



Curtin University

FUTURE OF WORK INSTITUTE

THE 4-DIMENSIONAL WORKPLACE

HOW REMOTE AND AUTONOMOUS OPERATIONS
ARE TRANSFORMING WORK FOR EVERYONE

**AN INVITATION TO JOIN AN EXCITING
PROGRAM THAT WILL CREATE:**

- A Future Work Laboratory for understanding human skills
- New ways of working well with remote and autonomous operations
- A meeting point for organisations to address future work challenges

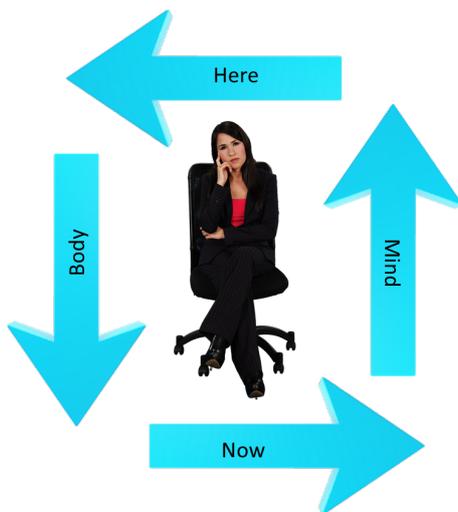
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THE **4-DIMENSIONAL** WORKPLACE

The growing possibility to work anywhere anytime is creating new opportunities and challenging problems in equal measure. The 4-Dimensional workplace is a new way of thinking about when and where work is done. Through the lens of the 4-Dimensional workplace, every employee has multiple pathways for engaging in meaningful work.

Traditional management: Mind, Body, Here, Now!



The default option for many workplaces is for employees to be physically and mentally present in a particular location for set amounts of time.

While essential for some tasks, the default thinking assumes productivity results from physical presence and time on location. Many pay systems reward presence and time yet hope for mental engagement and effort.

Too often, the traditional system does not deliver the engagement needed for real impact.

Opportunities of the 4-Dimensional workplace



The 4-Dimensional workplace reverses the traditional way of thinking.

We start by considering what type of engagement is really needed? When and where? What physical action is required?

If we use technological advances creatively, new ways of working become possible from this perspective.

The challenge

The 4-Dimensional Workplace disrupts traditional methods of command and control. Managing people and working together can become more complex. A new approach to command and control is needed and that is the focus of the **Future Work Laboratory**.

The Future Work Laboratory

A new facility to explore and understand how people work with:

- Remote teams
- AI decision support
- Augmented tools
- Wearable applications
- Advanced control rooms

Partners will help to design the lab and applications for training and workforce development



The Future Work Laboratory

The Future Work Laboratory will be the first learning facility dedicated to understanding the human requirements of future work in the context of increasing automation and remote work. Laboratories around the world are creating new technological systems. However, little attention has been paid to the human and organisational capabilities that are required to interact effectively with these systems.

The rapid evolution of technological systems means that future work capabilities will also need constant updating and revision. The Future Work Laboratory allows for constant updating of the way technology interacts with human capability.

Understanding human capabilities

Technology has the potential to transform industry. Yet more than 70% of technical changes do not meet expectations. Cost overruns, major accidents or disasters, and a failure to achieve productivity gains are all too common consequences of technology implementation. For individuals, technology creates not only winners, but also losers, such as workers whose roles are automated and who lack the skills or mindsets to make a transition to new jobs.

To manage the challenges of the 4-Dimensional Workplace, a new human-centred approach is needed to enhance worker capability and increase meaningful work opportunities. The Future Work Laboratory will discover and disseminate new ways to develop human knowledge, skills, and mindsets, and will support new ways of organising for learning in the 4-Dimensional Workplace.

Remote Operations

Better understanding of the human role in automation is urgently needed. We propose that a focus on remote operations will generate essential insights into the way people and technology can interact more effectively in the future. Remote operations are becoming more widely used across diverse industries such as mining, health, emergency services, and education.

Remote operations manage diverse activities - from driverless trucks to surgical operations, for example - but there are important commonalities. Most broadly, remote operations involve people interacting with each other and with production technologies via sensing and decision-making technologies that are increasingly complex and automated.



A call for partners of the Future Work Laboratory

We are seeking dynamic and forward-thinking partners to join with us in developing the Future Work Laboratory.

Benefits for industry partners

- Solve workforce challenges for future skills, workforce strategy, and digital transformation
- Access Australia's leading researchers through collaborative and multidisciplinary projects
- Join a network of world-class practitioners working with organisations
- Experience the mutual benefits of cross-sector collaboration
- Lead new developments in shaping how people work with technology
- Map the skills and training required for the next generation workforce
- Respond to the productivity challenge for the Australian economy
- Participate in internships, workshops, and learning modules
- Inform the development of policy guides

About the Future of Work Institute

Everyone benefits from work that is meaningful and productive. In a time of constant transition, the Future of Work Institute (FoWI) seeks to understand and improve work. We partner with groups and organisations from all sectors to implement, evaluate and support change.

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