

**2018**

**CyHRMA**

Annual Conference

6th June 2018 | Hilton Park



**CyHRMA**

partnering people and business

[www.cyhrma.org](http://www.cyhrma.org)



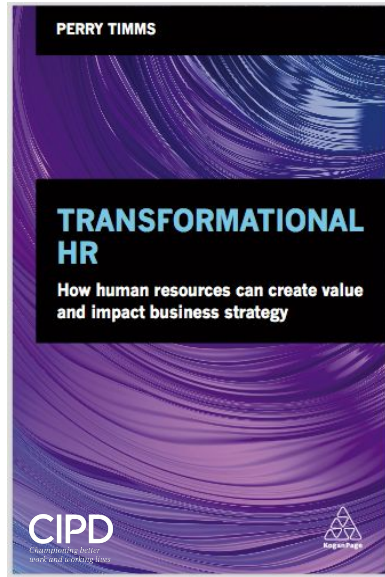
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# HR's METAMORPHOSIS FOR A TRANSFORMING WORLD OF WORK



**@PerryTimms**

Founder & Chief Energy Officer: People & Transformational HR  
TEDx & International Speaker: The Future of Work, HR & Learning  
HR Most Influential Thinker 2017 and Author: Transformational HR



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HUMAN CENTRED

ORGANISATION **DESIGN** EFFECTIVENESS

SYSTEMS **THINKING** AGILE

INCLUSIVE



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# Perry Timms - International keynote speaking coverage 2015-18



20+ countries

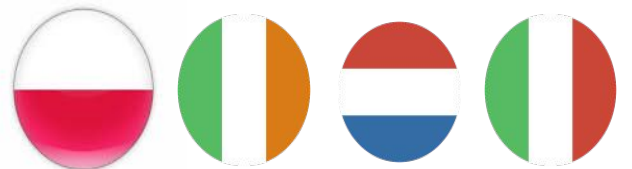


10,000+ minutes



12,000+ people

- ❑ The Future of Work and Next Stage Organisations
- ❑ Alternative and Progressive HR & learning design, models and practices
- ❑ Democracy + Freedom at Work and the advent of *Employee Experience*
- ❑ Social and digital technologies impacting on our learning and working lives





