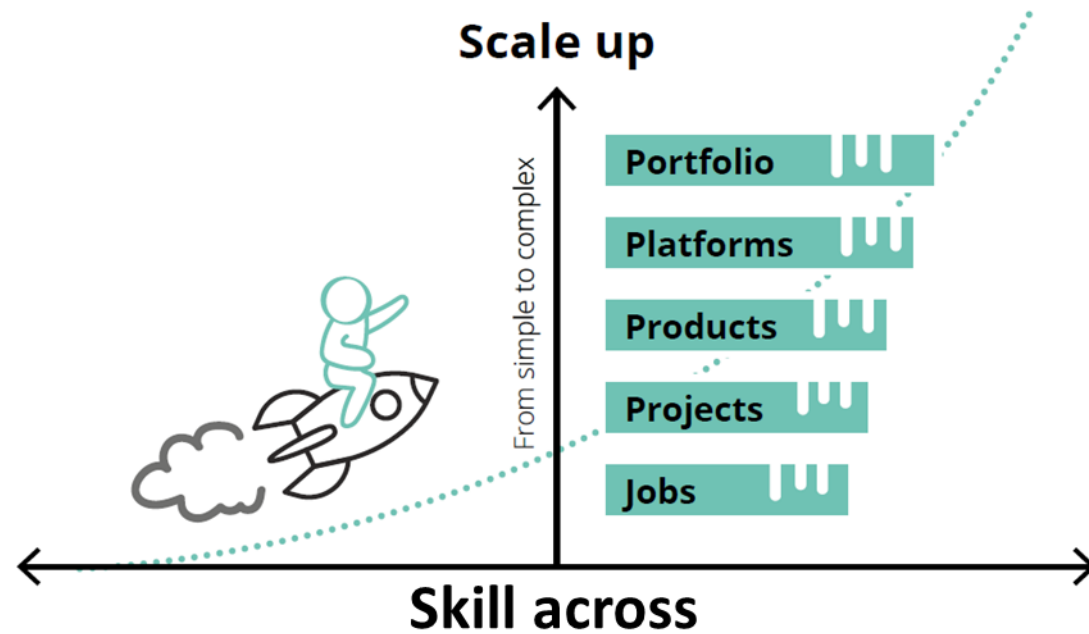
because you must plan your learning just like you plan your work



