

A KEYNOTE ON ADAPTING TO RAPID CHANGE

The Organisation of the Future

Organisational change at speed: future scenarios, experimentation, the ecosystem and the AI-first organisation, and what changes in each department.

In this keynote, he shows how an organisation stays agile as technology, markets and society all accelerate. Scenarios replace a single plan. Experiments quickly reveal what works. Partners contribute from across the world, and AI becomes part of every process.



RICHARD VAN HOOIJDONK

Most futurists study tomorrow's world from a distance. Richard van Hooijdonk already works in it: his research team consists of people and AI agents. He speaks about AI and new technology, the organisation of the future and leadership in the AI era.

3,000+

keynotes

650,000+

participants

30+

countries

Bestselling

author

The keynote in 18 topics

The organisation of the future doesn't have an answer to every change, but is built to quickly find, test and apply one.

AGILE

Change at speed

Three abilities that help an organisation keep pace: experimenting, thinking ahead through scenarios and working within an ecosystem.



01 Experimentation as the engine

Small teams test a new product or business model in weeks. What works can grow; what fails still teaches them something.



02 Thinking in future scenarios

A five-year plan soon dates when technology, climate and geopolitics shift together. Scenarios show what could happen next.



03 The ecosystem

Start-ups, researchers, education and partners worldwide. Your ecosystem provides expertise you lack, and its quality matters.

AI-FIRST

The AI-first organisation

How AI changes roles, teams, decisions, business models and the work that crosses departmental boundaries.



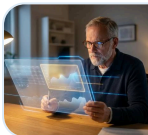
04 The AI-first organisation

AI and new technology do the work people no longer need to do. People focus on weighing up options and persuading others.



05 Work across departments

Sales, delivery, billing and service share one customer promise. An AI-first approach designs the whole process rather than ten separate projects.



06 New roles

New roles emerge to check AI's work, design how people work with AI and monitor the systems themselves.



07 Human-AI teams

Each task starts with what AI can do. Teams change shape and may become smaller, with each person overseeing more of the work.



08 Making decisions with AI

With AI contributing, decisions can move closer to the work, backed by current information at the moment it is needed.



09 Changing business models

When AI speeds up the work, billing by the hour becomes harder to justify. Customers increasingly pay for the result.

FUTURE

New organisational structures

Structures that could emerge over the next five to fifteen years: an organisation without a pyramid, a digital twin of the whole organisation and work without fixed roles.



10 An organisation without a pyramid

FUTURE SCENARIO

AI can take on much of the coordination behind a hierarchy. One possible structure: a small core with changing teams and AI agents.



11 A digital twin of the organisation

FUTURE SCENARIO

A virtual model of the whole organisation lets a board see how a decision could play out, with several possible outcomes.



12 Work without fixed roles

FUTURE SCENARIO

A permanent employer, without a fixed role: work follows skills, while AI connects people, learning and new assignments.



DURATION

30, 45, 60 minutes or longer, with time for questions



LANGUAGE

Dutch or English



FORMAT

On location or online



FEE

From €3,500 (webinars)

The organisation and its people

Leaders, culture and the employee of the future: the people who turn a new design into a working organisation.



13 Leadership of the future

Leaders take the initiative, give others room and inspire their people to build the future together, even before everything is clear.



14 A new mindset

Old habits give way to curiosity and uncertainty becomes a source of new ideas. A culture with an appetite for change.



15 The employee of the future

Curiosity, flexibility and AI skills matter alongside professional knowledge. A future academy lets organisations train their own people.

THE OTHER SIDE

Ethics, responsibility and crime

The choices behind what technology makes possible, accountability when AI helps decide, and how criminals exploit organisational processes.



16 Should we do everything we can?

AI can measure every working minute and plan staff schedules down to the quarter-hour. Just because something is possible does not mean we want it.



17 Boundaries and responsibility

Guardrails, oversight and the EU AI Act. When AI helps decide, responsibility and the point where a person decides must be clear.



18 The organisation as a target

Ransomware, hacked systems, cloned voices and fake applicants: AI makes it easier for criminals to get at valuable data.



“Richard succeeded excellently in waking up our leaders and setting them on the path to the future: after the lecture, discussions took place across various parts of the organisation about the topics covered, and initiatives have been set in motion.”

Aart van Haren Managing director, PLUS



“A dazzling journey through new technology. The enthusiasm and energy during his presentation, combined with the visuals, provided a successful kick-off to our event.”

Patrick Steemers Partner, Deloitte



Interested in The
Organisation of the Future
for your event?

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