

Teams of the Future

A New Zealand Perspective



BELBIN

International
Team Conference
Cambridge 2024



Whanaungatanga (making connections)

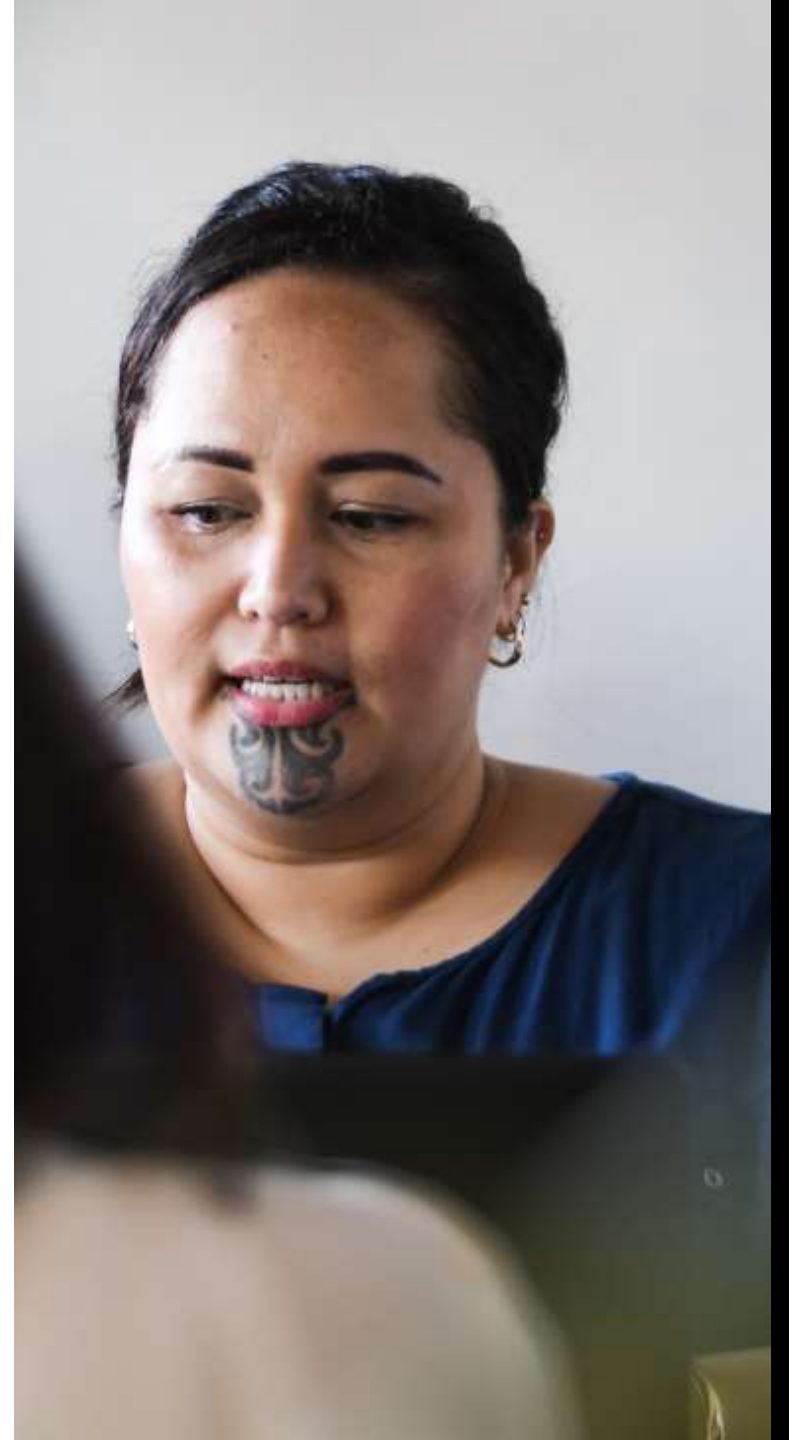


- ❖ Southampton born, currently live in Auckland (20 years).
- ❖ Partner to Fiona, mum of two boys – Luca (4) and Harvey (6).
- ❖ Garden and the beach/sea are my soul food.
- ❖ Belbin Distributor since 2021.