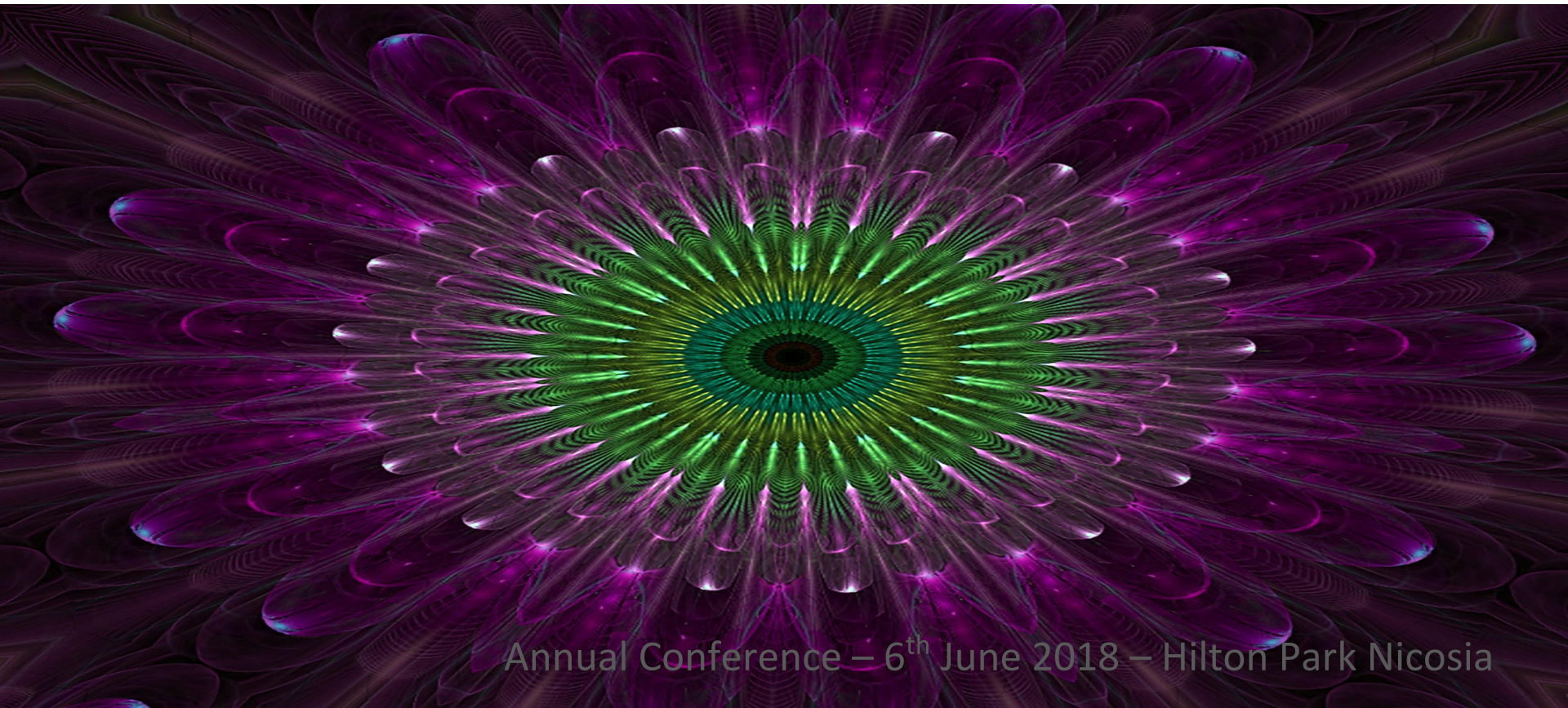




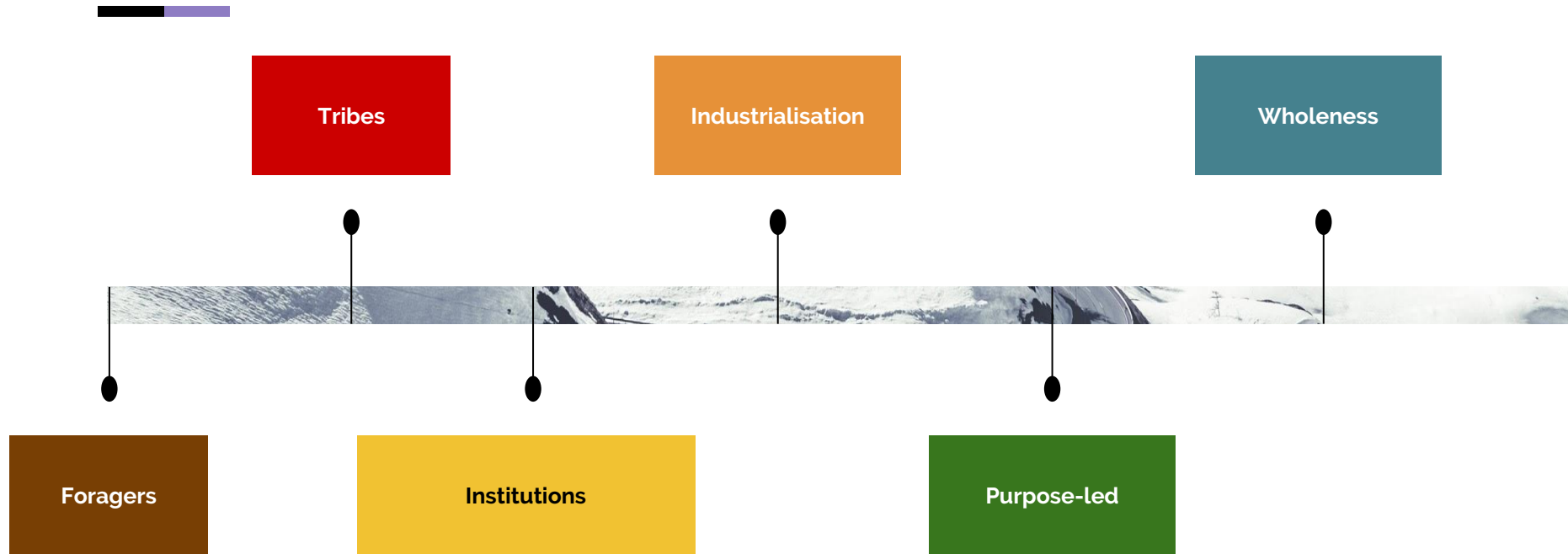
***We are being led into the future by leaders who don't understand networks; and by technologists who don't understand the world.***

