## Index

Achievable, 37 Age, 18, 50, 51, 52, 53, 74, 91 Agile workforce, 77, 78 Aging workforce, 49, 50, 52, 56, 57, 72 AI systems, 8, 10, 61, 66, 67, 68,	Differences between education and training, 6–7 Disadvantaged workers, 4, 5, 69–89, 92, 95, 103 Diversity intelligence, 8
84 Artificial intelligence (AI), 1, 6, 9, 16, 52, 61–68, 103	Educational technology, 69–72, 96 Education and skills deficiency,
Asynchronous appropriation, 33, 35–36	78–80 Emerging trends, 105
Automation, 2, 3, 5, 6, 9, 10, 16, 83	Employee engagement, 61–68, 78, 100, 104
Automation anxiety, 6	Employee experience (EX), 103, 104–105
Baby boomers, 18, 52, 57, 58, 104, 107 Big data, 6, 9, 10, 61, 91	Fairness, 61–68, 91 Flexible and adaptive leadership, 93
Career competency models, 24, 25 Career pathway development, 56 Career pathways, 19, 22, 23–25, 56, 57, 75 Centre for the New Economy and Society, 8, 9, 10 Chapter case study example, 27–28, 46–47, 57–59, 100–101, 107–109 Cognitive development, 82–84 Communication technologies, 29, 30, 33–34, 39, 41, 42, 46 Composition of the workforce, 50	Geographic dispersion, 31–32, 42  Hiring paradigm shift, 49–59  Human-machine collaboration, 14, 26, 84–89  Human productivity, 82–84  Human resource development, 1, 18, 52, 78, 79, 98  Human resource management, 1  Increasing diversity, 23  Integration of technology in the
Crowdsourcing, 29, 30–31	workforce, 51–52
Developing a recruitment	Job outcomes, 61–68
infrastructure, 19, 21–23	Knowledge transfer, 54–56

107

- Learning and development, 52, 53–54, 57 Low skill, 5, 17, 69–89, 92, 95, 98, 100, 103 Low skill workers, 2–5, 9, 10, 15, 30, 33, 46, 83, 94, 103, 105,
- Machine learning, 7–11, 16, 52, 57, 83, 103
- Managing and developing teams, 19
- Managing people and technology, 91–101
- Managing people with big data, 91–93
- Managing technology, 69–89 Measurable, 25, 37
- Middle skill, 10, 14, 15, 17, 23, 46, 49, 69–89, 92, 93, 94, 95, 98, 100, 103
- POLC framework, 29
  Potential, 6, 20, 21, 23, 24, 26, 46, 52, 54, 83, 86, 88, 93, 98
  Power, 4, 6, 41, 54, 87, 97, 105
  Productivity, 2, 23, 25, 26, 49, 50, 61, 73, 77, 82, 83, 87, 99
- Relevant, 1, 8, 10, 21, 37, 42, 52, 71, 73, 94, 97, 106 Retention, 23, 24, 62, 67, 68, 107
- Skills gap, 10, 16, 17–18, 20, 24, 26, 50

- Specific goals/objectives, 37 Synchronous appropriation, 33, 35–36
- Talent, 17, 18, 23, 27, 49, 50, 52, 54, 58, 73, 91, 92, 93, 101, 107, 108
- Talent management, 91, 92, 107
  Team coordination, 40
  Team structuring, 40
  Team's goals and objectives
- Team's goals and objectives, 36–37, 38, 39, 44
- Technology, 1, 2, 5, 40, 49, 52, 71, 75, 89, 91, 92, 94, 95, 96, 98, 100
- Technology adoption, 9, 94–95, 106
- Technology development, 2, 87, 95–98, 99
- Technology disruption, 5–6 Temporal dispersion, 29, 32–33, 38, 40, 41, 43, 44, 45, 46
- Temporary agencies, 72, 80 Time-bound, 37
- Upskilling, 10, 16, 25–26, 27, 51, 53, 54, 58, 94, 107
- Valuing people and technology, 97, 98–99 Virtual teams, 1, 29–47, 103
- Wage inequality, 2–5 Work and resource plan, 36, 38