Creating a Workforce of the Future at the Intersection of People and Technology

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SPEED TO MARKET IS CHANGING AT A PHENOMENAL PACE

Number of years it took for a new product or technology to create a market 100 years ago.

Number of years it took for a new product or technology to create a market 50 years ago.

Number of years to create a market today.

Source: The shift to technology-driven business strategies is happening Tech Target: Oct. 30, 2014

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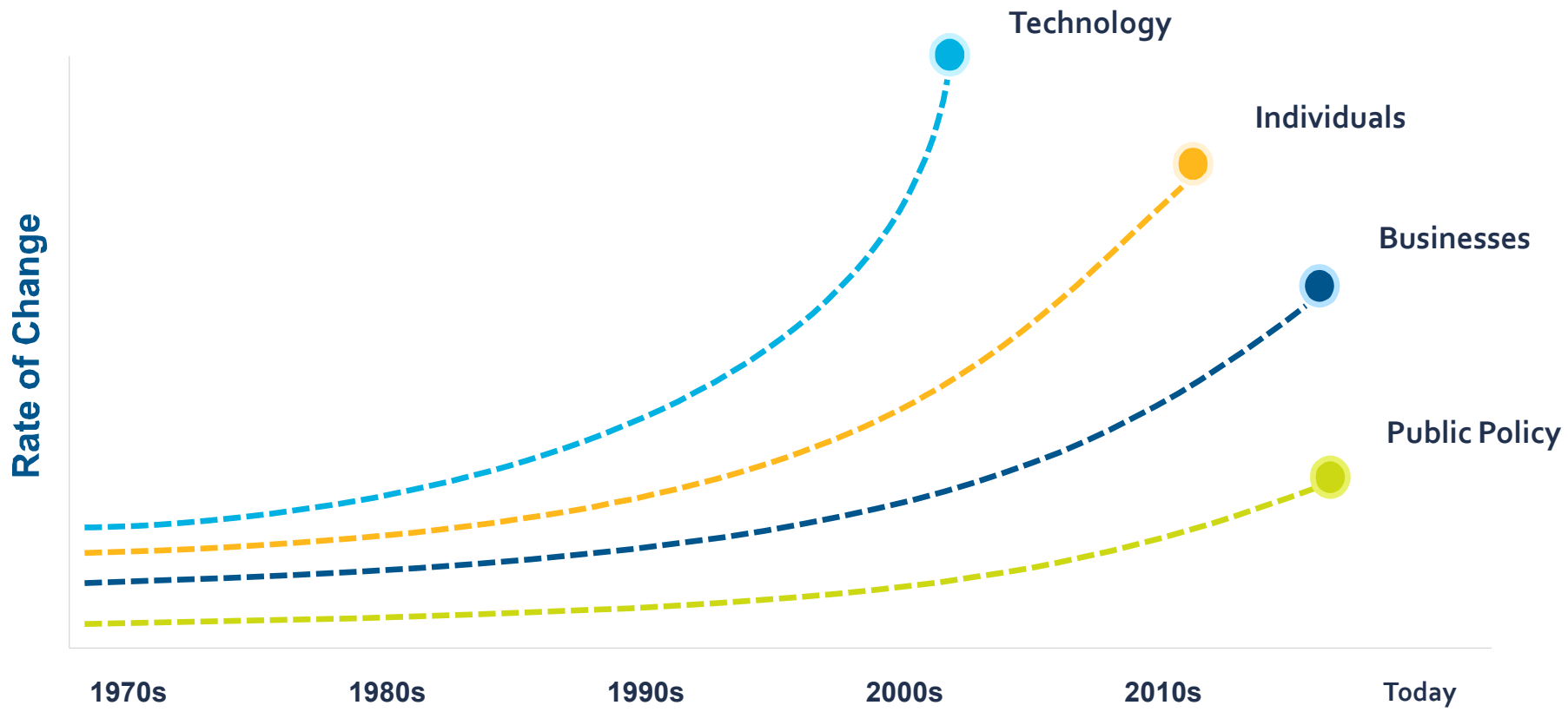
Technology is Evolving Faster than Ever Before



Source: Deloitte University Press | dupress.deloitte.com

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In the next decade, technology will drive greater global transformation than any nation…

Source: VMware CEO reveals which tech will have the most impact on the world, and why Elon Musk is wrong on AI Business Insider: Feb 18,2018

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Superpower Technologies

Cloud

80% of enterprise IT will move to the cloud by 2025.

