Human **B**eing in 2030+++
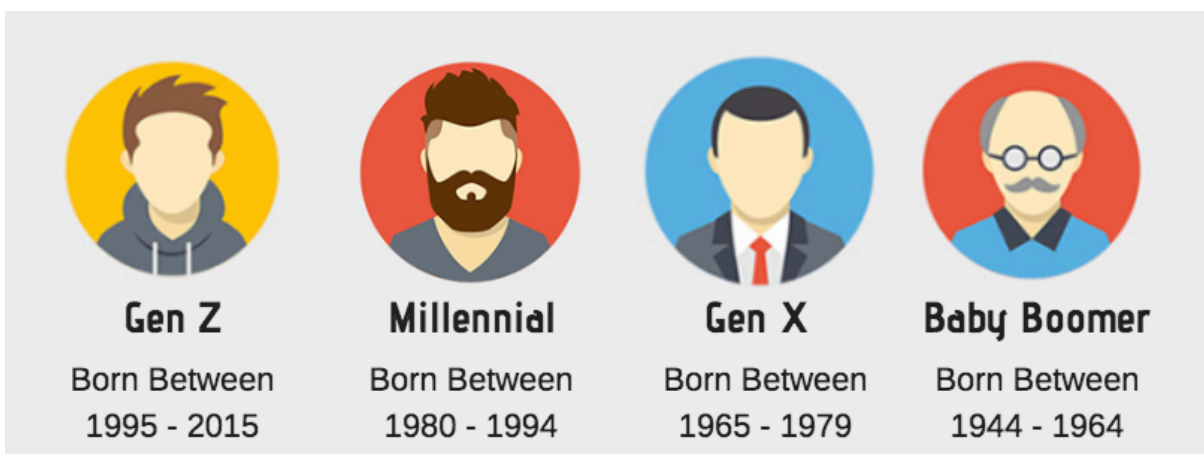
Why this Question?

'Hamare Jamane mein yeh hota thha, woh hota thha, aise hota thha, waise hoota thha…[*]*' is lesser heard these days, as even earlier generations are busy keeping pace with today's times.*

Gen Y and Gen Z (Millennium) are very impatient with all-new behavior and communication language, in hurry to achieve everything now, undergoing all-round new value system, and are here to challenge anything & everything.

Horizons are growing & expanding, World is becoming Smaller & within reach.

Gen Z	Millennial	Gen X	Baby Boomer
Born Between 1995 - 2015	Born Between 1980 - 1994	Born Between 1965 - 1979	Born Between 1944 - 1964

21st Century is the Century of Technology-led Disruptions. Everything is changing at a pace as never ever even imagined before. Comprehending & predicting the change & future is like wildest dreams or guesses. Relevance beyond existence is among the key challenges. Obsolesce has lost meaning with the pace of change. All of this is happening across all facets of life as transformational transformation – may like it or not.

Looks scary, seems worrisome, however humongous opportunity lies in each challenge. The good news is, *there continue to be space for everyone with relevant relevance*. One needs to continually stay @ top of the affairs and contextualize oneself in today's ever-changing scenario. It is a lot about **'I, Me, and Myself'**.

It may be interesting to note the impact of these developments on human being's behavior, psychology, culture, relationships, engagements, and other similar aspects. It is significantly undergoing transformational change. World is getting more & more faceless, impersonal, and virtual. Somehow, there is an observation that longevity of anything including loyalties are getting shorten.

One of the key purposes here is to trigger a focus on "Human Being of 2030+++ in terms of characteristics of human being and how human being will behave". It is imperative to take a look at what is happening around.

People will be so much knowingly & unknowingly connected that everything will be under watch/ tracking/ observation/ surveillance willingly or unwillingly, rightly or wrongly, reasonably or unreasonably, … One bit of little unrest somewhere with someone may trigger dozens of worries spread across, while that someone may not be in aware of this situation.

