Nick van der Meulen: For the past fifteen years, my work has been based on one fundamental principle: that an organization is only as successful as its people. And my passion is to help organizations figure out how they should organize themselves to best leverage technology and enable those people—their employees—to do their very best work today, as well as reimagine their jobs of tomorrow. Through research projects on remote work, digital workplace design, and the employee experience, my colleagues and I have shown that investing in our employees generally translates into higher net profit margins, a better customer experience, and greater innovation. Yet we're expecting more from our employees today than we've ever done before. We, for instance, expect them to be able to continuously identify new opportunities and changing customer needs. And then they must also collaborate successfully with others to develop novel solutions that rapidly deliver results. Our employees need to work in new ways with new and it's a lot! Which is why I'm currently studying different talent development approaches as well as how to establish decision rights that help guide employees in complex changing environments. I'm excited to engage with you on these topics and invite you to please reach out and share your experiences. I'd love to hear from you.