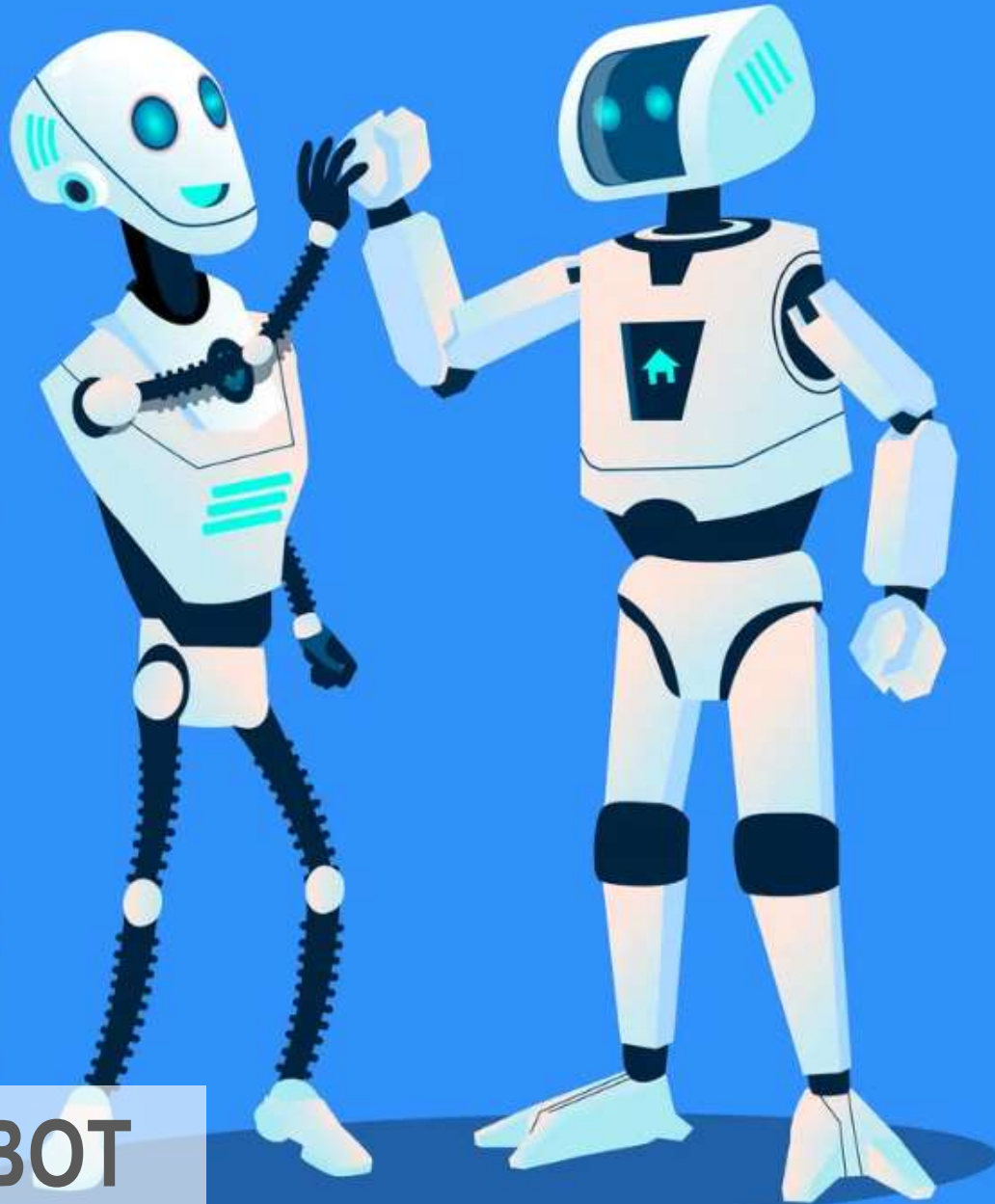
Overview

- ❖ Discuss emerging tech, demographic and societal shifts and their potential to enhance collaboration.
- ❖ Explore the teams of the future from a NZ perspective.
- ❖ Workshop how Belbin's model can facilitate future teams.