Rule #8

Skill across and scale up

because modern careers are not unidimensional



Capability domains across the modern value stream



- Product/Innovation
- Customer experience
- Marketing/Sales



- Data analytics
- Application development

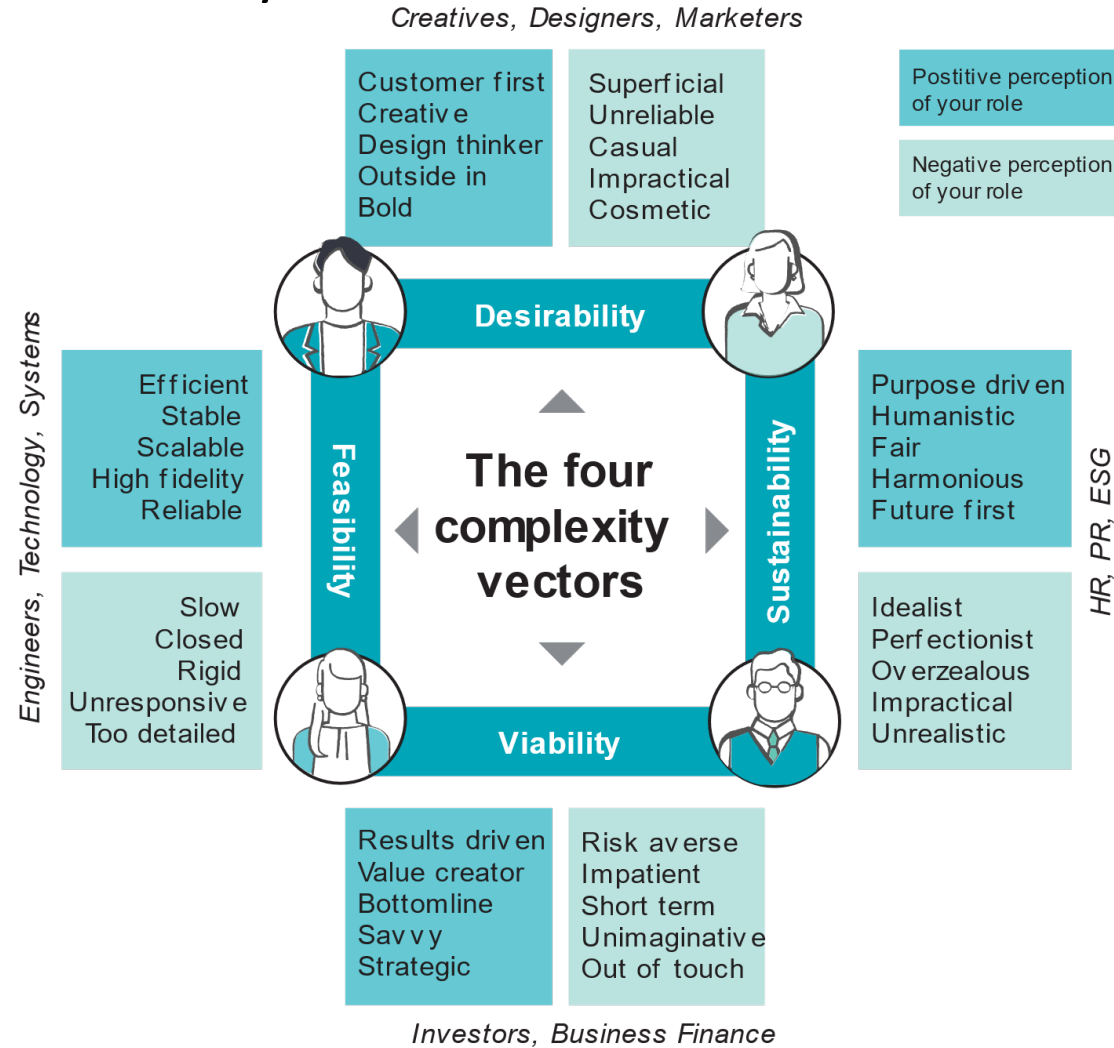


- Automation/AI
- Tech Ops/Infrastructure
- Security/Risk

Rule #9

Master differences

because complexity needs diversity



The one golden rule

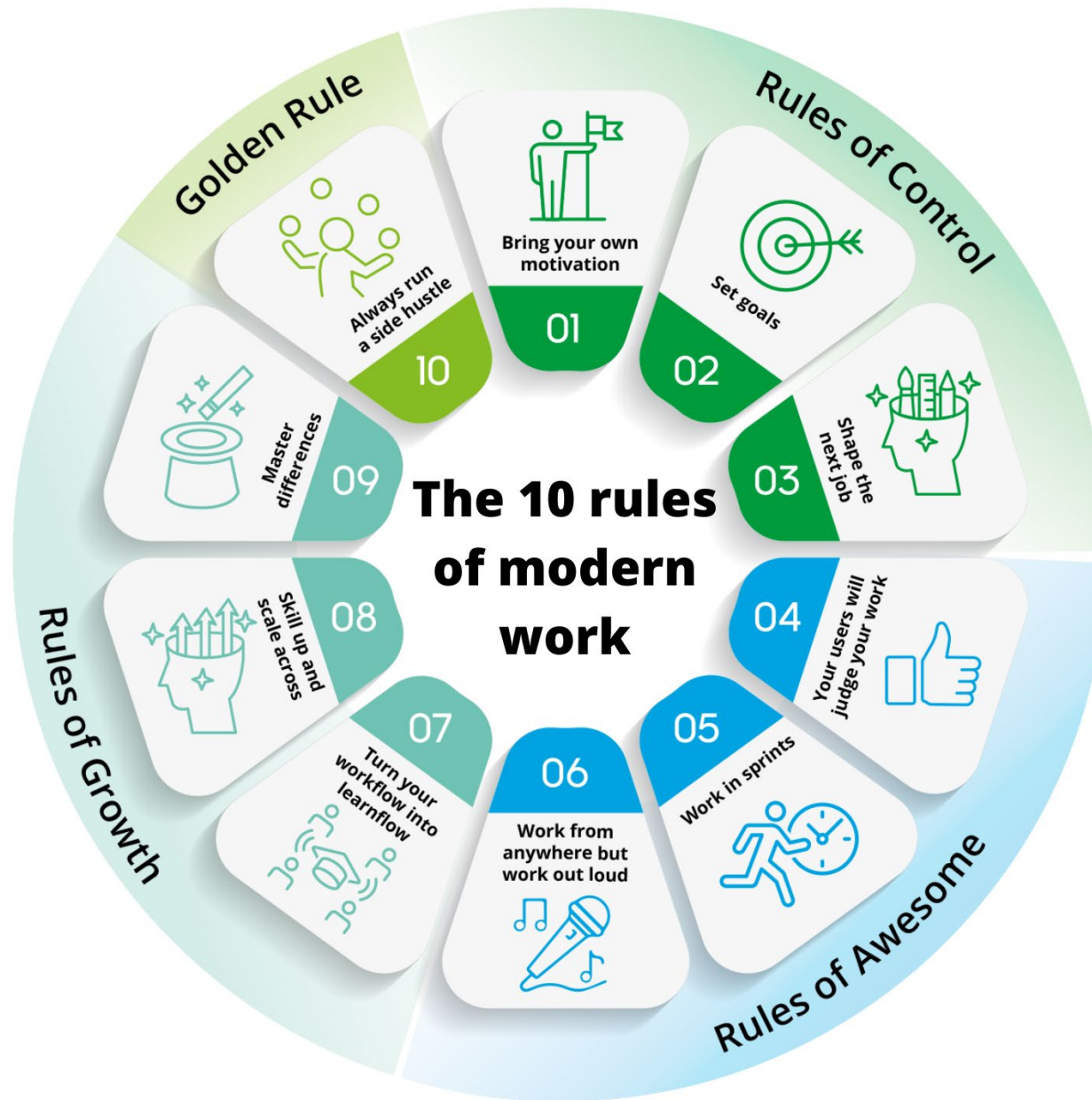


Rule #10

Always run a side hustle

because the best ideas exist outside your comfort zone





Discussion on MWS @ Singapore



How are we preparing our young talent to thrive in Modern Work?

How can we help mid career professionals navigate the significant changes related to Modern Work?

Can we use our understanding of Modern Work to design Singapore's workforce to become the best in the world?



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