

Harmonia Corporate Advisors

Cork, Friday 1st December 2017

BOLGERS

World Class Fabrication.
Passionate People.

3 Major Disruptive Forces



**4th
Industrial
revolution**



**Economy
and trade**



**Society and
politics**

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Millennials will dominate the workforce by 2025

- ▶ More mobile
- ▶ More tech savvy
- ▶ More entrepreneurial
- ▶ More entitled

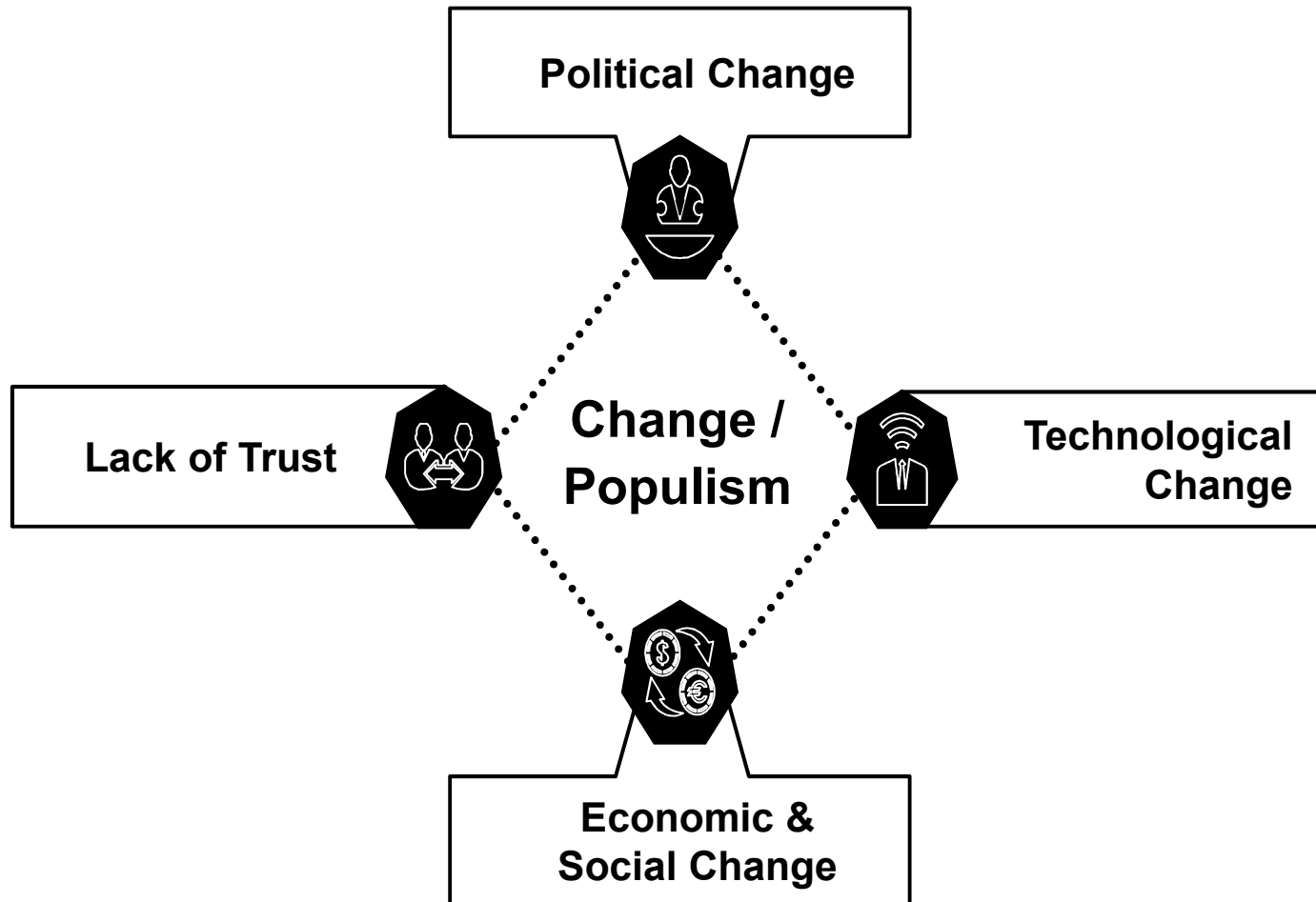
Meanwhile, four global megatrends are reshaping the workforce