TEAM

ROBOT



How do you see your role in shaping the future of work?

Technology

Automation and AI to handle routine tasks.

Enhance decision-making with data-driven insights,

Augmented reality (AR), virtual reality (VR), and the Internet of Things (IoT) will provide immersive training, collaboration, and optimise workspaces.

Human

Creative and innovative to drive new ideas and technological advancements.

Use emotional intelligence to be more empathic, communicate and collaborate better.

Continuous learning to adapt and effectively use new technologies.

Future of work landscape



Demographic
Shifts



Digitisation and
Datafication of Work



Decentralised
Workplace



Augmented
Intelligence

The role and value of teams in the future of work are likely to evolve significantly



Collaboration and Innovation

Interdisciplinary teams and Innovation hubs



Remote and Hybrid Work

Flexibility and global teams



Technology Integration

Automation and enhanced decision-making



Resilience and Adaptability

Dynamic team structures and resilience building



Human-Centric Focus

Empathy and inclusion well-being and engagement



Teaming Science

Evidence-based practices and personalised team development

Technology

Innovation Enabler

The role of technology will act as an enabler and amplifier of human efforts. Advanced automation, AI and seamless connectivity will facilitate efficient workflows.

Open up new avenues for exploration and development, allowing humans to focus on complex and creative aspects of their job.

Human

Collective Contributor

Human's will have a critical role in contributing to the future economy. Creative problem solving, technology integration, adaptive teamwork strategies.

Taking a more deliberate approach to ask how technology can be guided by our values and our future aspirations will be key.



Augmented
Intelligence

Future-proofing Teams

Aotearoa New Zealand Context



In 2030 there may be six million of us. One and a half million of us will live overseas. We will be clustered in Auckland, dependent on migration, and worried about a shortage of workers. We haven't planned for this. We need to.

**The New New Zealand.
Facing demographic
disruption.
Paul Spoonley.**

“New Zealand’s defining issue through the coming decades will be, not diversity, but superdiversity.”

– Mai Chen (2015).

