According to an Oxford University study in 2013, a task that an automated robot could complete would half the workforce in the logistics industry. The concern for many today is that the accelerated advancement of automation in the logistics industry will destroy jobs, as technology replaces humans.

This is understandable. Transurban’s Scott Charlton at the AFR Business Summit declared that it is only the beginning of a major transformation. New technologies are rapidly changing in a very short amount of time. "Now everyone knows about electronic and autonomous vehicles. But we've got intelligent technologies that are combining now in different ways to fundamentally change transport," Charlton at the AFR Business Summit declared that there is more to come.

Here are a few figures that highlight how staggering this change is:

1. The robot revolution
Pop-up governor globally scaling promotion policies to ease jobs. However, there is no stopping the robots. The use of robots will increase in the logistics industry by 5% in the next 5 years, according to a report by Tractica. It is estimated that this will result in a staggering $3.8 billion investment by 2022. According to the report titled "Warehouse and Logistics Robots," there were an estimated 40,000 robotic units shipped worldwide in 2015 by 2021, there will be 3D,000. They predict robot shipment to reach $22.4 billion by the end of 2021, up from an estimated $1.9 billion in 2016.

2. The Internet of Things (IoT)
The Global Internet of Things (IoT) market is expected to reach USD 708.2 billion in 2019 and the market is expected to grow to USD 1.24 trillion by 2025. Further, the market is projected to register a CAGR of 15.2 percent from 2016 to 2025 globally, according to ResearchandMarkets.com. In another report for IoT, it forecasted that 79 percent to 77 percent of surveyed organizations consider locating objects, commodities, and processes in the top fundamental facets of IoT solutions. If we fast look at the retail industry alone, recent research forecasts that by 2020, retailers worldwide will spend $2.7 billion on 16 trillion handheld devices, including beacons, RFIDs tags, sensors, and their installation costs. This investment represents a nearly fourfold increase from 2015.

3. E-commerce and Omni-Channel Solutions
According to a recent report by DBI, the e-commerce, omnichannel market accounted for USD 500 billion Gross Merchandise Value (GMV) in 2015. It is expected to grow at a rate of about 25 percent per annum by 2020. This represents an accelerated growth on a global scale with 20 percent of consumer purchases worth over USD 200. As can be seen, China alone, according to the State Council of the People’s Republic of China, in 2016 the country became the largest retail e-commerce market in the world with a value of sales USD 868 billion, compared to USD 622 billion in the US. This growth will continue as it is estimated by Alibaba that the retail e-commerce market of consumer commodities will reach $994 Billion by 2021.

The biggest transformation in the workplace since Henry Ford’s Model T
This transformation has been painful for many, particularly the low-skilled. However rather than a threat, the addition of automation will likely yield new jobs and opportunities for businesses as they make processes faster, safer and more efficient. As a result, the logistics market will grow and their workforce along with it.

Culture of adaptors
To be successful throughout this upheaval, employees need to develop an adaptability that allows them to take risks and exchange ideas. For example, at Amazon, Bezos offers employees 90 days to experiment with new initiatives at full-time centers in in- clude locations in India and China. This encourages them to "be owners from day one." According to Fred Plla, Corporate Communications Manager, by determining their own study choices in this way, Amazon is also allowing staff to take ownership and “pioneer” their own careers.

The new head of Microsoft, Satya Nathalkar, who has been promoted for turning around his company in the last 3 years, agrees that he has had to "listen" more. As opposed to asking his team questions that he would to Bill Gates, he encourages open collaboration, similar to Amazon’s empowering training plans. This offers employees the confidence to take risks and excel in their careers. The bottom line is that automation can enhance the logistics workforce, as long as people are brought along on the journey through good leadership. The adage coined by Doug Conant, President and CEO of the Campbell Soup Company many years ago, that "no one person in the organization must must first win in the workplace," rings true more than ever today with the advent of automation.