**Understanding the Forces of Disruptive Change**

Organizations are suffering painful adjustments as they react to the latest disruptive challenges which bring new and different problems to solve.

**The Demographics are Changing**

Ten thousand baby boomers are reaching age sixty-five every day. One of the most challenging workforce issues is the loss of skills, knowledge, and experienced leadership from retirements.

**Customer and Workforce Requirements are Changing.**

Multigenerational, the Traditionalists, Baby Boomers, Generation X, Generation Y (Millennials) and Generation Z) are ushering in new challenges and opportunities.  More specifically, understanding the differences between the generational groups to appreciate what drives and motivates them.

**Winning the talent war**.

Like customers, talent is in demand. Like customers, talent has choices. Like customers, you do not pick talent; they pick you. Like customers, talent shops online for jobs. Customers check ratings; talent checks reputations. Customers check prices; talent checks salaries.

**Cybersecurity Vulnerabilities**

The business continuity and reputation risks associated with a significant breach of data security, the unauthorized access, retrieval, modification or destruction of proprietary data

**Cybersecurity Laws & Regulations**

There are different approaches used by states, the federal government, and international agencies to ensure compliance with their regulatory obligations

The principles-based approach used by some regulatory entities articulates the objectives and principles that an organization is expected to follow, without describing the detailed systems design for regulatory compliance.

Others use a rule-based approach; the compliance process is stipulated in detail, what the regulated organization must do, or cannot do, including recommendations for cybersecurity best practices.

**Digital Disruption**

Collectively gathering speed, and scale, digital disruption is redefining everything, changing the conventional assumptions on how the economy, healthcare, education, and businesses work.

Technology will continue to get smarter, smaller, faster, more networked, employing voice, computer vision, virtual reality, artificial intelligence, machine learning and integrated into everything.

5G, the fifth-generation communications networks will be transformative. Supporting many new business models, new products, and services through a diverse set of new devices with different latency and performance requirements.

Smart cities, automated factories, autonomous vehicles, remote patient monitoring, wearable health, and exercise tracking devices, the Internet of Things, Google, Amazon, and mobile content streaming are all generating data that will be collected and stored in cloud computing systems.

The data will then be analyzed by artificial intelligence and deep learning looking for and classifying patterns and insights. Machine learning will then track changes in the trends, patterns, and insights, over time. The resulting perspectives and insights will be used to drive informed decision-making, improving healthcare outcomes, for new innovative projects, prototyping, experimentation, learning, and new business models.

**Disruptive Business Models**

The interrelated causes and effects of a few technologies amplifying one another’s impact will drive an organizations business model, customer/patient value proposition, what products, and services they launch and their long-term survival.

The traditional hierarchical structures that were designed to ensure predictability, conformity and budget control are being redesigned for speed, agility, and adaptability.

Industry boundaries are blurring as startups, technology companies, and digitally successful companies in unrelated sectors threaten industry leaders. Established organizations tied to their old business models are being replaced with new disruptive business models that create superior customer/patient value, at a lower cost.

Amazon’s business model involves disruptive technologies, disruptive business partnerships, and disruptive delivery systems.