Principles of Te Tiriti o Waitangi – Partnership, Protection and Participation



Dev Academy's interpretation of what honouring Te Tiriti o Waitangi looks like

Māori values and principles aligned to the Belbin framework



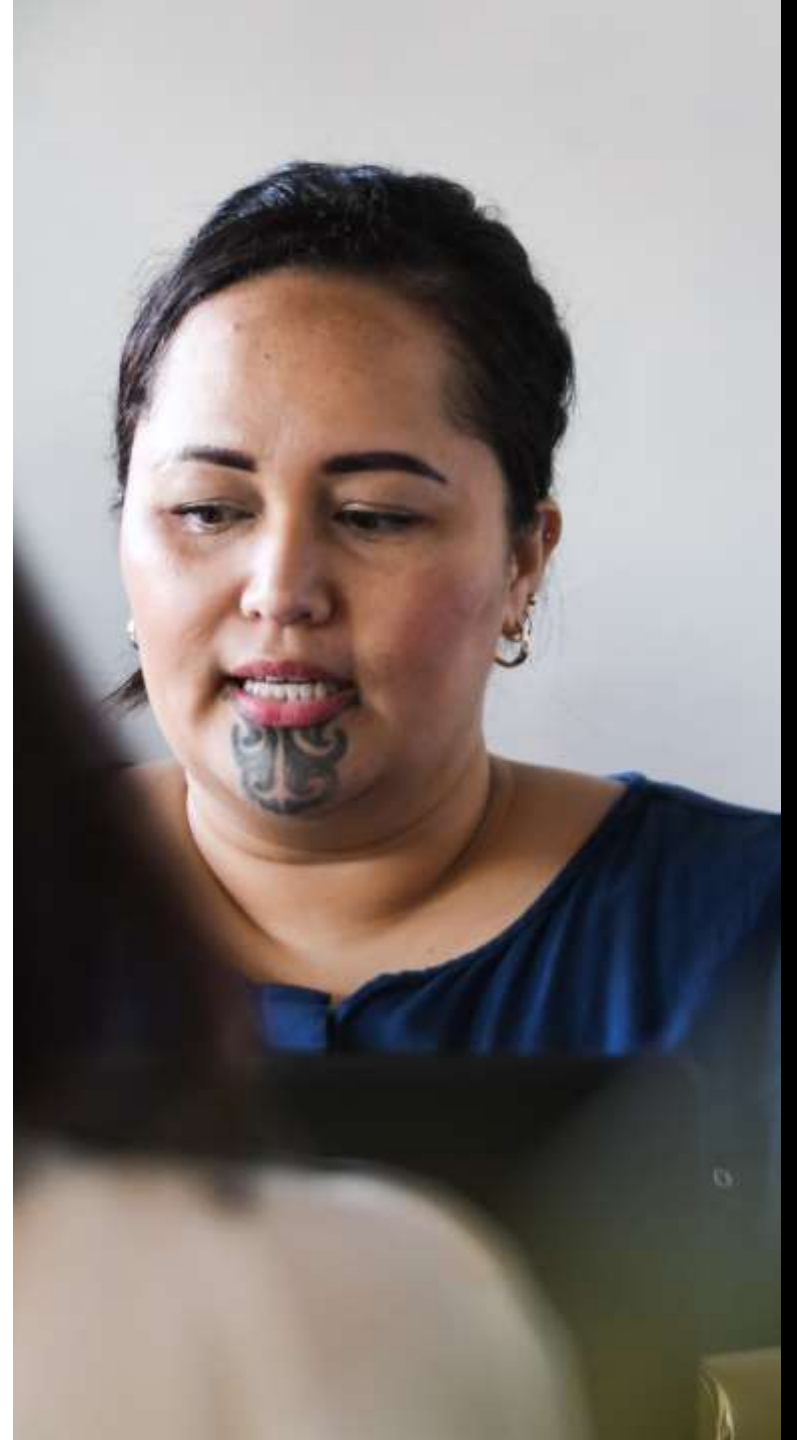
Whanaungatanga (Relationships/Connection)



Manaakitanga (Respect and Care)



Kotahitanga (Unity)



Increasing awareness & inclusivity of neurodiversity

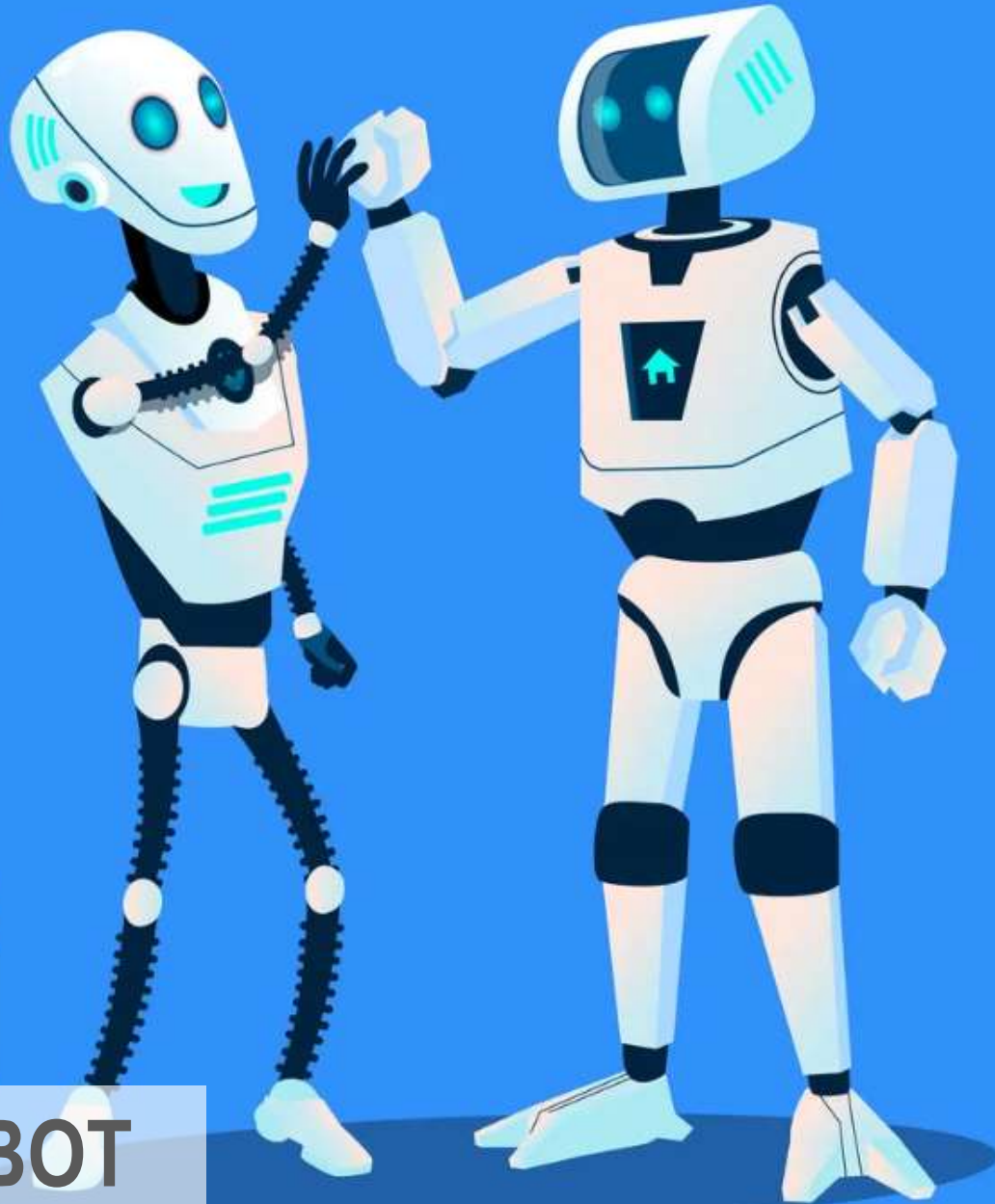
“In the future, accommodations for neurodivergent individuals will be more personalised and inclusive, tailored to meet the specific needs of each individual. The focus will be on creating environments where every person can thrive.”