Mobility Connectivity

By 2025, mobile connectivity could be accessed by an additional 4.3 billion people.

IoT & Edge Computing

Between 50 billion to nearly 1 trillion devices will be connected to the internet in the next decade.

AI & Advanced Robotics

Advances in AI and machine learning will change the way products and services are delivered.

Source: The superpowers of tech: Cloud, mobile, AI and IoT. RCR Wireless News, April 30, 2018
Forbes, Prediction: 80% Of Enterprise IT Will Move To The Cloud By 2025, Feb 7, 2019

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"We used to think of superpowers as nation states; now they're technology states. These superpowers coming together… are unlocking game-changing opportunities."
- Patrick Gelsinger, VMWare CEO

Source: The superpowers of tech: Cloud, mobile, AI and IoT. RCR Wireless News, April 30, 2018

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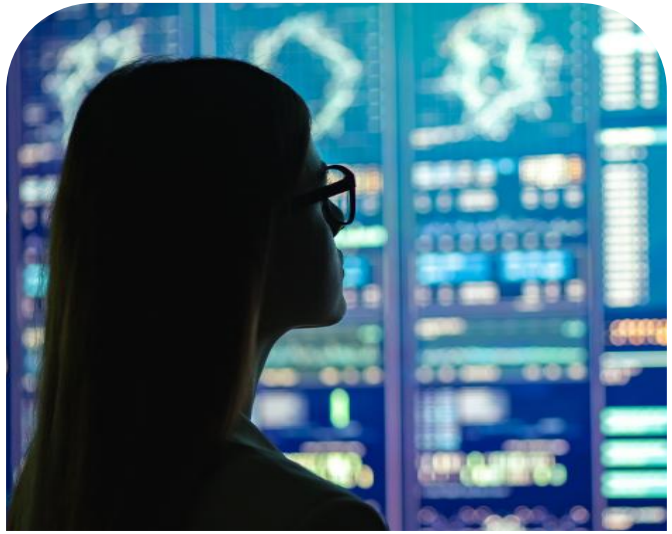
ARE YOU READY FOR THE FUTURE?

65% of children entering primary schools today will likely work in roles that don't currently exist.

Gig workers will comprise as much as 80% of the workforce by 2030.



65% of global CIOs say analytics and data science will be the hardest-to-find technical skills in the next five years.

Sources: JLL Consulting, New York
ApiumHub – Gig Economy: Statistics, Facts & Main Players, Jan. 15, 2019
2019 Deloitte Global Human Capital Trends Survey

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No. 88
on FORTUNE 500 list

40+
countries with operations

14,000+
colleagues worldwide

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CLOSING THE GAP BETWEEN ADVANCED INNOVATION AND BUSINESS

Mapped the landscape and identified signals of disruption (2017)

Conducted OHI survey and threat assessment to identify impacts of disruptors

Recalibrated our strategy and realigned ongoing initiatives

Transforming our DNA through a shared values and reskilling to harness disruption

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THE DEMAND FOR TALENT AT TECH DATA

YEAR	JOBS FILLED (In U.S.)
2019 (projected)	1900+
2018	2159
2017	1376

290+

current job openings in the U.S.