Joshua Cooper Ramo

The Seventh Sense - Fortune, and Survival in the Age of Networks - 2016



# The organisation of human endeavour and collectivism through the ages





# Better business for a better world





# HR DELIVERY MODEL 1997 >> NOW



## Shared Services



Centralised,  
technology-enabled HR  
service delivery excellence.  
Sometimes outsourced

## Centre of Excellence



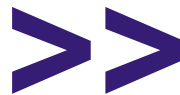
HR experts with specialist  
knowledge who deliver  
leading edge strategy and  
solutions

## Business Partners



HR professionals working  
closely with business leaders  
to improve business  
outcomes through human  
capital solutions

12 CHAPTERS  
5 CASE STUDIES  
4 SECTIONS  
3 ASPECTS  
2 DIMENSIONS  
1 NEW MODEL FOR HR



HR HISTORY

HR FUTURE



## CIPD/Management Innovation Exchange - HR Hackathon 2013 - ENEMIES OF ADAPTABILITY

HIERARCHY

FEAR

DECISION BIAS

HABIT

CENTRALIZATION

INFLEXIBLE  
BUSINESS  
PRACTICES

RIGID STRUCTURES

SKILLS DEFICIT

SHORT-TERM  
THINKING

INSUFFICIENT  
EXPERIMENTATION

LACK OF DIVERSITY

A PAUCITY OF  
PURPOSE

## CIPD/MiX- HR Hackathon 2013 - DESIGN PRINCIPLES OF ADAPTABLE ORGANISATIONS

EXPERIMENTATION  
& LEARNING

TRANSPARENCY  
& OPENNESS

AUTONOMY  
& TRUST

PURPOSE  
& MEANING

DIVERSITY

FLEXIBILITY

CREATIVITY

PEER COLLABORATION

NATURAL LEADERSHIP  
& MERITOCRACY