On human being front, there are some very interesting observations like (a) attention span of people going down significantly with Mobility evolution as people have tendency to check their mobile devices every 15-30 minutes for email/ messages/ event triggers/ news/ … irrespective of where one is pre-occupied (b) people carrying multiple communication live & connected devices (c) Social Media platforms and engagements (d) Digital devices doing things automatically (e) Machines replacing Men with tremendous speed & accuracy (f) sensor-based devices allover and all around (g) all-round aggregators all-across (h) in a family, same program been watched by people in their respective rooms, just to name a few.

How and where Technology-led disruptions are causing unthinkable even today & now.

Paytm is a classic example, came from nowhere around the time of demonetisaiton in 2016 and allowed even *sabziwala, paanwala, autowala,* anyone wanting to exchange in consideratoin to accept money digitally. Now, no one underestimates the digital engagement power of most ordinary person. Something like came true *"Weather there will be Banks or not, there will be Banking".*

For many people to still figure out the business model for likes of WhatsApp, Olx, Just Dial, … It is all Data, Data, and Data. Data is New Oil, Data is New Currency, and Data is New Business.

Who would had thought, Telecom players will become among biggest aggregators to offer Entertainment, News, Movies, Radio, Audio & Video calls, pretty much everything? In India, incoming calls were charged in mid-90's, now even International call are free through WhatsApp. All Audio call free with very minimal charge for data. Another interesting observation to share, almost all the initial players are either out of business or vanished over time. Now, free TV set with annual internet subscription is among the most recent.

Aggregators are among some of the major technology-led disruptions. Traditionally there were data aggregators like database/ data companies, however Ola, Uber, Olx, Amazon, Grofers, Swiggy, IT & non-IT Infrastructure, … are among the disrupters. They pretty much own nothing. These disrupters are allowing/ facilitating new means of delivery and opening

up new customers, customer segments, and new ways of doing business/ engaging with new experiences.   This is just for an example; however, this is happening all over across business discipline.

The Organisation Structure and Corporate World would experience very different work culture, ethics, employee-employer relations, company internal & external policies, and standards. Titles, Cabins, Engagement protocols, pay-structures, work environment, and other similar would be all new beyond today's imagination. All will evolve over years, some evolutionary and some revolutionary. All facets of the life including (and not limited to) Personal, Social, Professional, … would experience so and go through the motions.

We are living in the World of 'Unknown', the only known and certain factor is 'Unknown'. Anything and everything are like unknown as one another disruption will catch one & all by surprise. New kids on the block will continue to make biggies dance, rather more.

In professional World, more and more freelancers will continue to evolve & grow for more than one reason. *Freelancers with focus on specifics for specifics will lead the way*. Aggregators like SME Value Advisors, Urbanclap, … will create and connect the forward & backward supply chain all across beyond imagination @ a price point never thought of. These platforms are expected to facilitate & encourage individuals to be freelances, connect with the demand side, get reskilled as required/ desired duly facilitated by ecosystem, hire few, be SME (Subject Matter Expert), …

Looking at one of the developments in the Society, are we heading for a time when human being will look for 'No Censor/ Signal Zone for some time' like people go to 'No Smoking Zone to smoke'; people will be so much with/ around censors, they would like to be away from this mesh. Next, what is expected to be impact of it on human being???

For now, challenge appears more for Gen X and Gen Y, however it won't be any different even for Gen Z going forward.

No rocket science, it is largely all about *'I, Me, and Myself'* at personal, group, society, organisation level. One needs to keep talking to self, look inner & within, ready to challenge self, continue debate with self about self, … All this in spirit & action, not just keep thinking. The latter will cause another set of challenges & impact on human being. No external forces can ever help until one decides to look 360^0 **'Outside – Inside'** with all sincerity & honesty. One needs to be honest to self, need not try to be to everyone otherwise.

Learn to engage with Gen Y and Gen Z, may be with concepts like *'Yes, but Approach'* as there is no right or wrong in absolute terms.

