



"Is Workplace Loyalty Dead?" or "Long Term Employment is Dead."

One thing is certain. The working environment has undergone significant changes throughout the generations, from the baby boomers through Gen X and to the millennial generation - so it's not surprising some are finding this quite an adjustment.

In our fast-paced world, the length of tenure is cast aside for a focus on more flexible and engaged employees.

So why has the workforce changed so significantly?

According to Thomas Friedman, author of *The World is Flat*, there are ten "flatteners" that have levelled the global playing field. Of these, we're going to touch on three factors specifically:

1. Outsourcing
2. Offshoring
3. Technology

Our technological prowess has created a fast-paced economy, where the pace of change is indeed one to be in awe of. To put this in perspective, consider Buckminster Fuller's "knowledge-doubling curve" of 1982. This showed that back in 1900, our knowledge was doubling every century. Fast-forward to 1982 and knowledge was doubling every 12-13 months. That's an astounding leap forward. IBM has since added post-1982 predictions, that knowledge is doubling every 12-13 hours.

It's this immense surge in knowledge from 1982 on, that has seen all these factors we've just mentioned (outsourcing, offshoring, and technology) become an everyday reality in our truly global marketplace.

This is *your* reality.

Long-term, stable positions still exist. But if you're open to options and willing to explore what the modern workforce has to offer, you'll have a better chance of finding yourself on the path to a career that fulfils and excites you.



That's why I advocate for the idea of long-term employability. This means your focus is on evolving your skills throughout your working life so that you remain employable, instead of the traditional focus on having a long-term employment contract.