– DR. EMILY SMITH, NEURODIVERSITY ADVOCATE



TEAM

ROBOT



How can Belbin amplify what's
best about Team Human?

In summary future work environments will be:



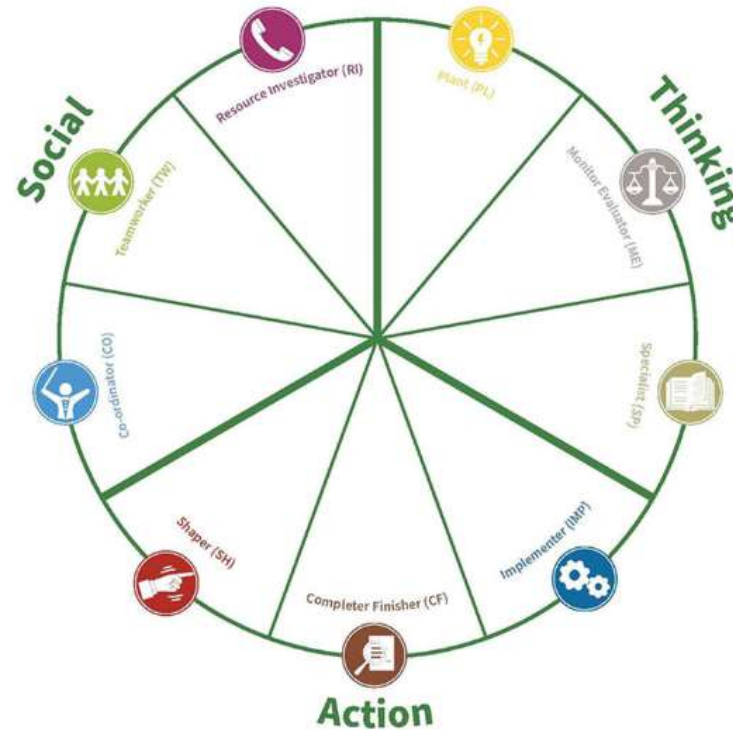
Diverse



Distributed



Dynamic



Thank you & happy to chat after



Candice

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