The Future of Work is **NoW**

**Rocky Ozaki**  
Co-founder, NoW Innovations
Another evolution is taking place.
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Another evolution is taking place.
Another evolution is taking place.
Forces behind the NoW

Technology

Connected Generation

Sharing Economy
Millennials

- Family
- Facebook
- Dynamite
- Scale
- Career/education
Technology
Sharing economy

- **Uber**
- **Doodle**
- **Freelancer**
Who will the NoW affect?
NoW - What does it look like?

Non-hierarchical  Trusting & Transparent

Innovation  Remote and flexible working
and agility  Highly Collaborative

Constant feedback  The best tools

Personal development  Belonging
Innovation and agility
So NoW what?

Framework for becoming an agile organization

Fostering a culture of innovation

Tech Tools 101
OKR meeting cadence

- Annual planning
- Quarterly planning
- Monthly reviews
- Weekly check-ins
- Daily standups
Design Thinking

Empathize

Define

Ideate

Prototype

Test

It’s not just for designers.
Innovative Cultures

The Pillars of Innovation

Create a culture of persistent innovation and disruption.

- Embrace Failure
- Create Urgency
- Hackathons
- Corporate Innovation Programs
- Manage Accountability
- Articulate Vision and Inspire
- Form an Innovation Management Team
- Fail Fast and Forward
- Promote Reverse-mentoring
- Foster Collaboration
- Optimize Decision-Making
- Reward Contribution
- Invest in People and Processes
- Teach Creative Thinking Up/Down
- Employ Technology as an Enabler
- Incentivize Ideas

Source: Briansolis.com, @Briansolis
Thank You.

FUTURE