140+

current job openings in Florida

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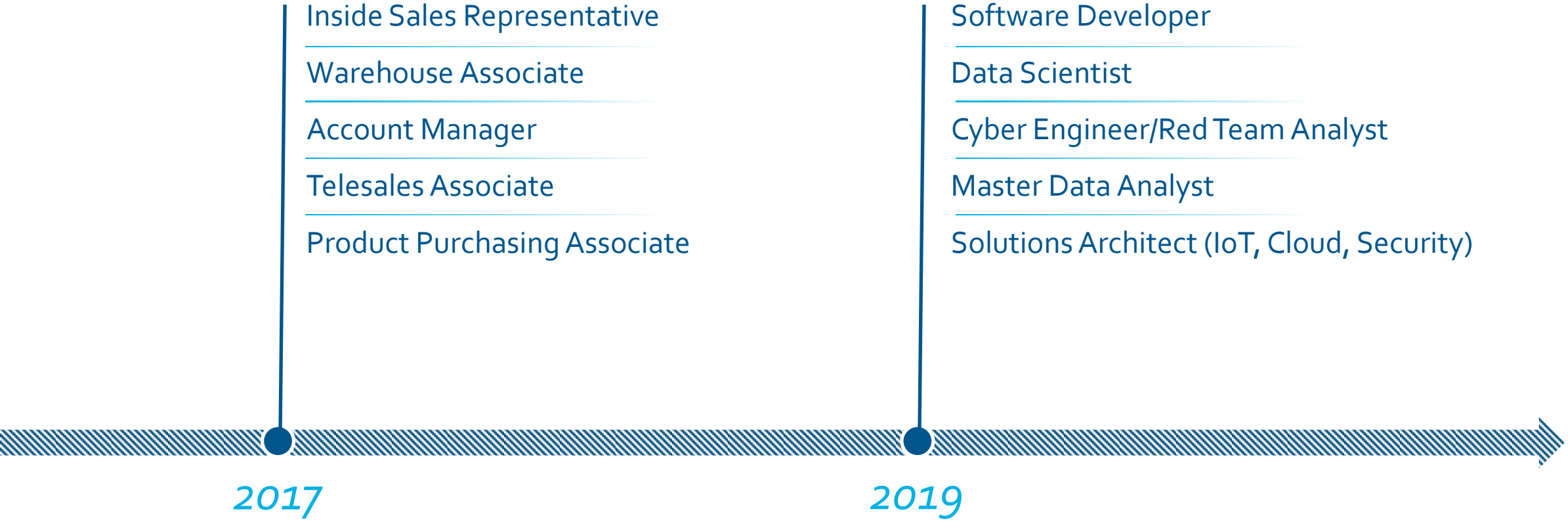
OUR TALENT NEEDS HAVE CHANGED AND EVOLVED QUICKLY



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DELIBERATELY BUILDING OUR WORKFORCE OF THE FUTURE

TECHNOLOGY-DRIVEN AREAS OF NEED	DECLINING ROLES	EVOLVING ROLES	NEW ROLES
Experience & Design	IT Requirements Manager	User Experience Designer	Customer Experience Manager
Technology Architecture	Systems & Network Engineer	Enterprise Architect	Cloud Architects Dev Ops Engineer
Data & Insights	IT Administrator	Data Analyst	Data Scientist
Product Delivery & Operations	IT Manager Tester	Technical Product Manager	Site Reliability Manager Dev Ops Engineer
Talent & Recruiting Continuum	Training Specialist HR Generalist	Talent Management	Talent Development Manager Chief People Officer
Risk, Security & Resilience	System Security Admin	CISO Chief Risk Officer	Cybersecurity Engineer

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INVESTING IN LARGE SCALE TRAINING AND SKILLING OUR WORKFORCE

Approximately 40-50% of employees don't think they're equipped to do their current job because of how quickly technology is changing.

Source: The rapidly changing workplace makes acquiring new skills more important than education CNBC, Oct. 3, 2019

