Jobs in 2025

Workplace Attributes

Next generation leaders
Gen Y and Z - born digital leaders – emphasis on cohesion, flexibility, market drivers, opportunity orientation vs risk aversion, resilience vs change avoidance

Corporate responsibility
Top companies attract the best people through their global performance regarding societal and environmental responsibility

Digital Balance Sheet*
Companies generate value and profits by blending old and new forms of value creation – structures and incentives reflect this

*Refer to Dimension Data’s Digital Balance Sheet

No jobs for life, no middle management
Major shifts to part-time, e-lancing and casualisation means that attraction to an organisation will be based on values and productivity of workers will be measured by what they deliver, not just by their time

Globalised outsourcing and automation of middle management shifts the onus to self-management

Critical Skill Sets and Aptitudes**

Caring for others
- Social and emotional maturity, cross-cultural sensitivity, internalisation of UN convention of rights of workers and (as yet undefined) code of ethics for use of AI and human-like robots

Cognition
- Cognition skills, systems thinking, complex problem solving

Life-long, integrated learning
- Continuous seeking of contemporary knowledge and skills and integrating the new ways of working

Flexible team work
- Ability to work in diverse, cross functional and globalised teams with mixed tenure models – permanents, e-lancers, outsourced piece-workers

Cognition
- Cognition skills, systems thinking, design thinking, fine arts, architecture

Data exploration and illustration
- Observing massive amounts of data (with AI assistance), being able to detect patterns and create visualisations that readily communicate insights

Communication
- Perceptiveness, diplomacy, persuasion, negotiation

New media literacy
- Visual collaboration and effective use of social platforms in the modern workplace

Creativity
- Originality, lateral thinking, design thinking, fine arts, architecture

Digital business sense
- Understanding of how 21st century businesses succeed and operate – experimentation, collaboration, speed of commercialisation, inversed operational models

Communication
- Perceptiveness, diplomacy, persuasion, negotiation

Human Capital Strategies
- Invest in re-skilling current employees
- Support job mobility, rotations, cross functional teams
- Collaborate with educational institutes – shape credentials, aptitudes
- Target new, diverse sources of talent – women, overseas recruits
- Offer apprenticeships, internships, graduate programmes

Guidance for Employers**

Critical Success Factors
- Understand the forces of disruption
- Address key resources constraints early
- Overcome short-termism
- Align workforce strategy with innovation strategy
- Ensure managers at all levels are in tune with the workforce strategy