

# Reinventing jobs

AI-driven technology to reset work with the future in mind



*The world is experiencing new ways of working and rapid technological and social change with the rise in digital technologies, AI and robotics. This transformation has caused blurred lines across people and technology. To address these inevitable changes to jobs, organizations are searching for creative and sustainable approaches to organize work as they strive for improved performance, cost containment and risk mitigation.*

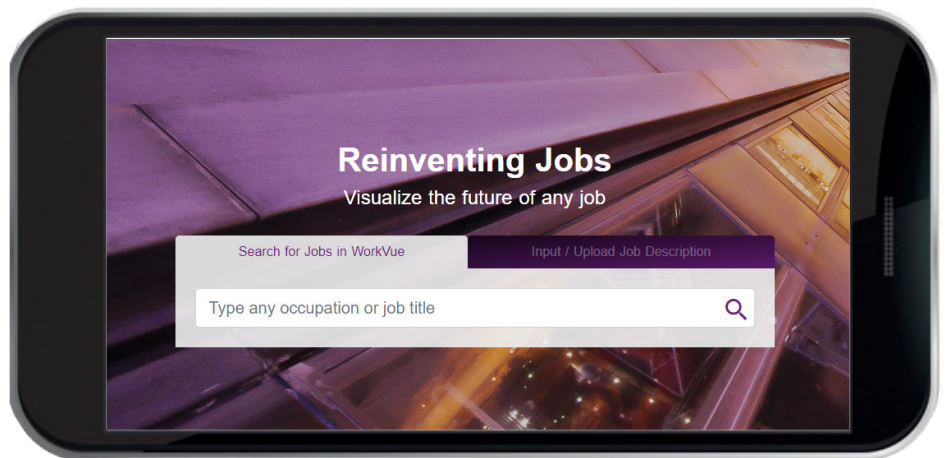
**Willis Towers Watson's Reinventing Jobs methodology has given us a practical framework and tools like WorkVue that have been integral to achieving more optimal combinations of talent and automation.**

Large retailer

## Identify the optimal combination of work, technology and alternative talent

Now organizations can gain this insight dynamically by deconstructing jobs, evaluating the alternatives for work – across technology, employees and non-traditional talent – and reconfiguring tasks into new, more optimal jobs.

WorkVue, the first-of-its-kind AI-driven software, provides a practical approach to reinventing jobs through innovative technology with real-time visualization to support decision making. It brings our revolutionary Reinventing Jobs methodology to life and is designed to help organizations deliver on their business strategies by future-proofing the way their work is organized.



## WorkVue benefits

WorkVue enables organizations to become more sustainable by resetting their workforce to achieve these benefits:

**Efficiently and dynamically reimagine jobs** by redesigning existing jobs, so they are optimized for employees with varying skills and reflect the impact of automation.

**Understand work risk** by reviewing the type of work in jobs at the task level and overall as part of a risk management plan.

**Create a more compelling employee experience** by reinventing jobs, allowing employees to focus on more meaningful, nonroutine work.

**Visualize and model the impact of technology** on any job by using your existing job description or one from the built-in job library.

**Disperse work across time and space** through technology, employees and non-traditional talent by understanding which work can be virtualized and how to best support it.

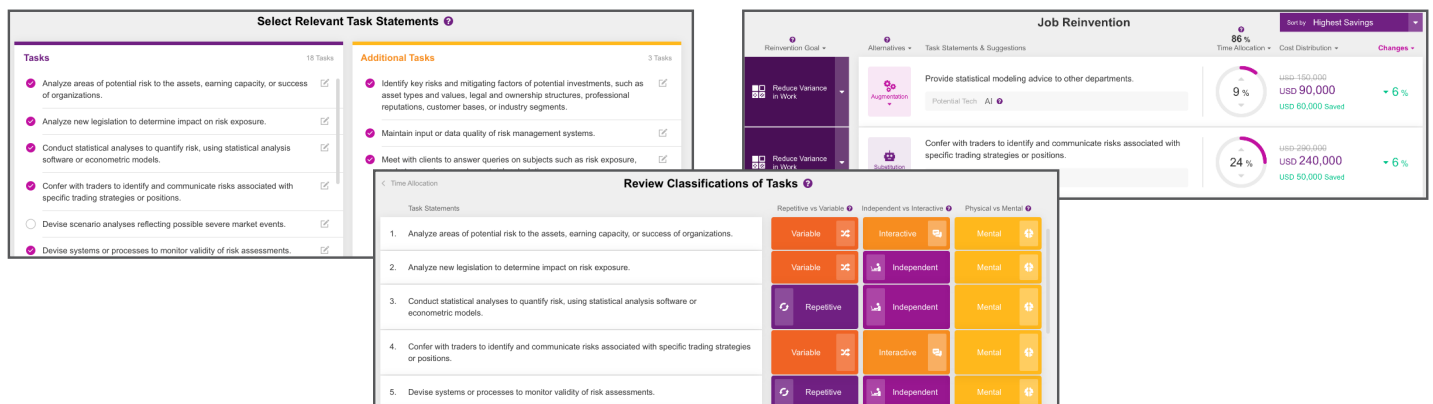
**Provide greater clarity on mission-critical work** by adapting to changing business conditions and empowering employees to focus on what matters most.

**Improve business performance** by increasing overall job efficiency and productivity.

**WorkVue makes redesigning jobs simple by using our proprietary Reinventing Jobs methodology, jobs database and algorithms to determine the financial and time impact of technology and alternative talent on your jobs.**

**Explore the Willis Towers Watson difference.** Willis Towers Watson believes in a practical approach to reinventing jobs and supports leaders to guide this change within their own organizations.

**Build a more effective job framework.** Visit us at [willistowerswatson.com/workvue](http://willistowerswatson.com/workvue)



## About Willis Towers Watson

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 45,000 employees serving more than 140 countries and markets. We design and deliver solutions that manage risk, optimize benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas – the dynamic formula that drives business performance. Together, we unlock potential. Learn more at [willistowerswatson.com](http://willistowerswatson.com).

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