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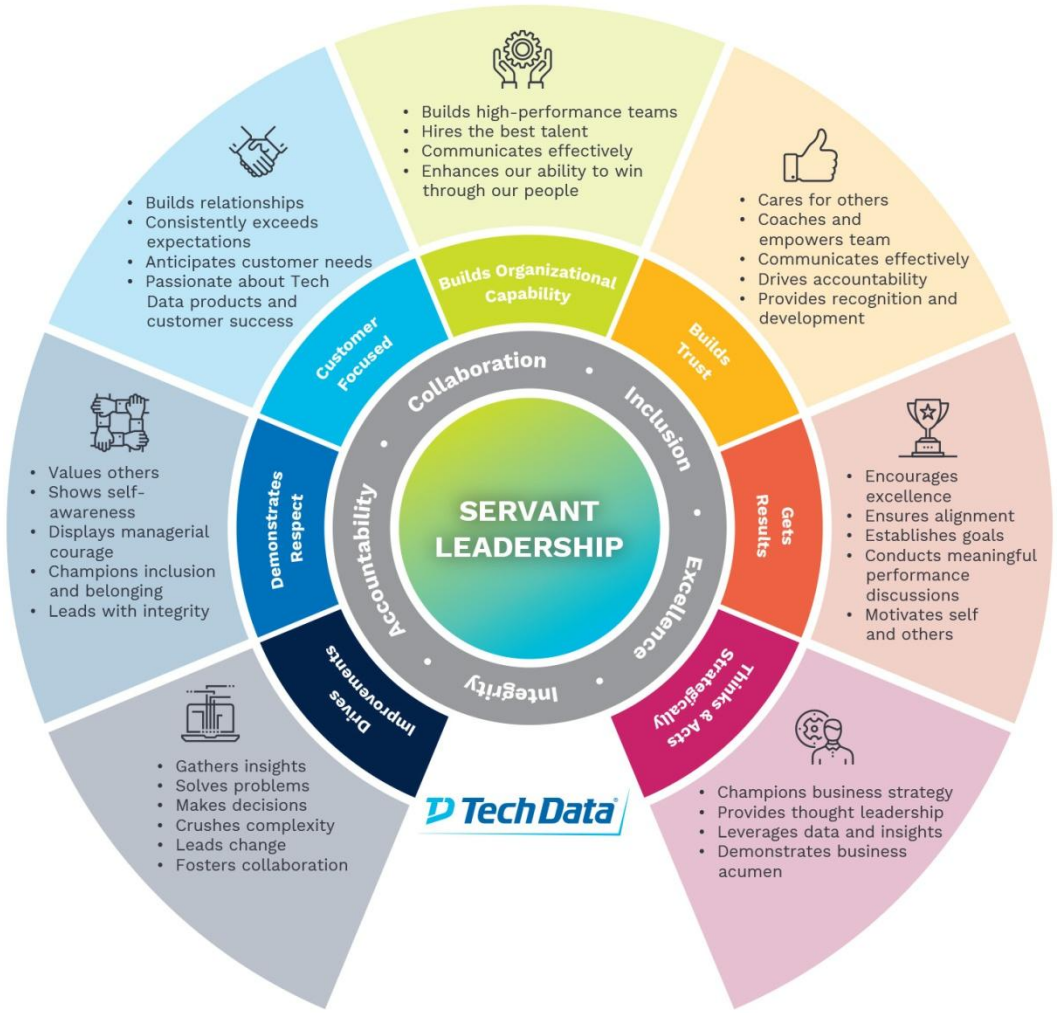
INVESTING IN LARGE SCALE TRAINING AND SKILLING OUR WORKFORCE



