



The Cloud: Software Transformation & Evolution of the Workforce

By Emily Liddle

As Millennial workers become common, you need to transform your way of doing business.

It's clear that moving to the cloud is no longer a trend: It's the way we get things done. There has been a culture shift in how we communicate and retain information, and the cloud has become the supporting solution.

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It's also clear that the workforce has changed: Millennials (also known as Generation Y) have taken the reins and altered the way organizations operate. Millennials, loosely defined as the generation born in the 1980s and 1990s, are demanding a new approach to how work is performed.

An organization's office no longer defines the workplace. We work everywhere, from multiple devices, during all times of the day. To Gen Y professionals, there's no start or finish to the work day. Work must fit into their daily lives. This might seem odd, and difficult for older managers to understand, but the demand for a

Are You Ready?

Here are shifts that your young employees will demand and that you can make by using the cloud and its supporting software solutions:


- **Let workers use their own mobile devices** to access your organization's systems and tools to complete their work at any time of the day or night.
- **Don't force people to come to the office** to attend meetings and make decisions. Let them do so virtually—while on vacation, waiting for a flight at the airport, or watching a sporting event.
- **Judge staff members by their finished work** rather than the number of hours they're at their desks.
- **Let employees seek out the software and apps** that will help them do what needs to be done. Give them the freedom to do their work on their own time and in their own fashion.

work environment that values flexibility and immediate access over control, is real.

Cloud software can fully enable your organization's workforce with systems that are independent of specific devices. The cloud also offers mobile options and support for transient workers.

You can make quick gains with cloud software simply by tweaking your approach to enterprise software systems. This change begins with understanding that young workers have blurred the lines between their personal and professional lives. They now expect immediate access to the knowledge and tools necessary to work from any location, on all sorts of devices, and in every time zone.

Easily portable mobile devices such as smart phones and tablets are the new work environments. Millennials check personal e-mail at the same time they respond to work messages. They use multiple devices to communicate and retain information, switching between gadgets depending on where they are and what they're doing. Cloud software supports this shift and provides organizations with cost savings without the headache of managing hardware and internal technology systems.

This new type of workplace is essential to Millennials. If it's unavailable, they'll look for a job elsewhere. A cloud-based way of work lets you remain competitive for top talent among younger workers while helping your organization become more agile and efficient. 

Emily Liddle is a talent strategy consultant at Aasonn (www.aasonn.com), a leading cloud-centric technology services firm.

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