Learn to respect perspective, as there is NO right or wrong on earth. It is always contextual and in a given situation. Most times, people just know even less than 10% (just to put a number here) background of other person and try form opinion about others or other's point of view. This is more and more relevant & significant as the spectrum continue to grow and people will always have limited ability & capability to learn all of it. Single most factor and differentiator would be to learn from other's perspective.
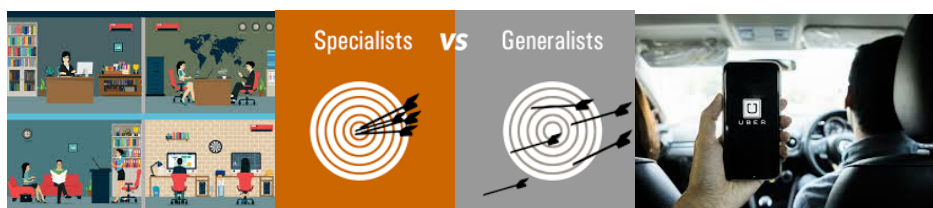
"Learning from youngsters" will remain key to survive, not even successful, for more than one reasons. Like it or not, next generations have more insights, different perspectives, and very different thinking. Youngsters are coming up with new innovations and challenging the biggies. Newer generations are quite different wrt. socially, culturally, mentally, patience-level, value system, communication language, and in all respects. More so Gen X and Gen Y need to accept them on the face value in the same spirit.

New jobs and new roles are a new phenomenon happening all over, more so in newer scenarios. With personal experiences, people moving from doing Insurance jobs to be Uber driver, Ola driver – being an employer as well, unemployed to aggregator's delivery person, women at fuel pumps, … are among some of the developments happening. We, as a Society – more so in India, need to learn to respect Uber cabbie as an Entrepreneur and Ola cabbie as employer. Newer generations don't have such a baggage, however current Gen X and Gen Y needs to accept the change and align.

The World is moving towards virtual work culture and environment. People need to learn to work in smaller team, people need to engage meaningfully among youngsters where majority of stakeholders may be younger of the lot, lesser of hierarchical organiation, Titles and Positions will have fewer relevance, … Time to be part of change than being external to truth. STOP wondering about being senior, care for one's contribution in whatever the meaningful manner.

Stay hands-on and connected with ground realities, is and will be the mantra.
In coming times, to be relevant, it would be important more than ever to remain connect with the changes happening around. Be a part of change in whatever the way one can, else change will push out of mainstream.

Should one be Generalists or Specialist, the debate continues and will continue. No specific answer. Possibly, both will co-exist. There will be need for Specialists and role for Generalists in given situations. In emerging scenarios, aggregators will offer enough impetus for Specialists and Generalists to be on same platform with space & respect for all.

UnKnown is only Known, *UnCertain is only Certain,* UnImagined can only be Imagined about so-called Future Human Capital Management Role.

All functions in an organisational context will experience unprecedent change and a very new face with new definitions. However Human Resource or Human Capital function would have among biggest challenge to conceive and deliver new roles for the organisation and themselves. They would need to learn the art of seeing the organisation 'Outside – Inside', continually stay aligned with transformation happening all-over as never before, understand business's new conversations, develop new organisation matrix & working equations, go beyond hire-to-fire lifecycle, be ears & eyes of CEOs and CXOs, and what cannot be even imagined for now. Do we see, more and more HR professionals moving into Transformational roles and becoming CEOs? HR would have among biggest challenge and critical task of coming out of HR mindset.

To conclude for now but not conclusion exactly, *As Society accepts all what is happening around, continue to be in 'Me Too' mode, keep innovating, … it is critical to focus on human being. All these creations of human being, how are expected to reflect on human being. This particular aspect is very little in discussion and/or focus. Not too sure, what kind of real researchers working on it. Every stakeholder in the Society needs to think about it and work progressively if not backward. It is very critical trigger.*

[*] In our times, things used to happen like this and that
[*] personal, group, society, organisation level
[1] Bloomberg, Thomson Reuters, Financial & Legal Databases, …