



INSTITUTE OF
DIRECTORS
SOUTH AFRICA



**Post-pandemic career
paths: How organisations
and careers will
fundamentally change**



**Guy
Lundy**

SpencerStuart

London — BP plans to cut 10,000 jobs as the coronavirus pandemic accelerates the company's move to slim down for the energy transition. BP will let go of 14% of its workforce. The move will mostly affect staff in office-based jobs and those holding senior roles, with the top 400 positions expected to be cut by one-third. Employees at filling stations won't be included in the reorganisation as they're considered front-line workers.

Business Day

Long-term trends accelerating

- Shutdown has accelerated trends that were already underway
 - e.g. demise of formalwear, growth of online shopping
- Increased competition for places – schools, universities, jobs
- Focus on sustainability
- Reduction in globalization
- Increase in localisation
- Teleworking from “second cities”

Industry Winners & Losers

Flash in the pan:

- PPE
- Masks
- Hand sanitisers
- Bootleg tobacco & alcohol

Long, slow recovery:

- Aviation
- Hotels
- Restaurants
- Conferences/Exhibitions
- Film & entertainment
- Gyms

Fading away:

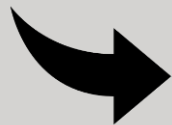
- Giant retail malls
- High rise offices
- Convenience retail
- Mass public transit

Taking over:

- Online shopping & home delivery
- Online education
- Remote working
- Cycling/running

What to get used to

- Increased use of technology to reduce human dependency
- The disappearing middle – in companies, management & society
- Reduced head offices
- Less business travel
- Home as Castle
- Diversification to reduce risk of future shocks



Shift from **Management** to **Leadership**

Competencies & Capabilities

- Technology and digital strategy experience
- Ability to draw on global best practice
- Personal time management and prioritization
- Agility
- Innovation
- Collaboration
- Empathy
- Building trust
- Compassion

Q&A Session

Thank you for joining us for today's webinar.

Contact **Guy Lundy** via [LinkedIn](#) or GLundy@SpencerStuart.com

#BetterDirectors
#WebinarWednesdays
#BB@9

Please complete the IoDSA Event Satisfaction Survey at the end of
this webinar or from the QR code here:



SpencerStuart