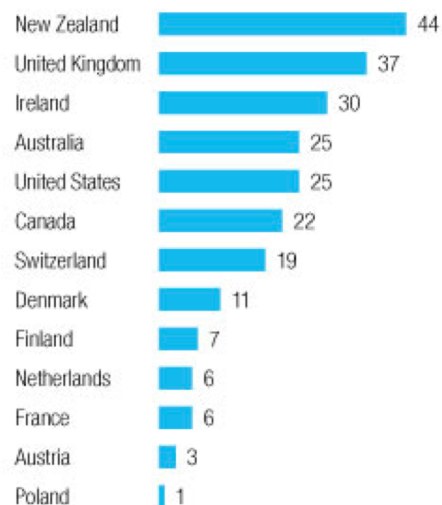# The Future of Teaming

5 Revolutions in Collaboration

1. The war for talent means diversity will be a tsunami

2. Structure becomes fuzzy as collaboration is wired in to the tools we work with

3. Mixed reality workplaces will spread

4. AI becomes your new team-member

5. Teaming is a basic skill

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Doctors

Country	
New Zealand	44
United Kingdom	37
Ireland	30
Australia	25
United States	25
Canada	22
Switzerland	19
Denmark	11
Finland	7
Netherlands	6
France	6
Austria	3
Poland	1

Missing Admin
3,300

Missing Allied
4,000

Missing Nurses
8,600

1. Diversity is a tsunami

The war for talent means
NZ will run out of
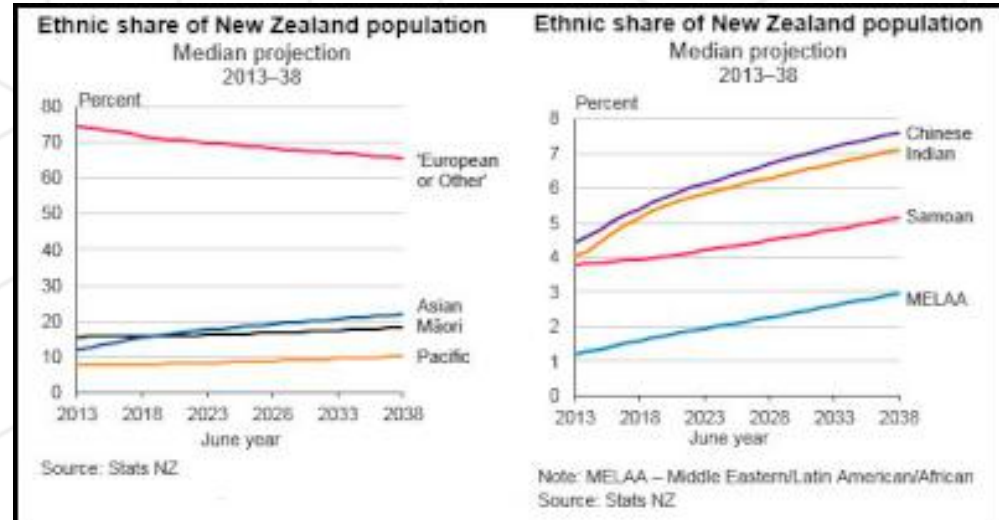nurses in 8 years.

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1. Diversity is a tsunami

Our population grows by 1 million in the next 20 years

Population aged over 65 doubles

25% of all NZ population born in another country (and 40% of Aucklanders)

Ethnic share of New Zealand population
Median projection 2013–38

Ethnic share of New Zealand population
Median projection 2013–38

Note: MELAA – Middle Eastern/Latin American/African
Source: Stats NZ

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Diversity is good and bad

Diversity in knowledge, thinking, and perspectives, as well as age, gender, and ethnicity, can help teams be more creative and avoid groupthink.

