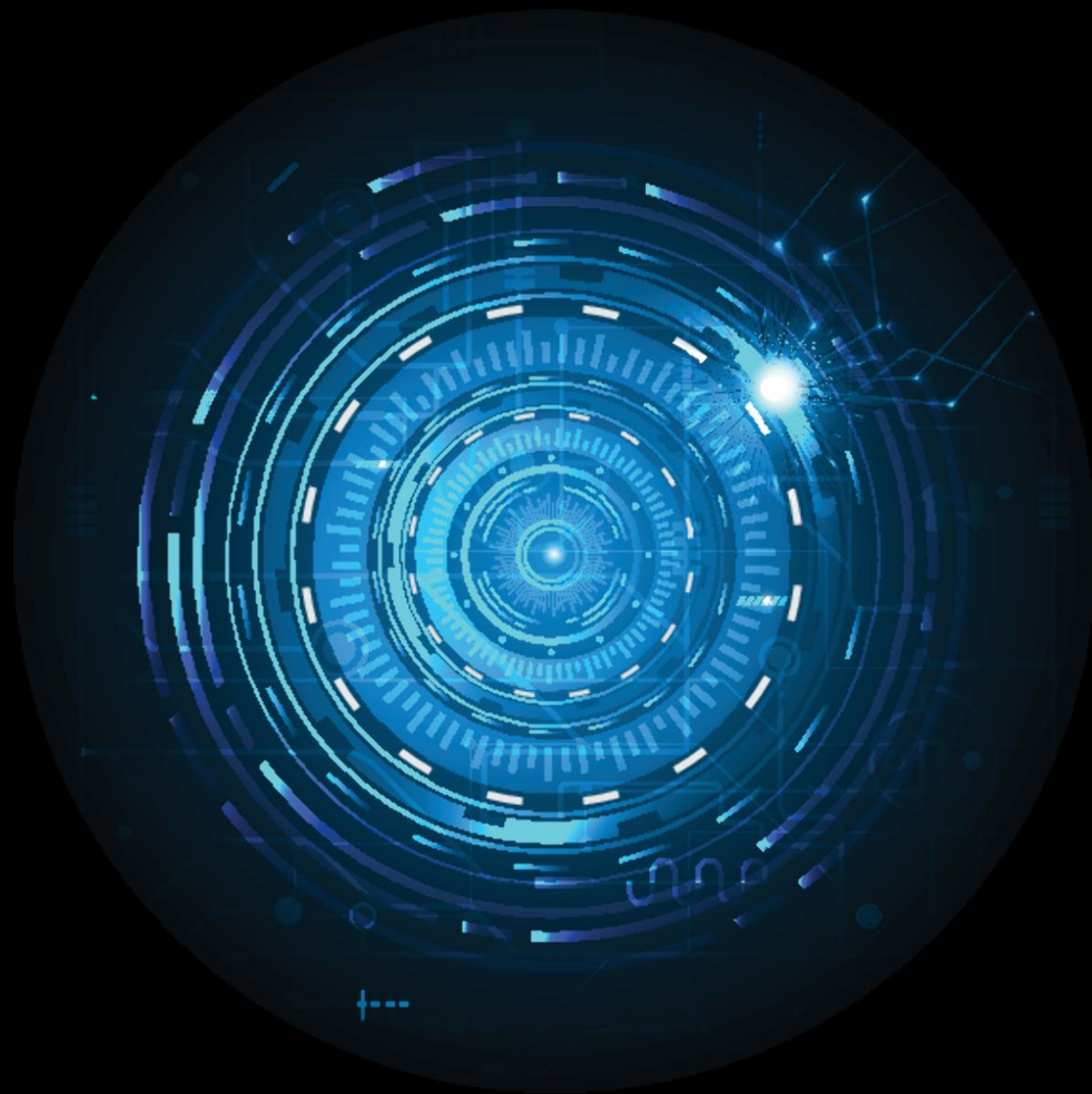


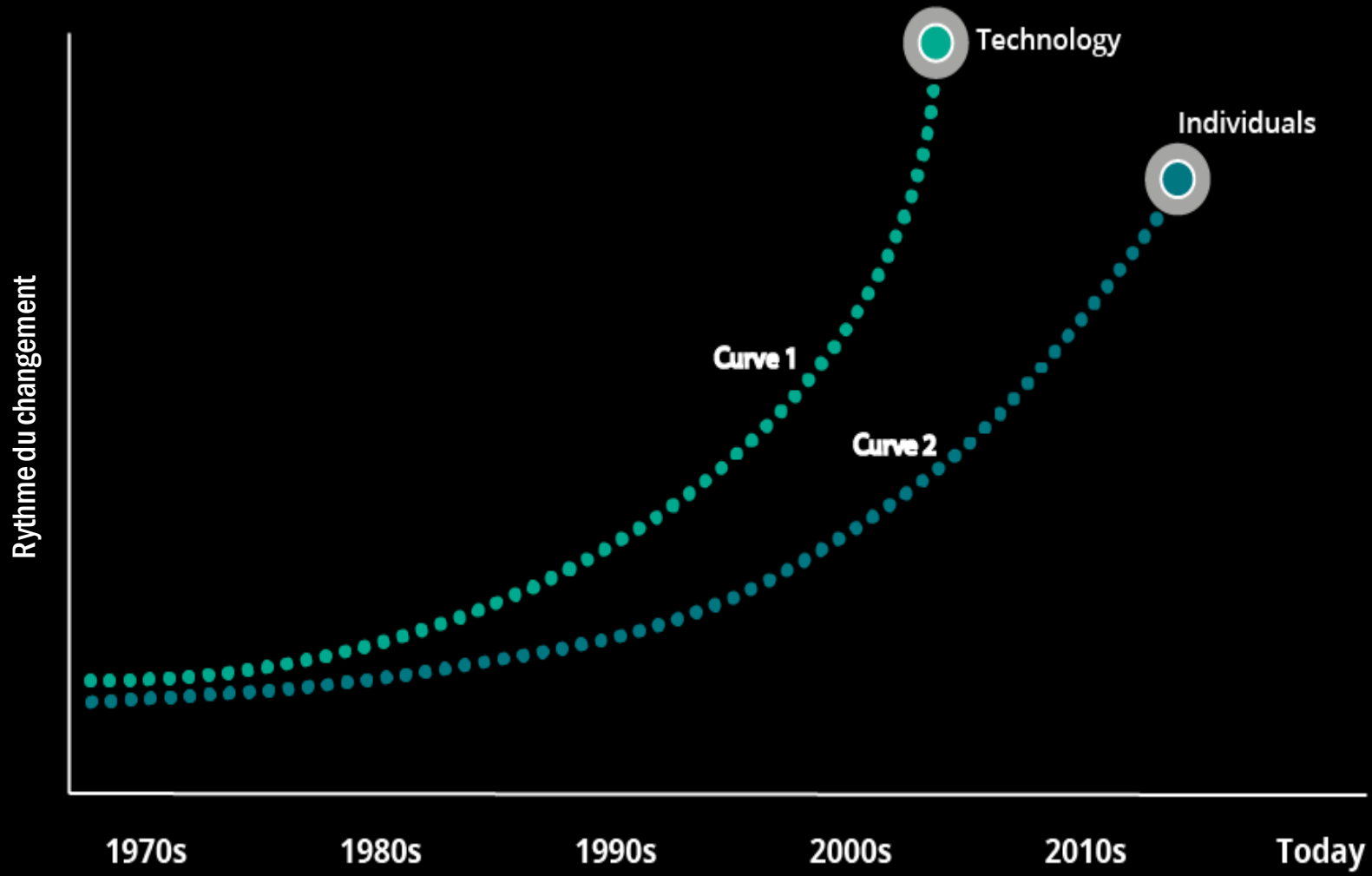
**Deloitte.**



**Le futur du travail à  
l'ère du numérique**







A black and white close-up portrait of Klaus Schwab, an elderly man with glasses, wearing a suit and tie. He is looking slightly to the left of the camera with a serious expression. The background is dark and out of focus.

**« La 4<sup>e</sup> révolution industrielle va transformer  
l'essence même de l'expérience humaine »**

**Klaus Schwab**  
World Economic Forum

**1.**

**Perturbations  
technologiques**

**2.**

**Perturbations  
sociologiques**

**3.**

**Maturité numérique**



Omniprésence  
technologique

Le québécois moyen interagit avec son  
téléphone intelligent...

