I'm Steven Walker, CEO of Spylix, which is committed to facilitating legal parental and employee monitoring services

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Thank you for making time to visit with us about the topic of our time. Our readers would like to get to know you a bit better. Can you please tell us about one or two life experiences that most shaped who you are today.

Answer - Ahmm… the one scenario which has a hand in the success of my organization belongs to the football ground. I was ejected because of the fouls; well, you know learning can come from anywhere. All you need to do is put your brain in observation to capture clearly. That day I understood the cruciality of calmness in my mind. I was full of aggressive kids both on or off the field, but that day changed my life. In the end, I got nothing through my aggression, but now I have everything because of my calm & relaxed mind. It helps us to think out of the box as well as also assist us in decision making while facing a serious issue. It literally changed me. If you are one of my types, please stop being aggressive all the time. It not only makes your decision making worse but also attracts a lot of uncertainties.

Let's zoom out. What do you predict will be the same about work, the workforce and the workplace 10-15 years from now? What do you predict will be different?
Answer - Ummm… I expect 10 to 20 years from now, a lot of work will be done through technology in an organization. We see in 2021 how much technology is developed & the remaining scope that can make us better. But at the same time, with my personal experience, I can say technology can never take the place of human beings. Maybe the jobs can be reduced or can grow, but the importance of employees can never be degraded.
When we talk about work, it will change as time passes & everything changes. Businesses also need to change. They have to change internally as well as externally in the fieldwork as well as in the inside work. It will happen exactly like the modification.

What advice would you offer to employers who want to future-proof their organizations?
Answer - Well, particularly, it isn't in the hands of a simple being to stop the change, but some ways can help people who want to future proof their organization. These ways are: -
1. Start Worshiping Speed - In future, for sure, any bad decision can cost less than the right decision that isn't working. If you are good at decision making, you can change your decision instantly after getting it isn't working anymore. For that, you need to prepare your mind for being an optimist and need to prepare it for several upcoming functions.
2. Understand the shifting to an emergent strategy - In the future, you can not work on a single strategy. If you want to compete, you must have to think & work on multiple strategies simultaneously.
3. Know how to unleash your decision making powers - To do that, you need to understand how your organization works & what values it provides to its customer. Without that, you can never make swift decisions regarding your business.

4. Need to personalize training for employees - Only you being prepared for the future proof organization isn't going to make your dream come true. You also need to make your employees ready for that. So, the best choice is to provide them with personal training as soon as possible.
With this, you can make your organization future proof, but there is no guarantee because I am still on my word change is inevitable. You need to accept the change.

What do you predict will be the biggest gaps between what employers are willing to offer and what employees expect as we move forward? And what strategies would you offer about how to reconcile those gaps?
Answer - Through my observation & a long working experience. I think soon in the future employers will be ready to offer employees money, but the employees expect attention & recognition from the employers. As we discussed earlier, technology will play a crucial role in next-generation businesses. And due to that they will also be highly recognized & demanded by the owners. For example, if you are going to start a business, you will make sure there should be no error in your work. But with human employees, we can never say the work that will be done is perfect every time. Humans do get tired, but machines never.
It is going to raise a lot of difficulty for both employers as well as employees. To avoid this situation, businesses can manage their workforce and machines accordingly. Also, machines can never work independently until or unless it is an AI. Humans need to work with the machine to get you what you want. So you must have to praise them for that, that they are working with the synergy if you can come up with the answer to this difficult situation. I am sure you will lead the market no matter what happens.

We simultaneously joined a global experiment together last year called "Working From Home." How will this experience influence the future of work?
Answer - The future can go any direction. In one, it can make your employees think they are good at the office or feel more productive at the office. And on the other hand, it can also lead employees to work from home always. In both cases, organizations have a lot of rights to do what they want. Employees can not do anything except apply for resignation.
But looking at my organization, it has already started impacting many employees.
Employees want to work remotely in my firm because they think they are more free or productive when they work from home. After the lockdown, I have also seen my employees' development in work from home. So we are planning to design a hybrid working model for them. In this, they can work both remotely and from the office. We are making a design of work where they have to come to the office three days a week & for two days they can work from wherever they want. It will not only help us, but it will also make sure our employees get family time too in these difficult circumstances.

We've all read the headlines about how the pandemic reshaped the workforce. What societal changes do you foresee as necessary to support a future of work that works for everyone?
Answer - It is no secret that society has gone through several transitions this year because of the pandemic & the work of businesses has also changed accordingly. It reshaped the workforce and the work they do in the organization. Not only that, when your consumers start expecting

different things from you, you need to change everything within your organization. Some of the societal changes that I have foreseen as necessary to support a future of work are: -
1. The nature of work - Previously, we have never seen any conditions where people need to stay away from each other. Still, we have encountered a scenario & also successfully passed through it. Because of that now the society is changed & at the same time, the nature of work we are doing also will be changed soon.
2. People are changing - As in the above point, we have discussed how the nature of work is changing. So you can easily estimate when the nature of work changes. You will also need people who are friendly with the changes or more suitable for the changes. It doesn't mean you have to make your employees resign, but you have to add the members in it that can change the way they work from the inside.
3. The technology is developing - Well, it is the biggest transition we will face soon in the market. As humans are growing, so do technology, but the difference is tech grows much faster than loving being. So businesses need to adjust themselves according to that.

What is your greatest source of optimism about the future of work?
Answer - According to me, one of the greatest optimism about the future of work is the success that is waiting for you behind it. Just keep this in your mind & do what needs to be done.