- ▶ A global market
- ▶ Digital business
- ▶ New demographics
- ▶ A changing workforce

Why millennials switch jobs

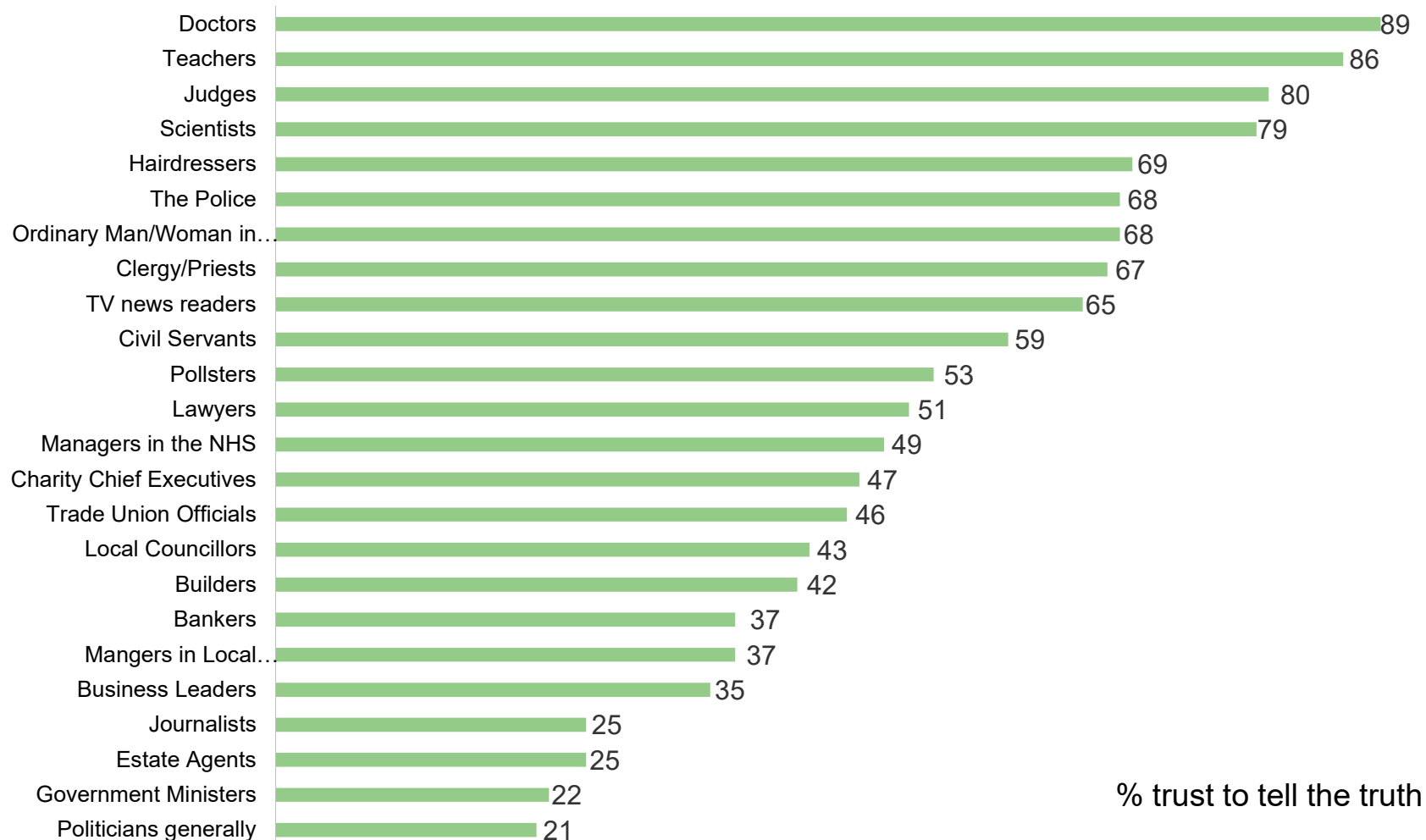
- ▶ Limited career opportunities
- ▶ Lack of work flexibility
- ▶ Insufficient pay