$2M investment in training & development as result of OHI survey

Implemented Global Leadership Behavior Model

Implemented APEX global leadership & individual contributor training programs

Launched EMPOWER training portal with 8,000+ classes

Added 360 Assessments and personality testing

Launched a Global Recruitment & Onboarding Program

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FOSTERING A CULTURE DRIVEN BY SHARED VALUES

INTEGRITY

INCLUSION

ACCOUNTABILITY

EXCELLENCE

COLLABORATION

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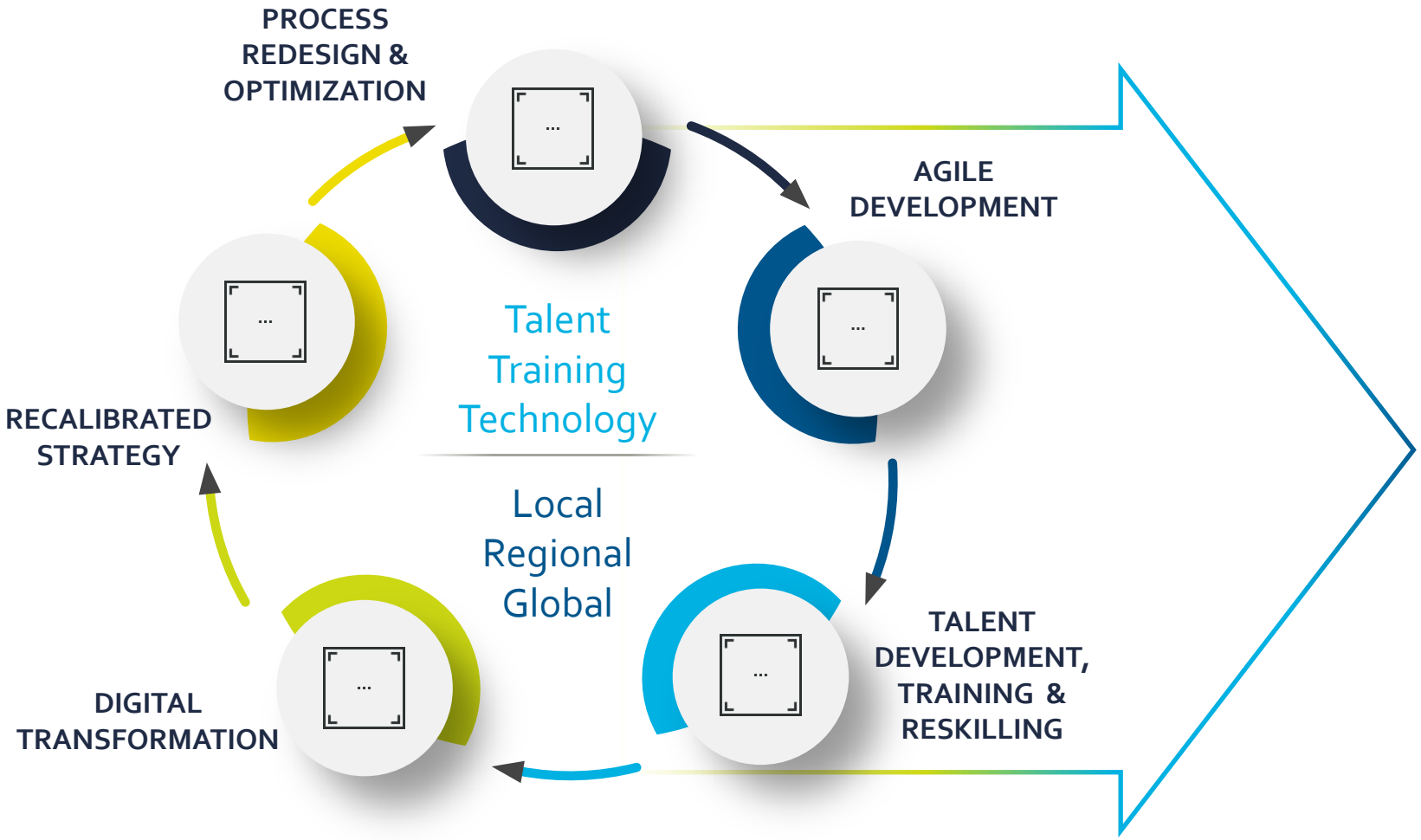
LEVERAGING TECHNOLOGY, DIGITAL AND NEW SKILLS TO CREATE SPEED, SCALE AND CAPACITY