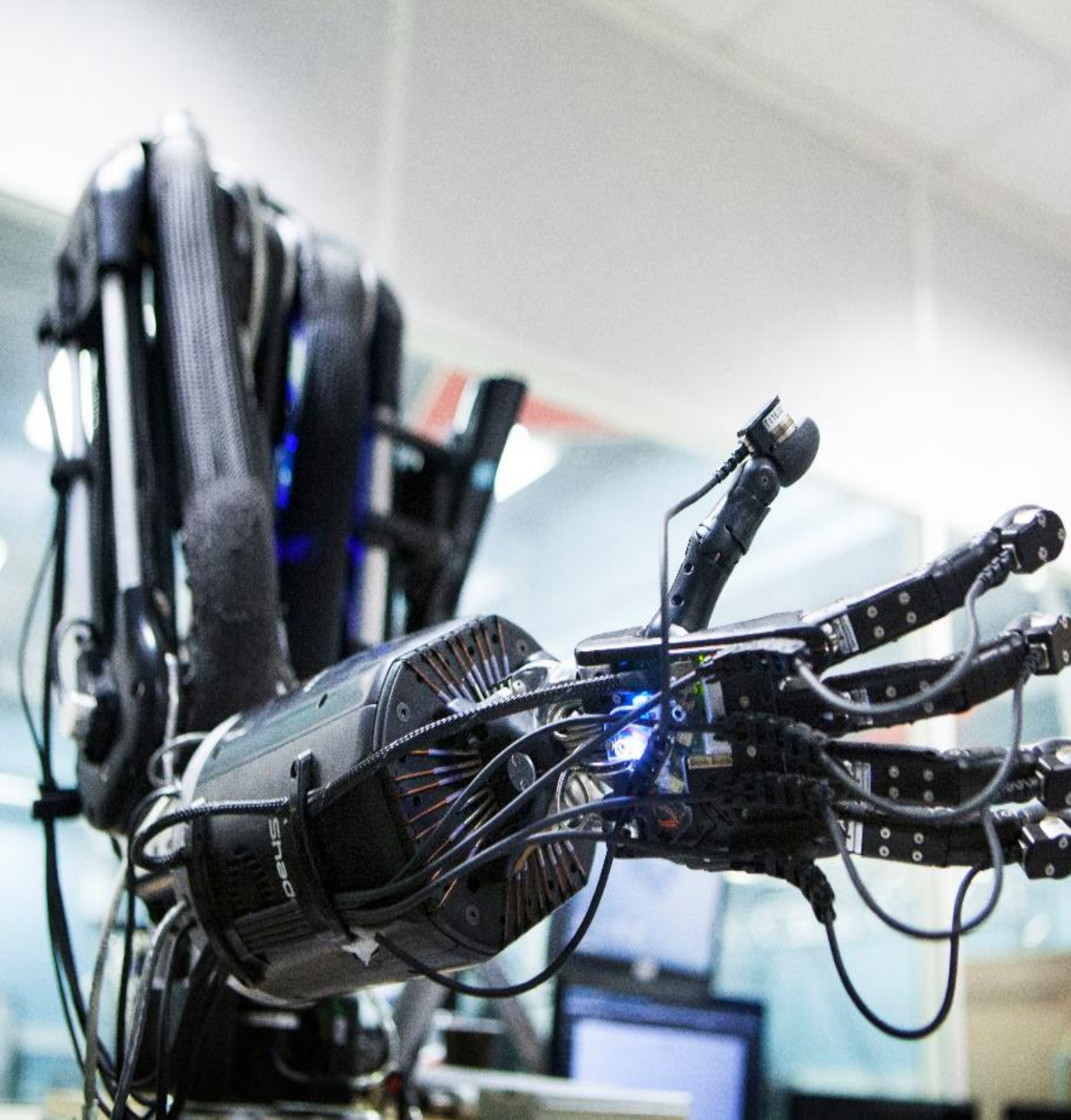


**150x**

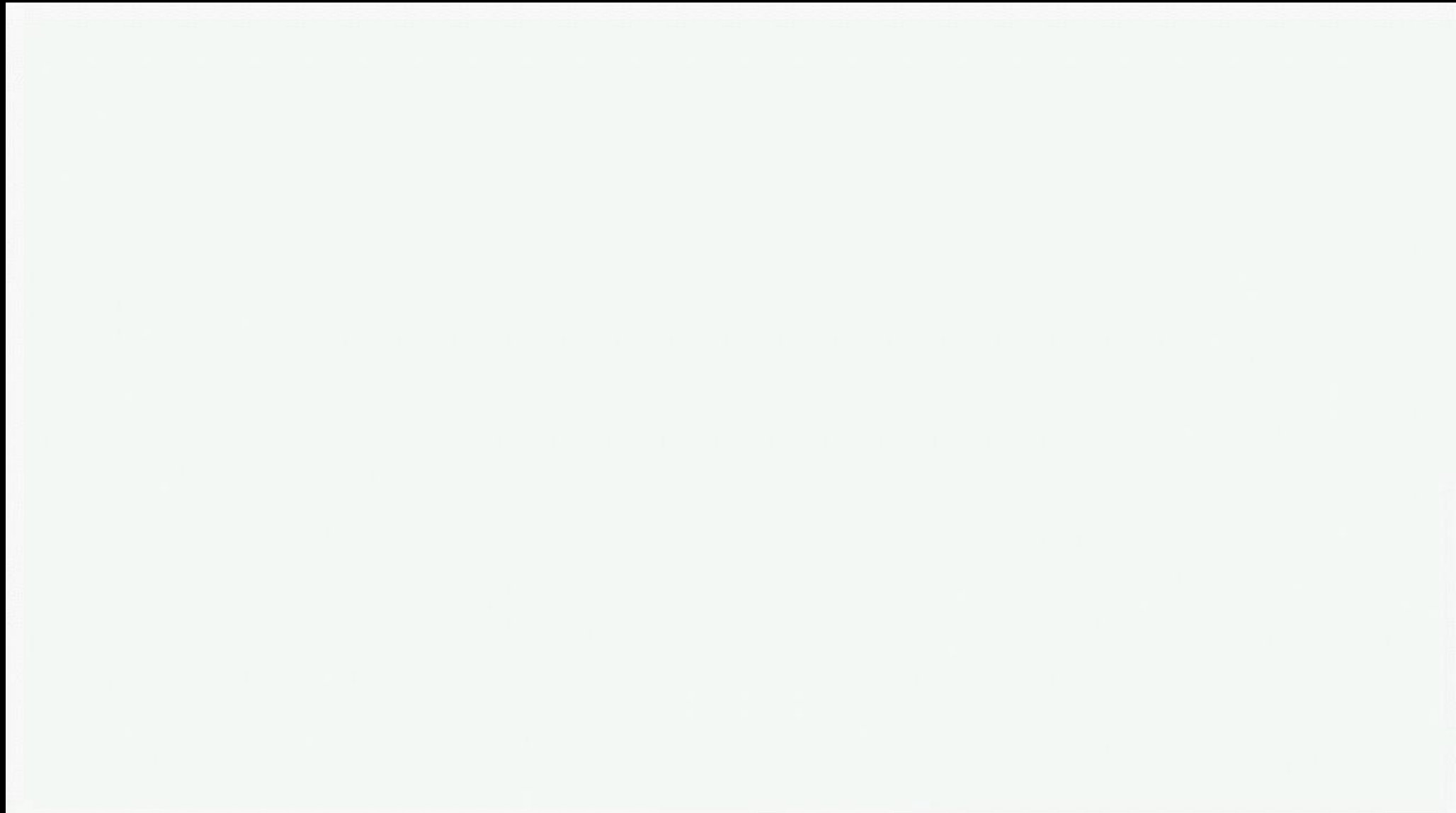
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**...par jour!**

