

Organisational development can mean different things to different companies. Generally, it encompasses strategies and initiatives that seek to improve organisational effectiveness and achieve business growth and longevity.

An emerging challenge for organisations is automation and its impact on the world of work. Jobs in the manufacturing industry and agriculture, various low-level service sector roles and administrative functions will most likely be affected. However, research into the impact of automation generally states that a net gain in jobs is likely. Historically, technological innovation has never resulted in long-term unemployment, but rather the types of employment within professions changes as roles and responsibilities evolve.

Concerns tend to focus on inequality and a potentially protracted transition period as we adjust to the new systems available to us. To overcome this challenge, employers and Governments need to invest in training and developing key skills. This will offset disruption, as well as facilitate the transition into an automated future.

Training specialist skills, especially within the technology sector, and particularly those within the STEM (science, technology, engineering and maths) family, is essential. These skills will enable people to gain employment within the burgeoning automation sector, but also help people transition into roles where they're working in partnership with automated software and devices.