A Disruptive Time Change and the Rise of Populism



Lack of Trust

Politicians and Government ministers less trustworthy than estate agents



Source Ipsos Mori

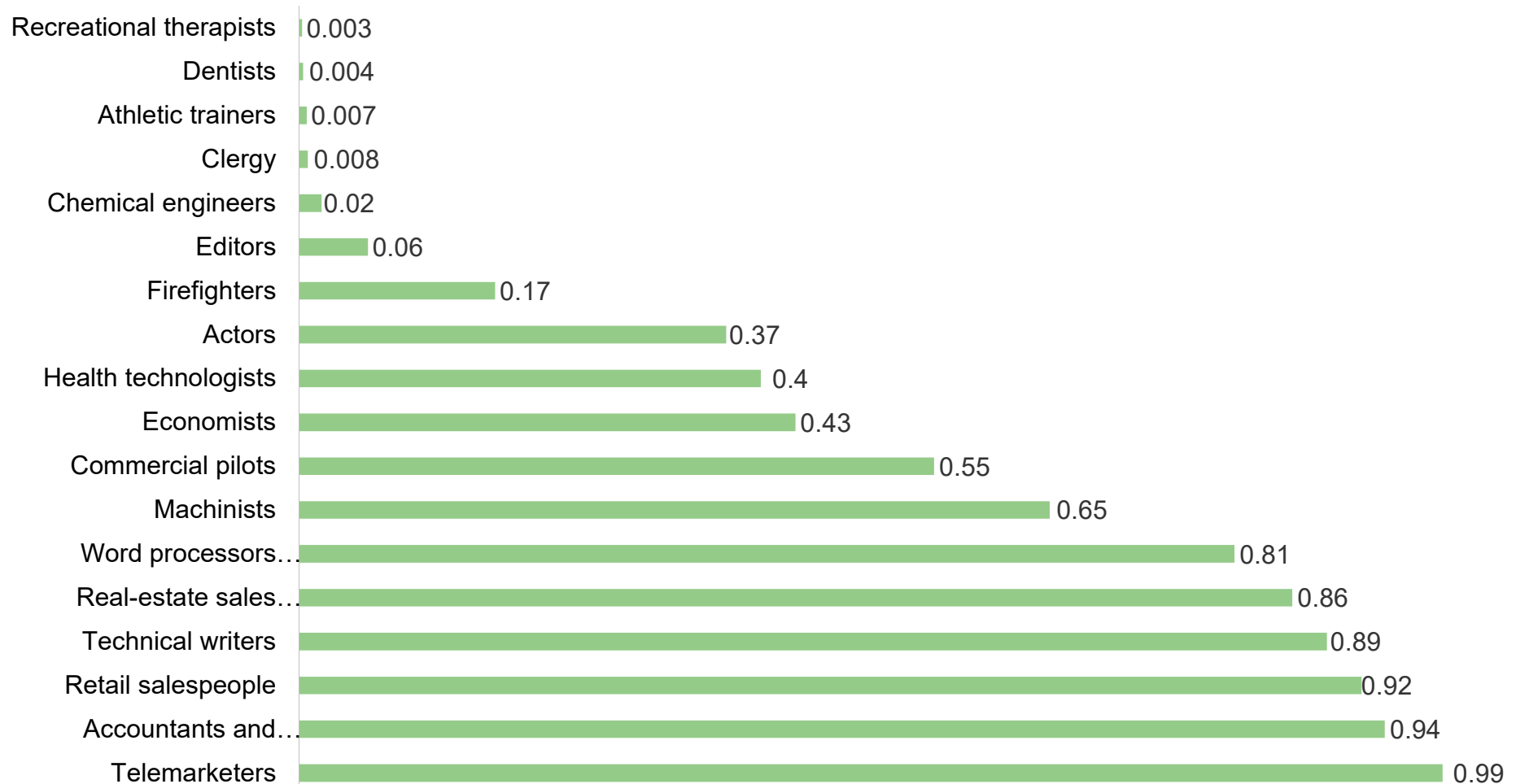
% trust to tell the truth

Technological Change

Jobs most likely to become automated

Catalogue of fears

Probability of computerisation of different occupations, 2013 (1 = certain)