Diversity slows trust formation, increases misunderstandings, inhibits team communication and imposes transaction costs.
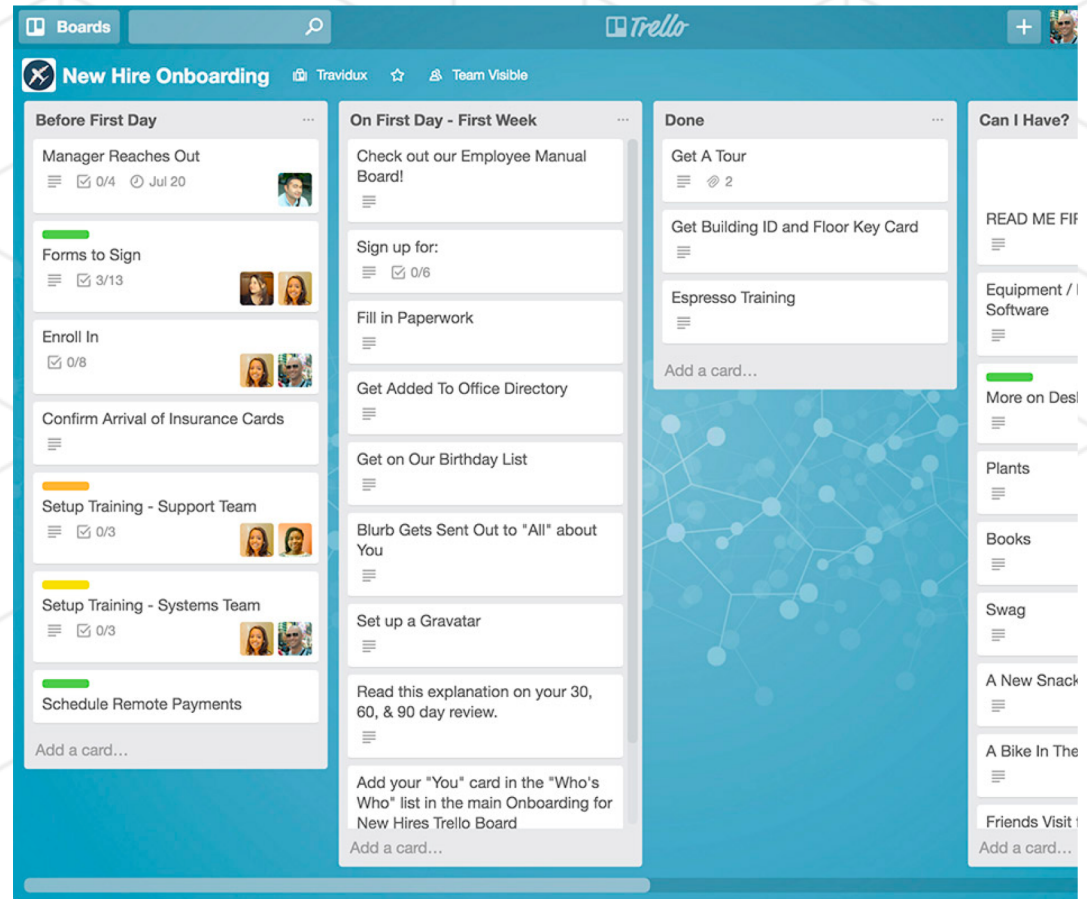
These effects increase as complexity of work and the number of teams involved increases.

2. Connectivity will be ubiquitous and structure becomes fuzzy

Collaboration is being wired in to process and tools

- Everything and everyone is mobile and communication is cheaper

- Slack (or Github, Trello or Basecamp etc)

- Google Docs; Microsoft 365

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# 2. Connectivity will be ubiquitous and structure becomes blurry

Organisational structures (departments, units) begin to mean less as people collaborate across and between.

"Who's my boss?"

Defining purpose, norms and outcomes is a key organisational requirement.