Our collective mental health and wellbeing are now considered collateral as we consider the future of work. What innovative strategies do you see employers offering to help improve and optimize their employee's mental health and wellbeing?
Answer - Mental wellbeing is one of the most important aspects of your employees. If they are not mentally fit, your business can never work like how you wanted it to work. So it would be best if you always considered their mental well being first before anything. Through my own experience in this aspect of employees, I have developed some strategies working for me. I hope it will work for other businesses as well. These strategies are: -

1. Arrange personal meetings - By arranging a meeting with the superior. You can make the weight of their heartless. For example, a team leader takes a meeting with his team. Every manager will take meetings with the leaders that are working under them. It works exactly like how the hierarchy flows in the organization. In this meeting, employees can share anything they want or everything they feel about the organization, superior or any problem.
2. Stay Connected - After making the meeting, keep everyone connected to talk about it or how they are improving or working towards the individual goal they want to achieve.
3. Make them feel important - Let them know they are important, so they should eat well, drink sensibly, and never try to harm themselves at any cost. To make them feel special because they are.
4. Let them rest - If they are going through a hard time. We provide them with some rest or leaves that are needed. So they can get their mind refreshed for their work.

It seems like there's a new headline every day. 'The Great Resignation'. 'The Great Reconfiguration'. And now the 'Great Reevaluation'. What are the most important messages leaders need to hear from these headlines? How do company cultures need to evolve?

Answer - Well, when working at the top level, these things don't affect you. Great resignation is the only thing that can affect more than you can ever think in all of these sentences.
Great resignation means you need to hire more trustworthy employees.
Great reconfiguration means you need to change from within for the market.
Significant reevaluation means you need to adopt those changes accordingly.

Let's get more specific. What are your "Top 5 Trends To Track In the Future of Work?" (Please share a story or example for each.)
Answer - umm… the five trends. It is really hard.
1. According to me, the first thing that will affect the future of work is the hybrid workforce. We never know when we can again face this kind of pandemic. So we must be ready with our hybrid workforce who can work both in the office & at home with the same level of productivity.
2. Storage of data is another concern that will affect the future of work. According to some surveys this year, we produce 500% more data than in the 2000s. It is crucial we need a place where we can store it.
3. The internet will play a crucial role in the future. We need to make our workforce understand the importance of the internet so they can work more accurately and efficiently.
4. Robots or AI will be a big part of the organization in some years. Even today, people are using these technologies to promote their products in the market. For example, virtual reality is now used to make customers experience a product without having it. So they can understand how it is worked & how it can help them
5. Collaborations will soon become the latest trend of the market. Where two businesses will mix their technology & experience to form a better good for the consumers.

I keep quotes on my desk and on scraps of paper to stay inspired. What's your favorite "Life Lesson Quote"? And how has this quote shaped your perspective?
Answer - Well, I am not a big fan of reading quotes at all. But for once in my life, I have seen Kobe in an interview & he was telling us what a dream is?
"Those times when you get up early & you work hard,
Those times when you stay up late & you work hard,
Those times when you feel like not working, but again you work hard,
That is the dream."
I don't know if it's a curse or a blessing, but it works for me.

We are very blessed that some of the biggest names in Business, VC funding, Sports, and Entertainment read this column. Is there a person in the world, or in the US, with whom you would love to have a private breakfast or lunch, and why? He, she, or they might just see this if we tag them.
Answer - Well, I am an anti-social guy, but if Kobe was here. I will probably say his name.

Our readers often like to continue the conversation with our featured interviewees. How can they best connect with you and stay current on what you're discovering?
Thank you for sharing your insights and predictions. We appreciate the gift of your time and wish you continued success and good health.

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Next Steps

1. In order to make sure this is submitted properly, please read this document that addresses the most frequently asked questions: http://bit.ly/AuthorityMagazineFAQ

2. Please **upload** the completed interview, bio and pictures in the **upload form linked in the red button below (or click here)**



   The approximate posting date and the links to the live articles will be shared in this spreadsheet queue linked HERE. Please do not email this interview to the editor because it will be missed.

3. When you send this back, please include **2-4 high quality pictures of you** that we can include in the article. They should be at least **1100 pixels wide**.

4. Please make sure to **proofread it carefully before you upload it.** We are unable to make changes after its live.

5. Optional, (But A Good Opportunity). If you would like, you can include a video of yourself, sharing your "Five Things". Here are a few examples of these videos:

   5 Things I Wish Someone Told Me Before I Became CEO of Creamfinance
   5 Things I Wish Someone Told Me Before I Became CEO:Greg Stock CEO of Zenoss
   5 Lessons From the Funniest CEO on the Planet, Fred Durham
   5 Things I Wish Someone Told Me With Gemma Toner

   Here are animated intros you can add to the beginning of the '5 Things' video.
   If you'd like us to embed your 'Five Things' video into your interview, just make the video, and upload it to your own YouTube channel. Then include the video URL in the interview, in the section that talks about your "Five Things" as well as in the upload portal. Interviews that include a 'Five Things" video will be flagged for expedited publication. We will periodically create roundup articles that feature the most interesting "Five Things" Videos.

About The Interviewer: Karen Mangia is one of the most sought-after keynote speakers in the world, sharing her thought leadership with over 10,000 organizations during the course of her career. As Vice President of Customer and Market Insights at Salesforce, she helps individuals and organizations define, design and deliver the future. Discover her proven strategies to access your own success in her fourth book Success from Anywhere and by connecting with her on LinkedIn and Twitter.