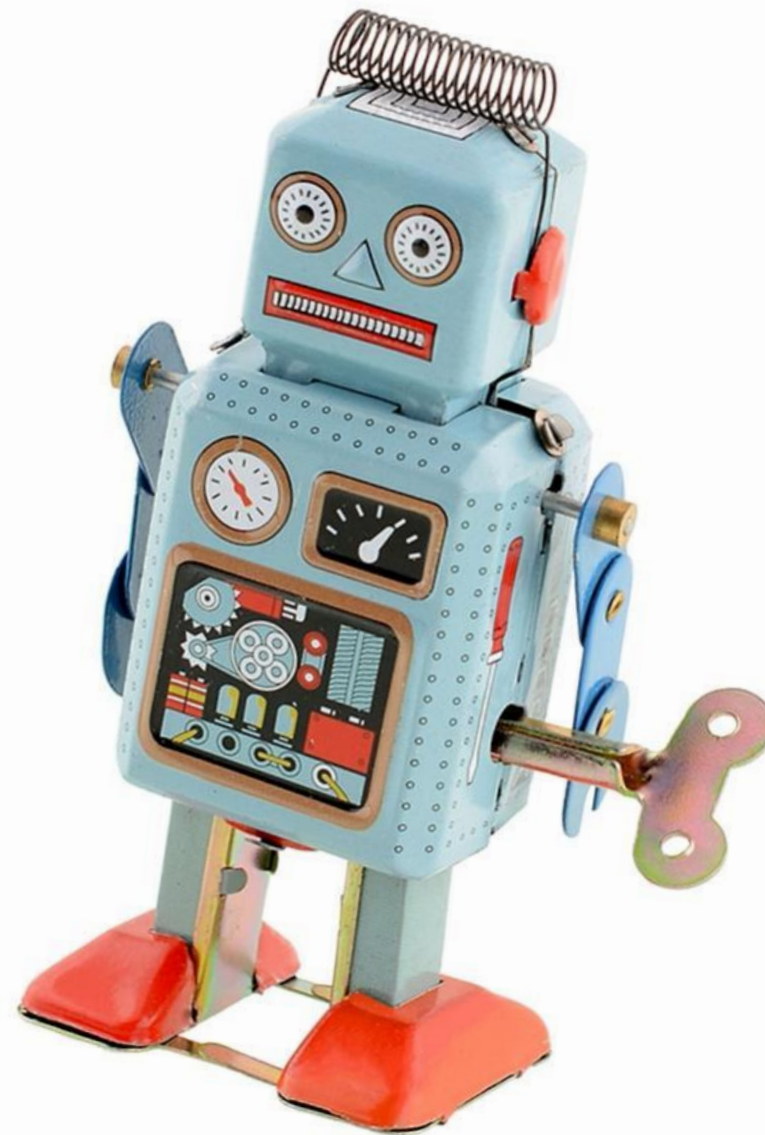
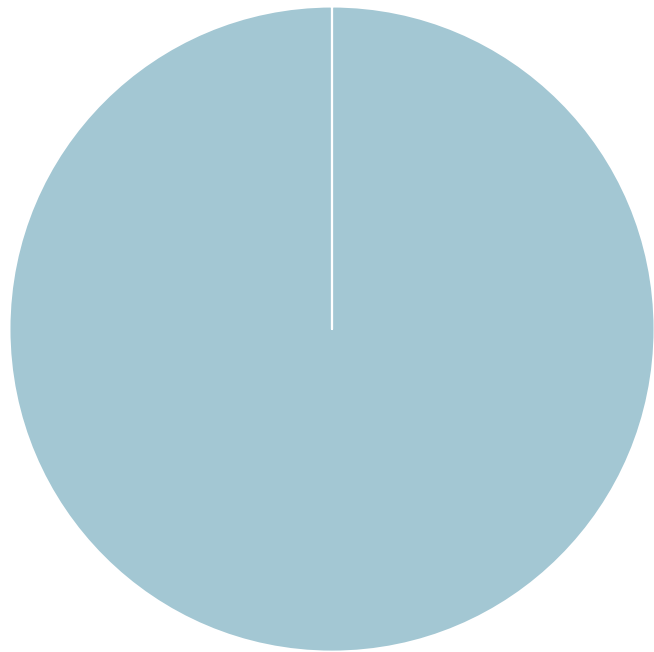