Resource allocation (budgeting) grows more fluid and may shift more frequently, which means the team will shift and change too.
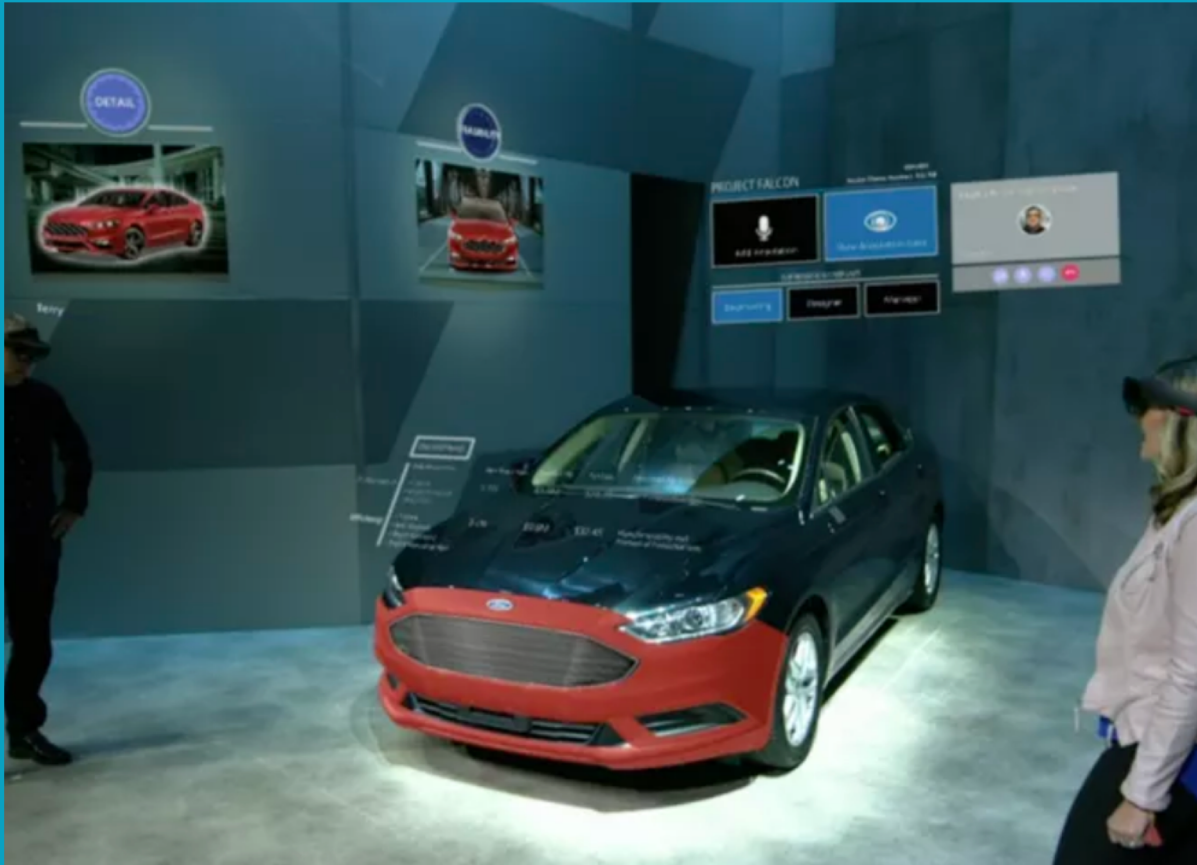
3. Mixed reality workplaces

Shared visualisation and manipulation of data, objects, people in a virtual workplace

3. Mixed reality workplaces

- We use these tools now

- Require leaders to be much more proactive at staying in touch and far less consumed by the work itself.

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Dr. Raj M. Vyas
Director of Cleft, Craniofacial & Pediatric Plastic Surgery - UCR

Meet Jane, your first AI-powered teammate.