Source: Frey and Osborne (2013)

Millennials (18-35 year olds)

- A new generation of employees brings **new expectations**
- 72% of Global workforce by 2025 made up of millennials

In a survey of 200,000 millennial job-seekers, the top four job preferences all revolved around culture:

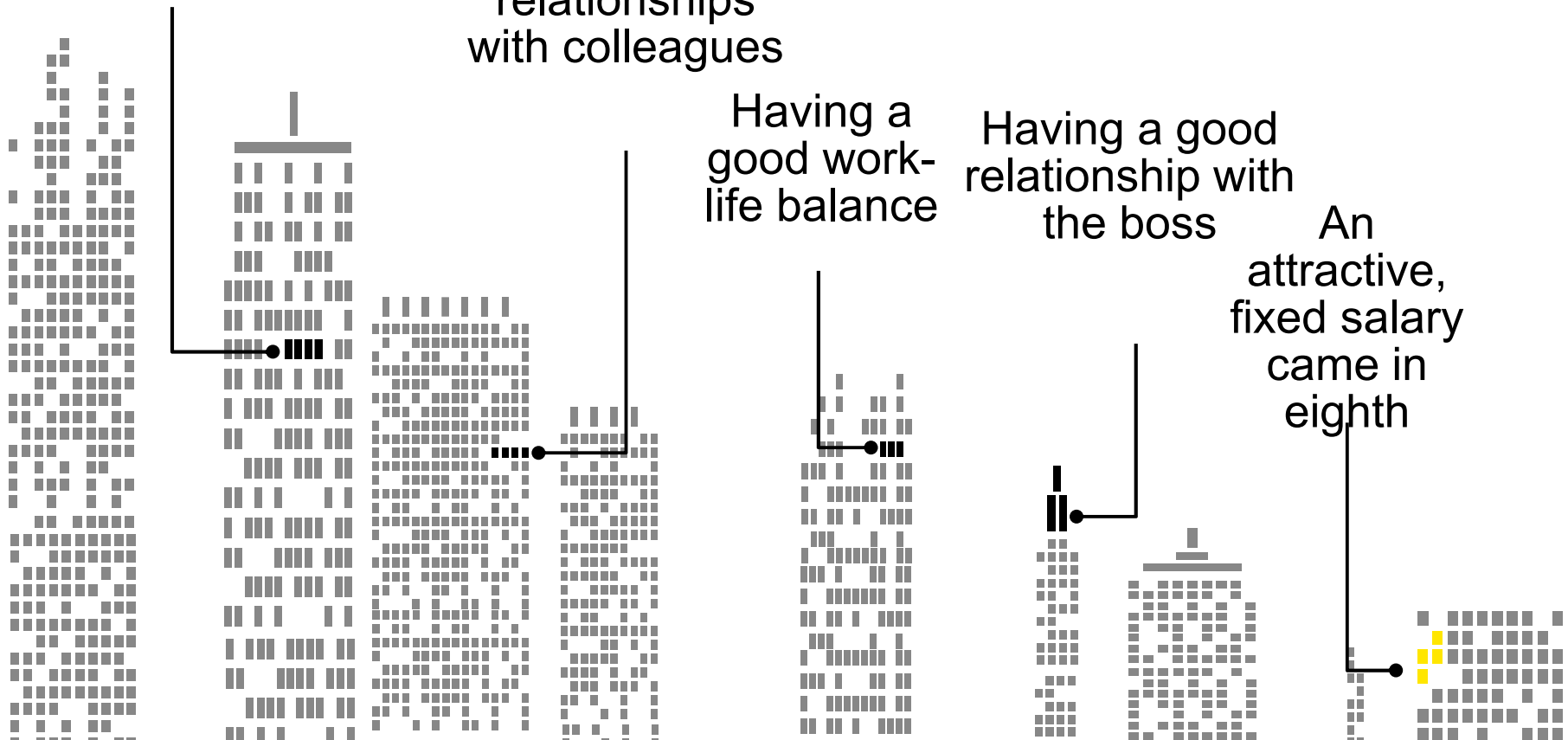
Being appreciated for your work

Having good relationships with colleagues

Having a good work-life balance

Having a good relationship with the boss

An attractive, fixed salary came in eighth

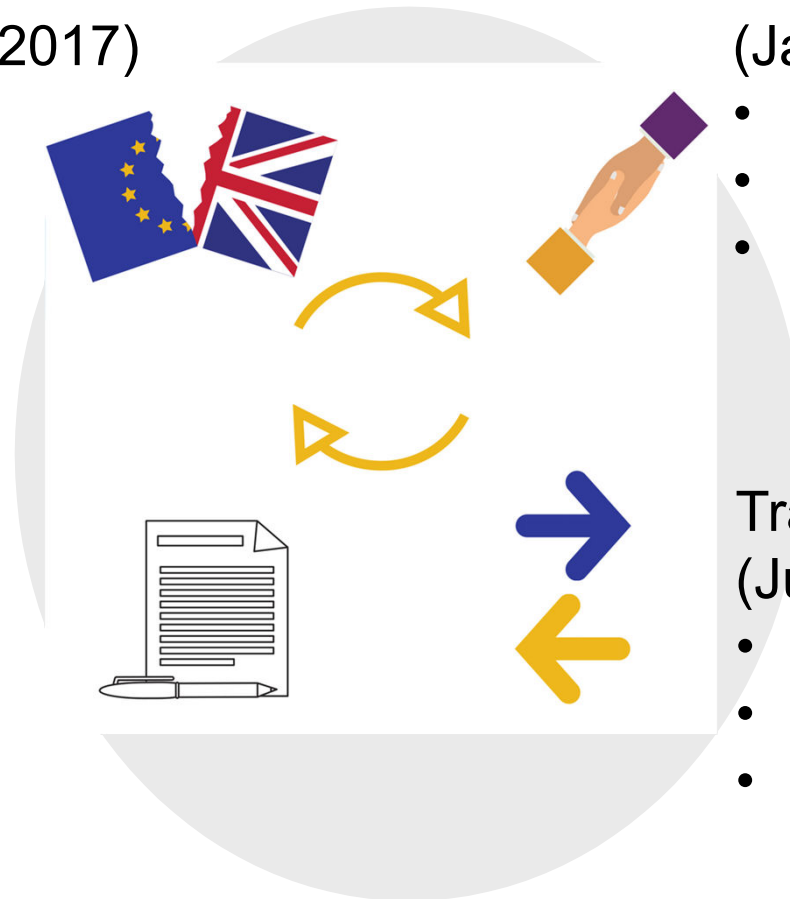


The Brexit Agenda

The Withdrawal (June to December 2017)

- Exit Bill (€55bn?)
- Citizen Rights
- Ireland

Ratification (November 2018 to March 2019)



The Future Relationship (January to June 2018)

- Market Access
- Financial Services
- Disputes

Transition (July to October 2018)

- Jurisdiction
- Free Movement
- Agencies

Brexit – Irish Impact

- The Border – Political and Indirect
- Trade with the UK – more difficult with WTO
- EU Tax policy will chip away at some of Ireland's competitive advantage

What Ireland Should Be Doing

- Get Policy right – resilient and flexible
- Our competitive advantage – education, grow indigenous business, good infrastructure and flight connections, open to migration
- Better spacial policy – Dublin –Rest of Ireland
- Property tax ?
- Get Planning system right – Apple Data Centre

Measured Risk Taking

Big call - risky - 3 key questions :

1. What is the upside if I get it right ?
2. What is the downside if I get it wrong ?
3. Can I live with the downside ?

30 Second MBA

- Step one : Build a product / service your customer will love
- Step two : Make step one cash flow positive ASAP.

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In our world Zero is a huge number