# Exponential Organisations: A Business Model for the connected era

From To



Top-down, hierarchical

Autonomous, socialised net-working



Financial performance

Transformative purpose

Sequential thinking, processes

Experimentation, iteration, creativity



Internal R&D / Policy making

Community and crowd, innovation as usual



Strategic planning and risk aversion

Emergent, experimental, purpose-led

Hard-wired workforce

Flexible, on-demand, lifestyle workers



Assets and ownership

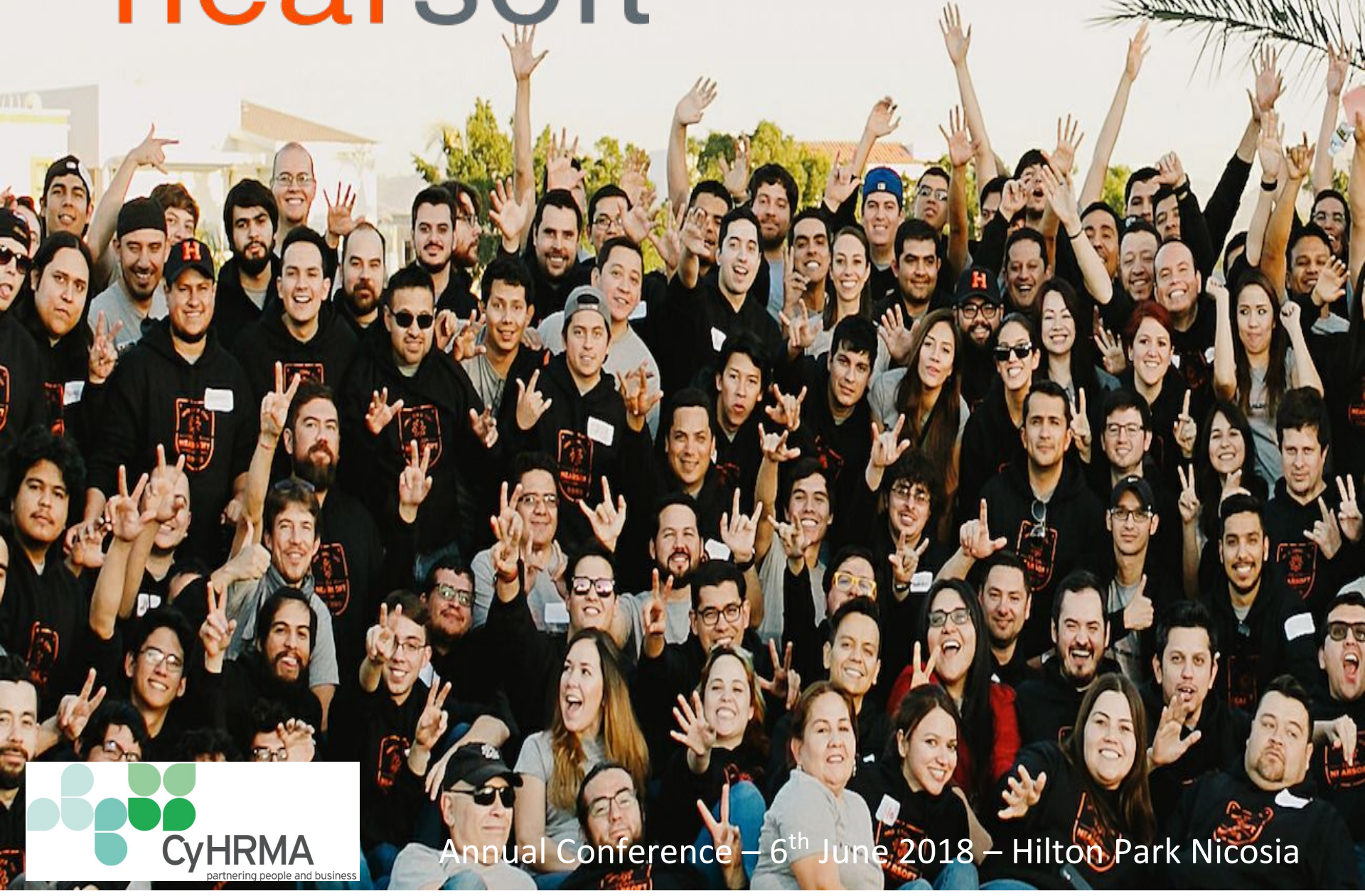
Leveraged utilities, communal sharing





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# 2017/18 - Time to Transform HR





# HR for the era of agile, connected, collaborative work



1

## **Agile by design:**

Adaptive systems that sense and adjust to the needs of their people and the people they serve in the world

3

## **Creative by demand:**

Innovation as usual in a world of new, complex and opportunity rich solutions, to the needs and problems of the 21st century world of work

2

## **Digital by default:**

Utilising the best digital tools, infrastructure and connectivity to be more effective in creating value for their people and the world

4

## **Fair by decree:**

Just, equitable and inclusive ways to work, live and earn our place in the world. Doing good beyond profit and in service of humanity and our ecology