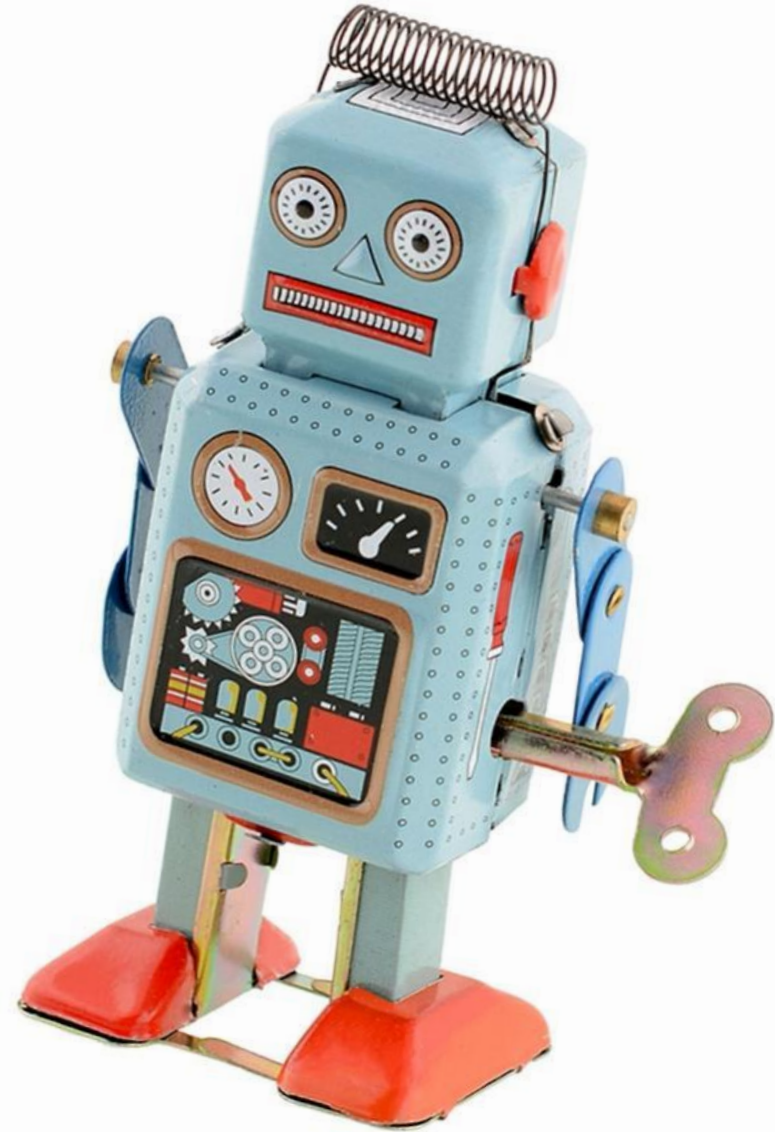
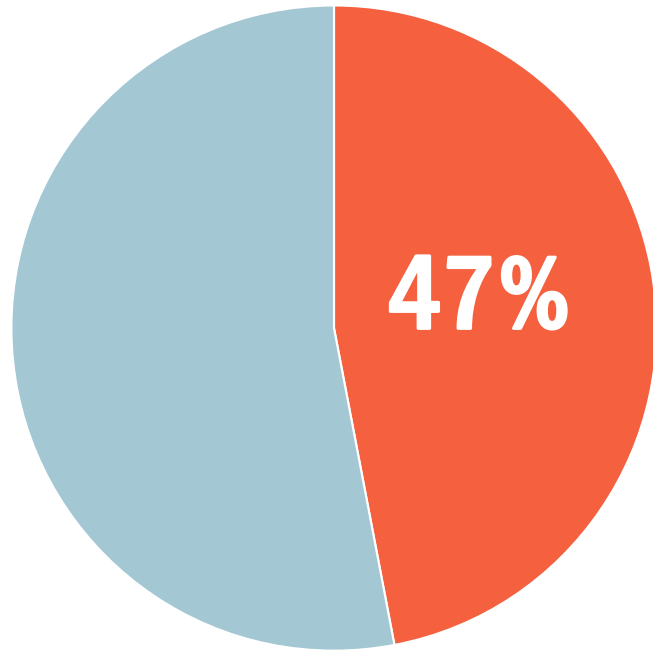
**Automatisation**