60K+ annual hours saved using **120+** bots

33% improvement in consolidated shipments

7% revenue growth in Q2 FY20

13% growth in non-GAAP operating income in Q2 FY20

14 point expansion in Non-GAAP operating margin in Q2 FY20

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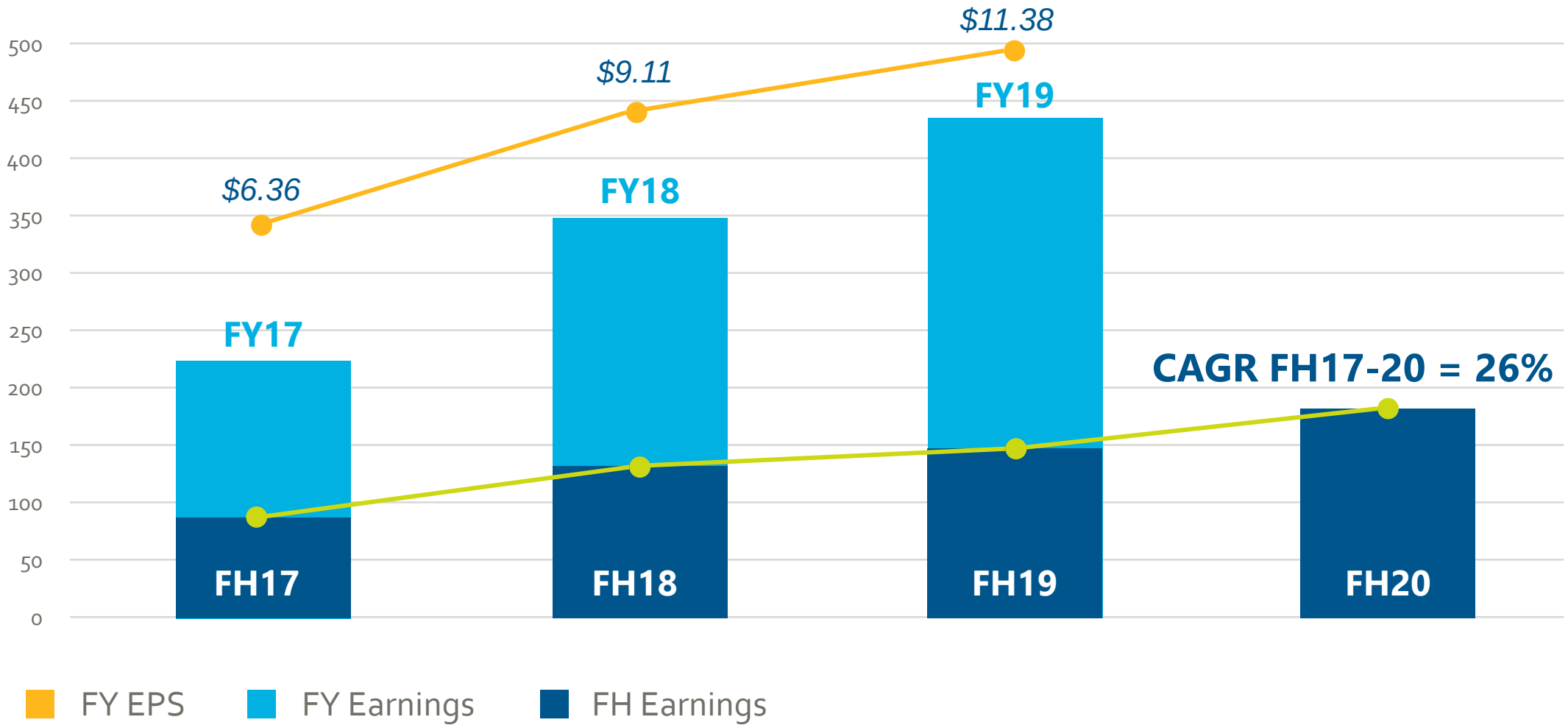
SOLID RECORD OF PERFORMANCE



