

The way we work is changing fast: Telenor hosts inter-generational debate on the future of the workforce

Telenor Group hosted an inter-industry, inter-generational debate on the future of the global workforce – and discussed where established employers and incoming millennial employees can find common ground.

In this age of rapid digitalisation, self-optimisation and customisation, the workforce as we know it is changing. To attract next generation talent and be prepared for new ways of working, companies need to stay ahead of the curve – in leadership, in building organisations, in prioritisation and in developing people. Hosted by Telenor Group, the Workforce Trends 2020 debate illuminated [seven upcoming trends in the way we work](#). It also brought together an expert panel made of leaders at major employers as well as upcoming millennial talents, a segment which will experience the brunt of global changes in the workforce in the coming decades. Telenor Group EVP and Chief People Officer, Cecilie Heuch was joined by her counterparts at Schibsted and Aker Solutions, Mette Krogsrud and Geir Glømme,

“Companies that will be able to best navigate this era of change are the ones who express a clear purpose, who connect it with strategy and who can show in real terms how that purpose is lived,” said Heuch. “It’s crucial that leaders empower a growth mindset throughout their organisations to provide more opportunities, mobility and agility for their people.” On the millennial end of the panel, Haakon Berge Wiken, an analyst at Deloitte, said, “One of the most important things to me as an employee entering the workforce today is the ability to work in multi-disciplinary teams and to be able

These perspectives and many others come to life in the workforce trends revealed today by experts working within Telenor Group's People unit. [Learn about them here.](#)
to learn from the diverse skillsets around me.”