Potentiel d'automatisation  
des emplois au Québec  
automatisées



Potentiel d'automatisation  
des emplois au Québec  
automatisées





**Social Media Manager**



**Data Scientist**



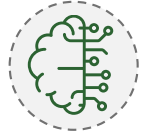
**Podcast Producer**



**Mobile Web Developer**



**Experience Designers**



**AI-related jobs**



**Online Brand Ambassador**



**Cloud Architect**



**SEO Analyst**



**Developer Evangelist**



**Content Curator**



**Virtual Assistant**



**Telemedicine Physician**



**Automated Driving Jobs**

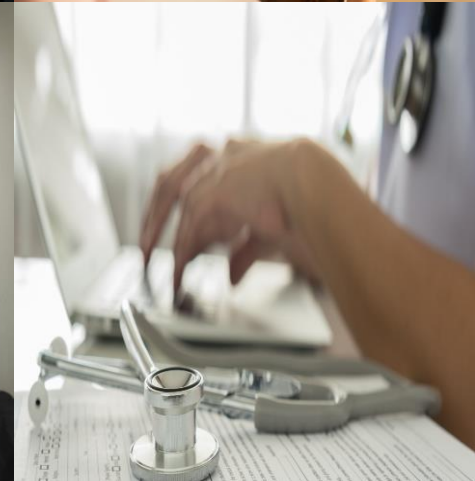


**Content Marketer**

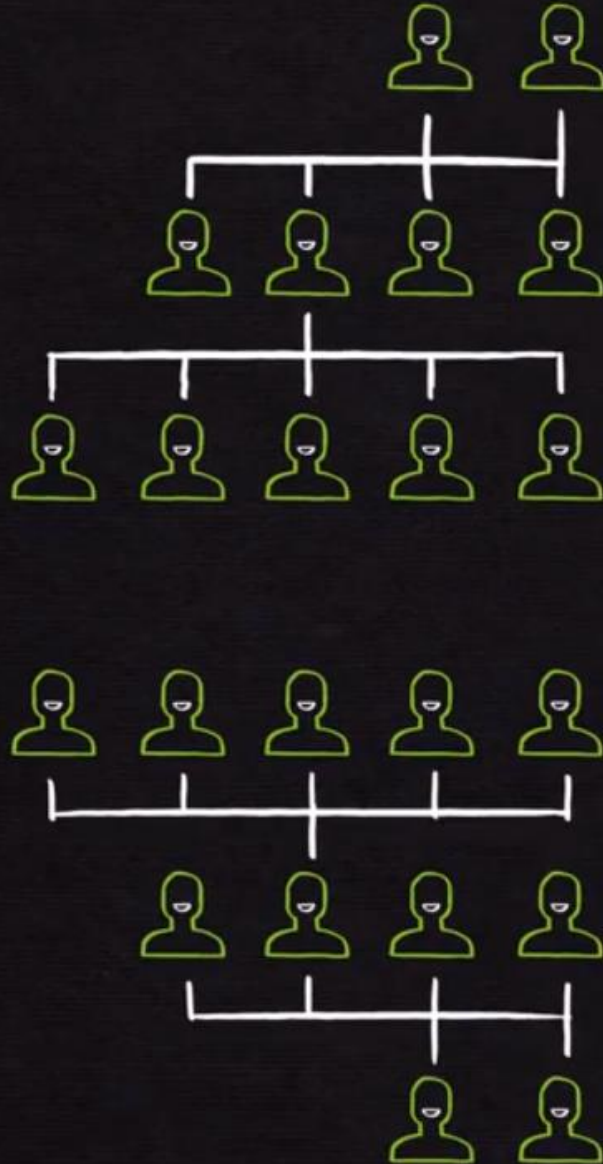


**Diversité et changement  
générationnel**

# Types d'employés et d'emplois

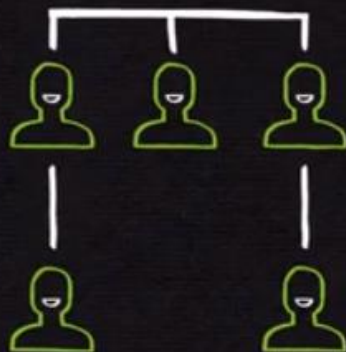
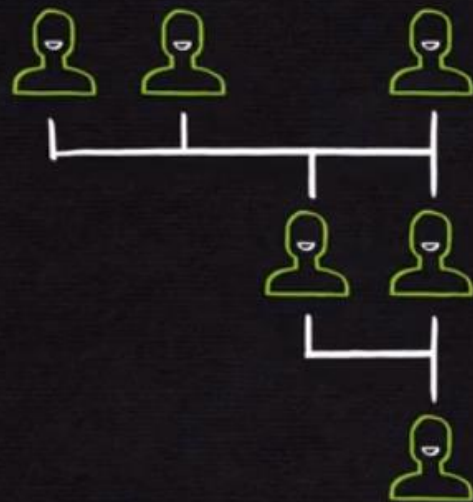