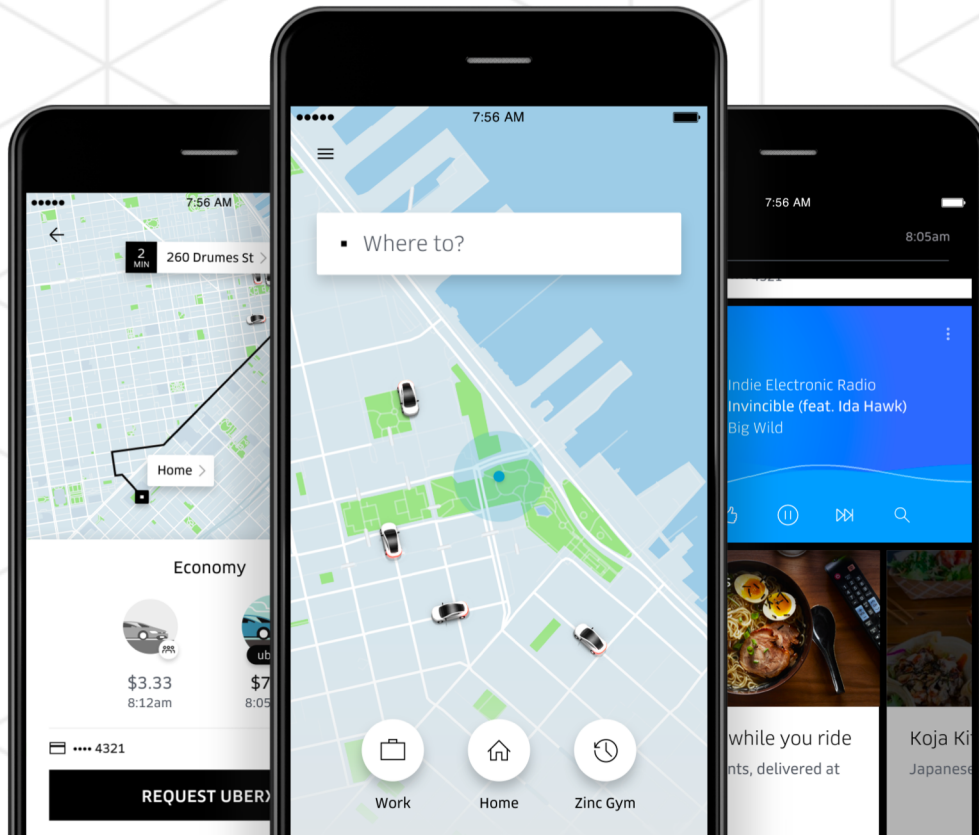How does Jane make all your company's intelligence accessible in the simplest way possible?

Jane
How can I help?
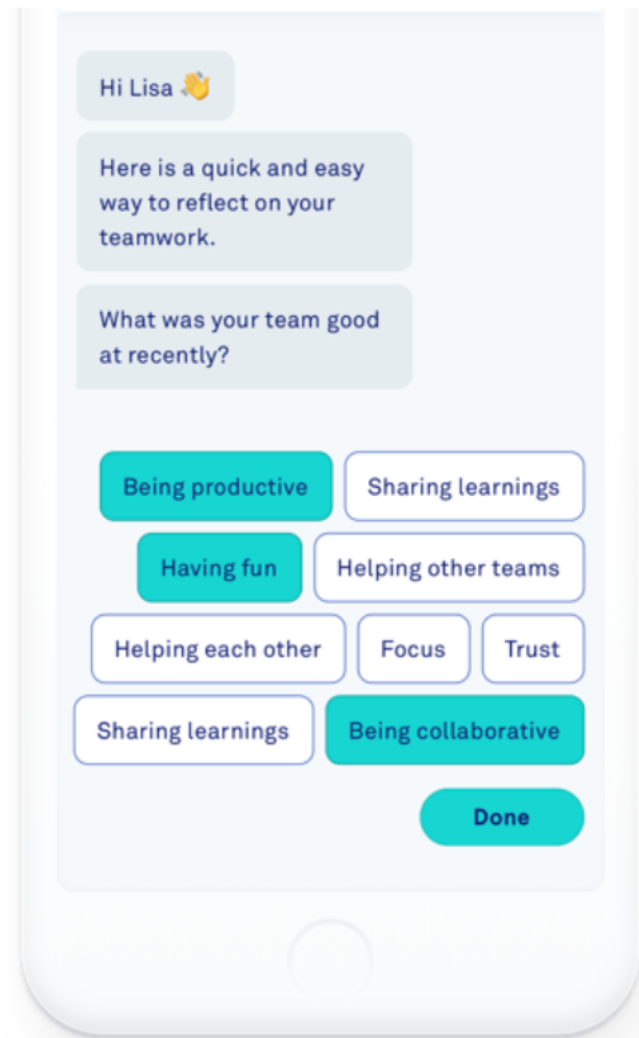
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4.Artificial team members