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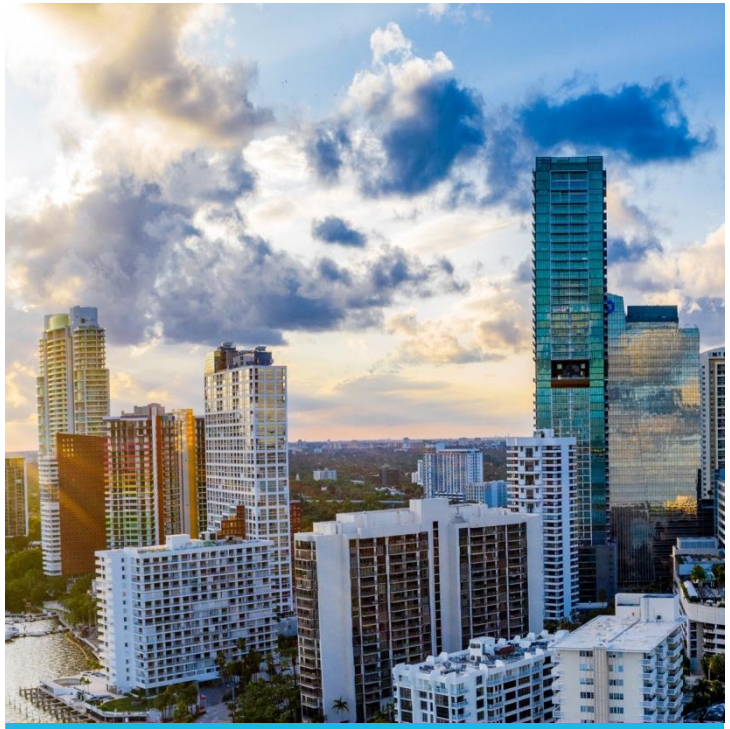
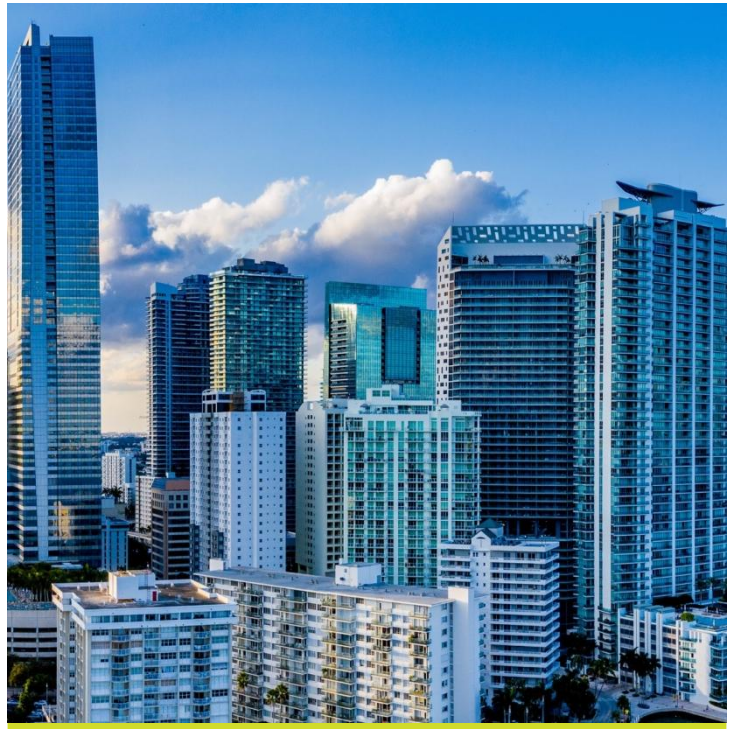
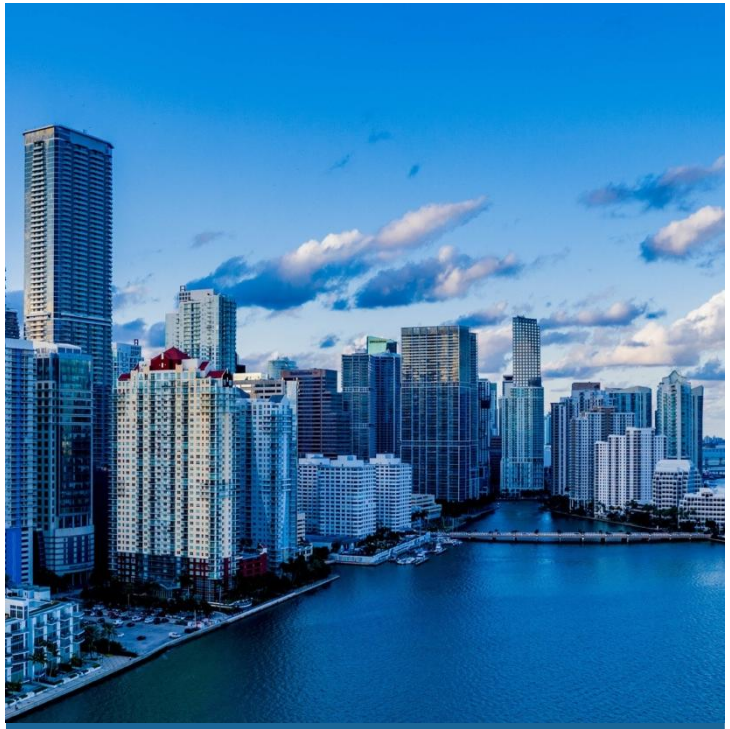
HELP SECURE FLORIDA'S FUTURE



LEAD



INNOVATE



TRANSFORM

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