Employés  
traditionnels

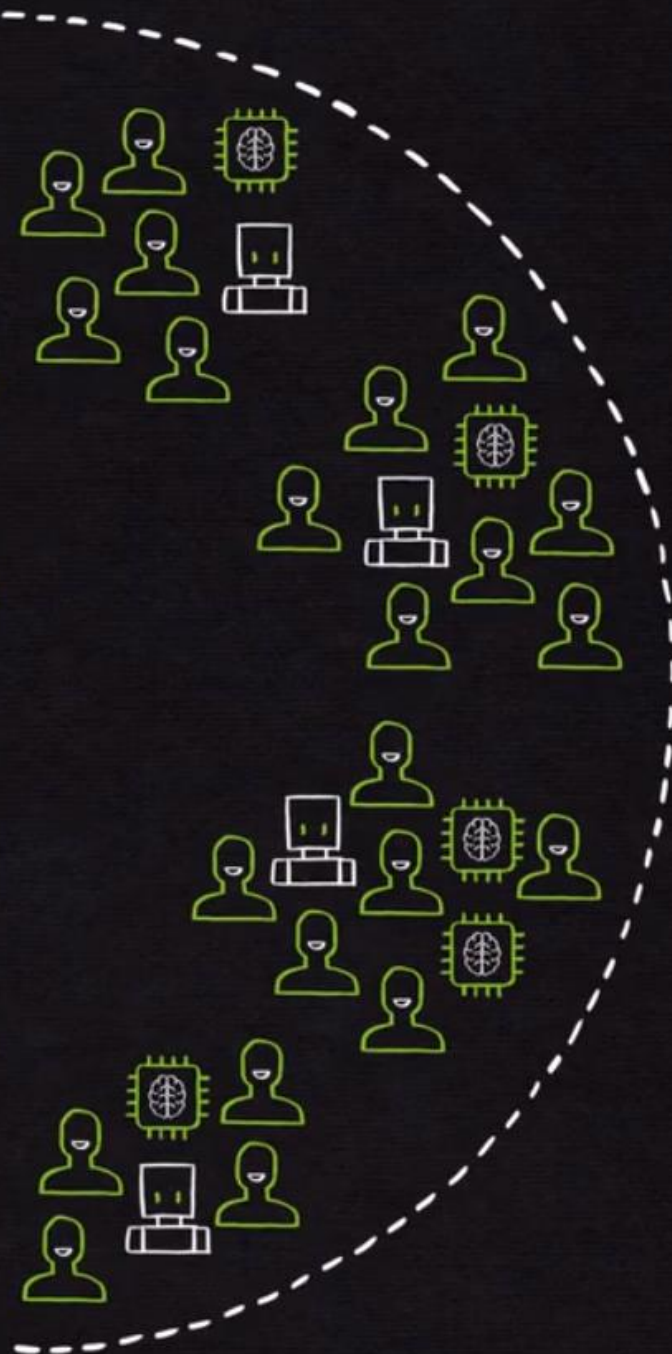


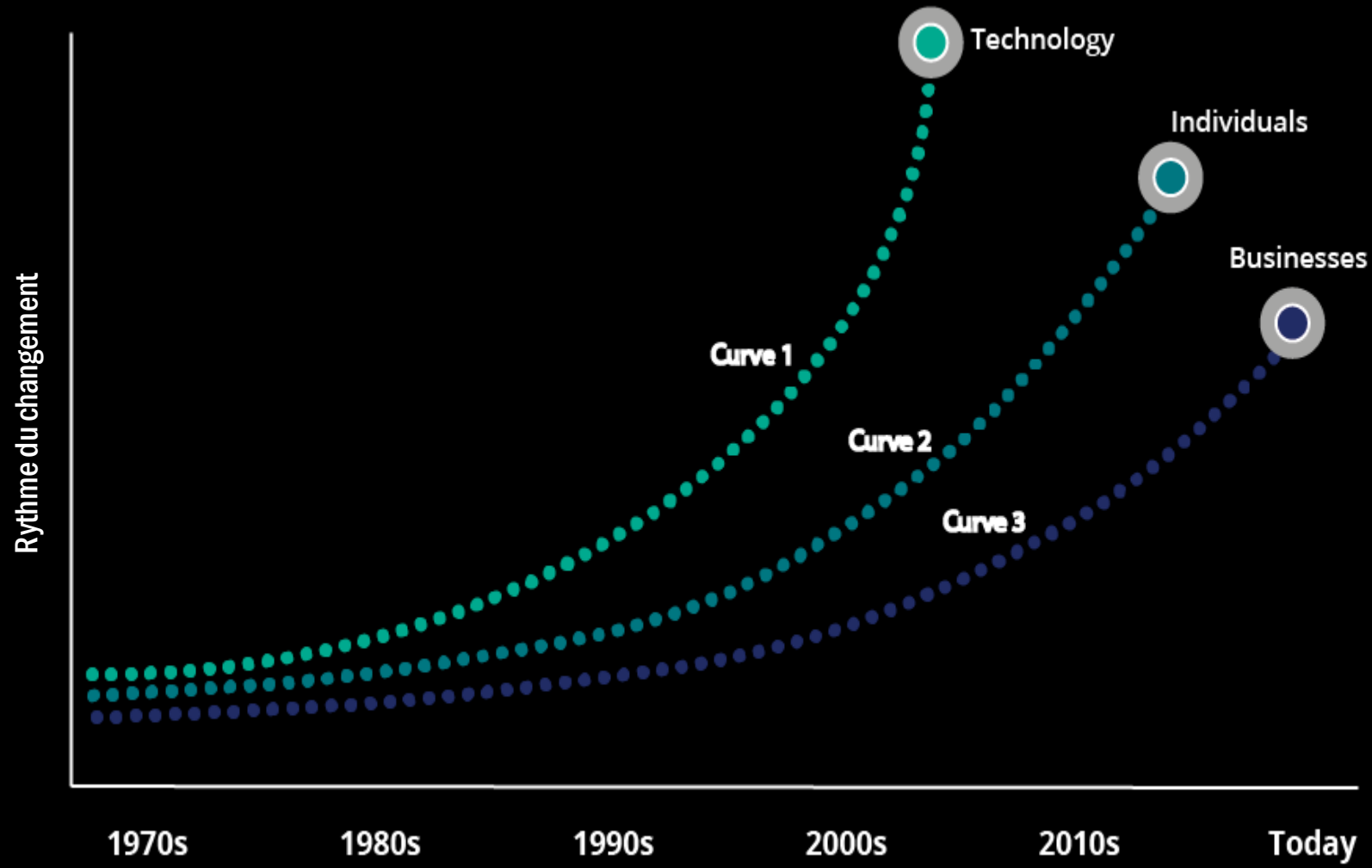


Employés  
traditionnels



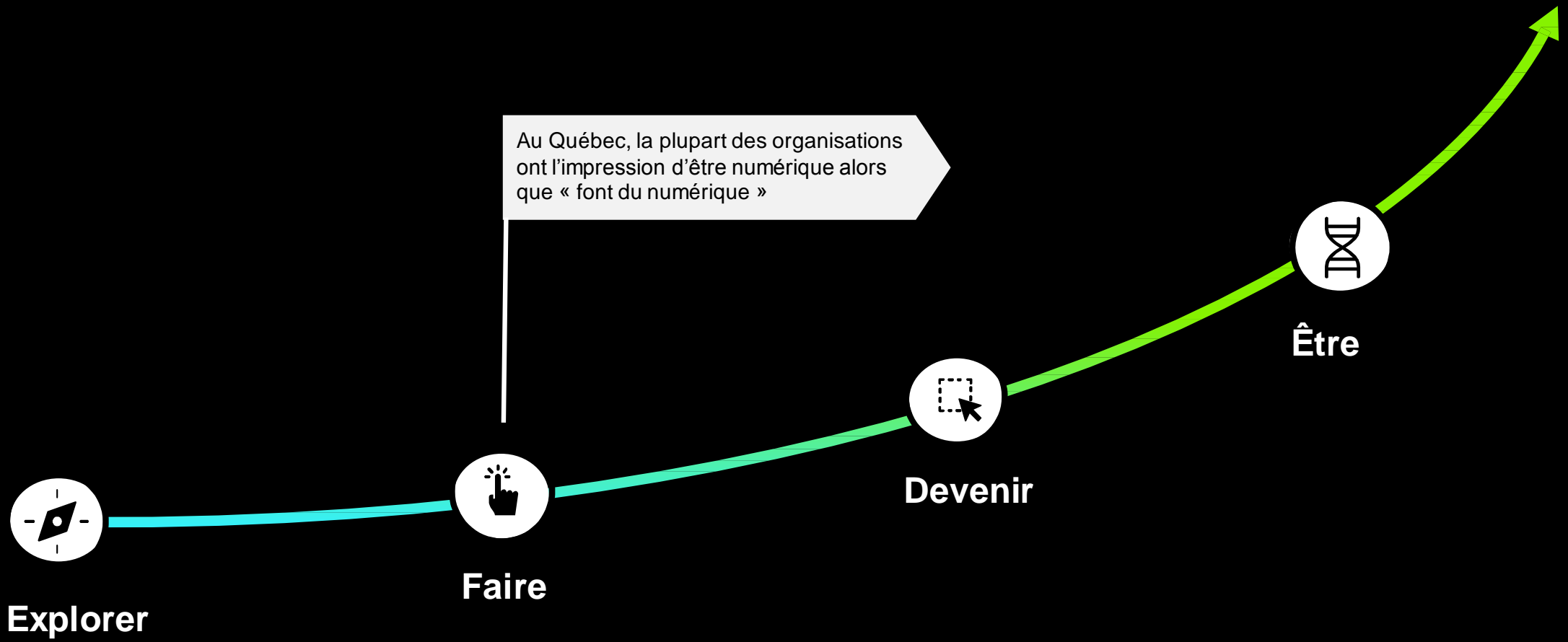
Employés  
« à la tâche »





**Les entreprises qui survivent sont celles qui s'adaptent à  
un monde de plus en plus numérique**

**S'organiser, opérer et se comporter  
différemment**



**Expérimentation, autonomisation et collaboration**

**« The future of work is here - It's wrong to think of these changes as something that will come in the future.  
It is happening now »**

**Jeff Moir**  
Partner and Canadian  
Human Capital Leader, Deloitte

Et pourtant, seulement...



des organisations se sentent prêtes

Deloitte, 2019



Êtes-vous prêt ?

# Merci.

## Luc Lespérance

Leader Québec, Capital Humain Numérique

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