You already use AI in daily life

Robots work in teams now

One in five workers will have AI as their co worker in 2022

And AI powered teambuilding is emerging
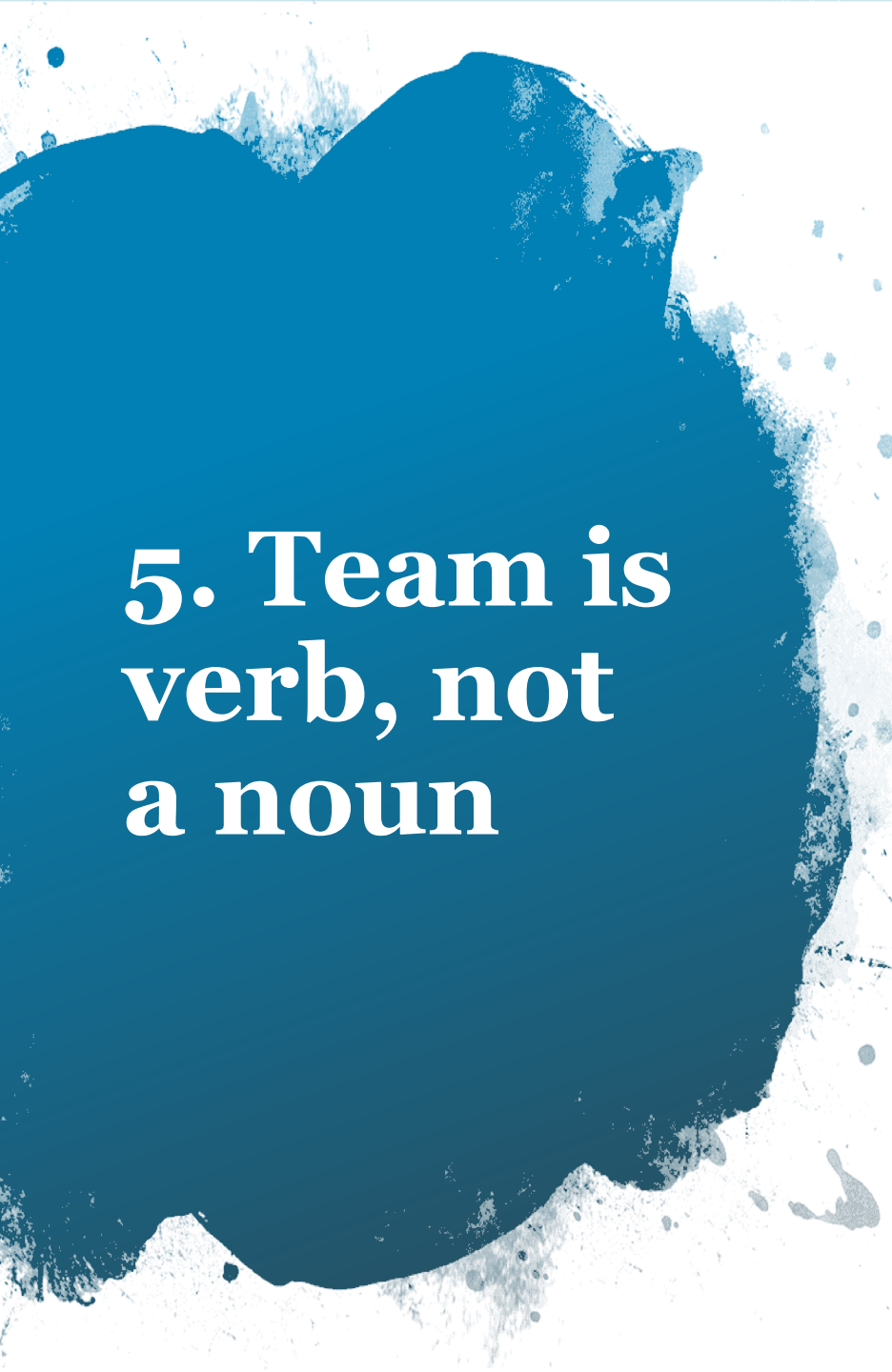

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5. Team is verb, not a noun

Everyone

will need the skills and flexibility to act in moments of potential collaboration when and where they appear

What will change?

Emergent projects, self-nomination, more x-team memberships.

Decision rights and 'control' become fuzzier.

Professional team establishment matters more.

What is the organisation – do boundaries disappear?

These trends drive greater personalisation of development and more personal management.

What won't change

Human connection needs still matter.

Hierarchy is always with us.

Dynamics and conflicts will never disappear.

Understanding individuals' preferences and abilities is at the heart of building teams.

Skilled team leaders are rare and beautiful things.

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