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# TRANSFORM: ME, WE, IT



SELF



COLLECTIVE



SYSTEM



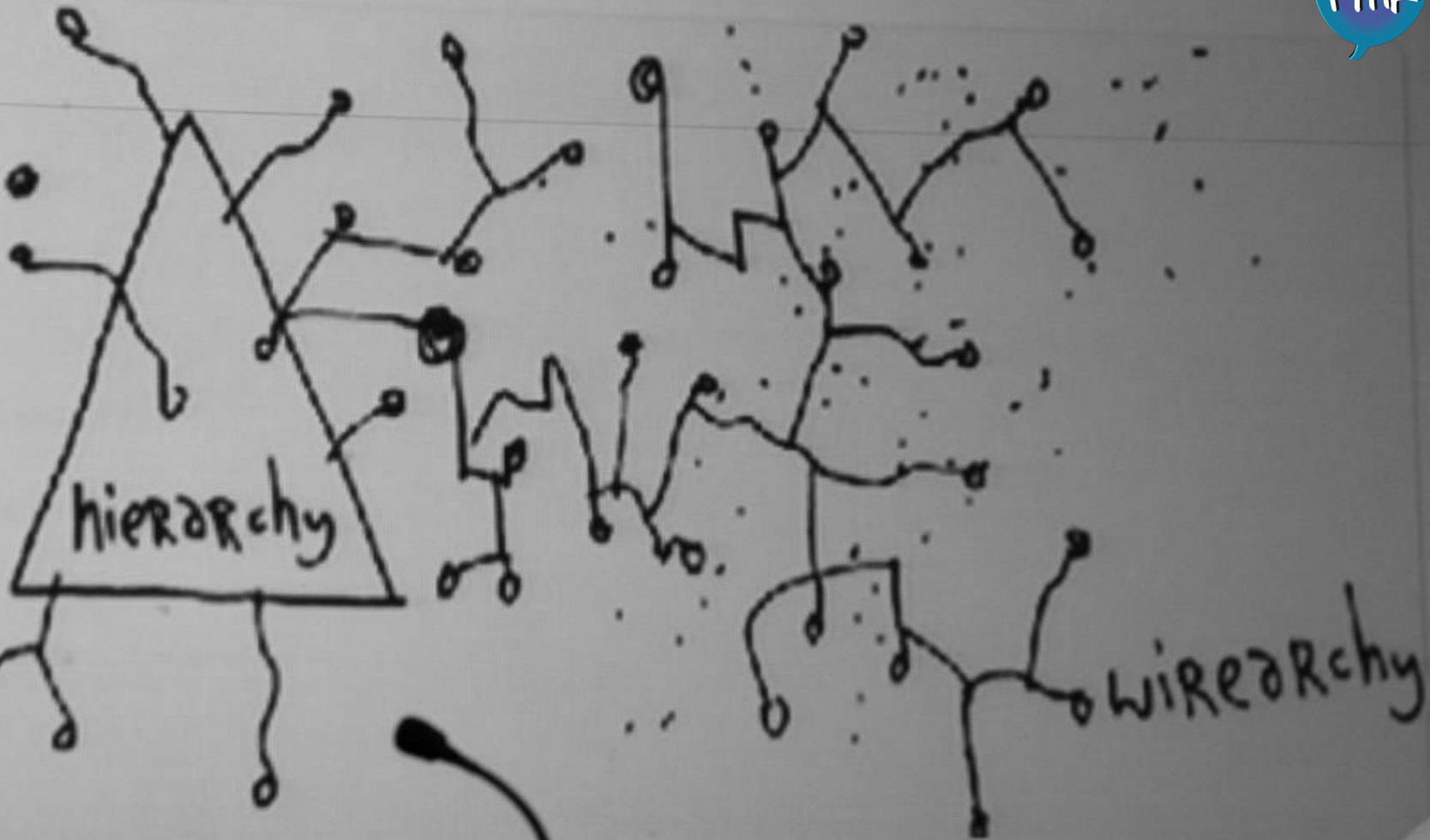
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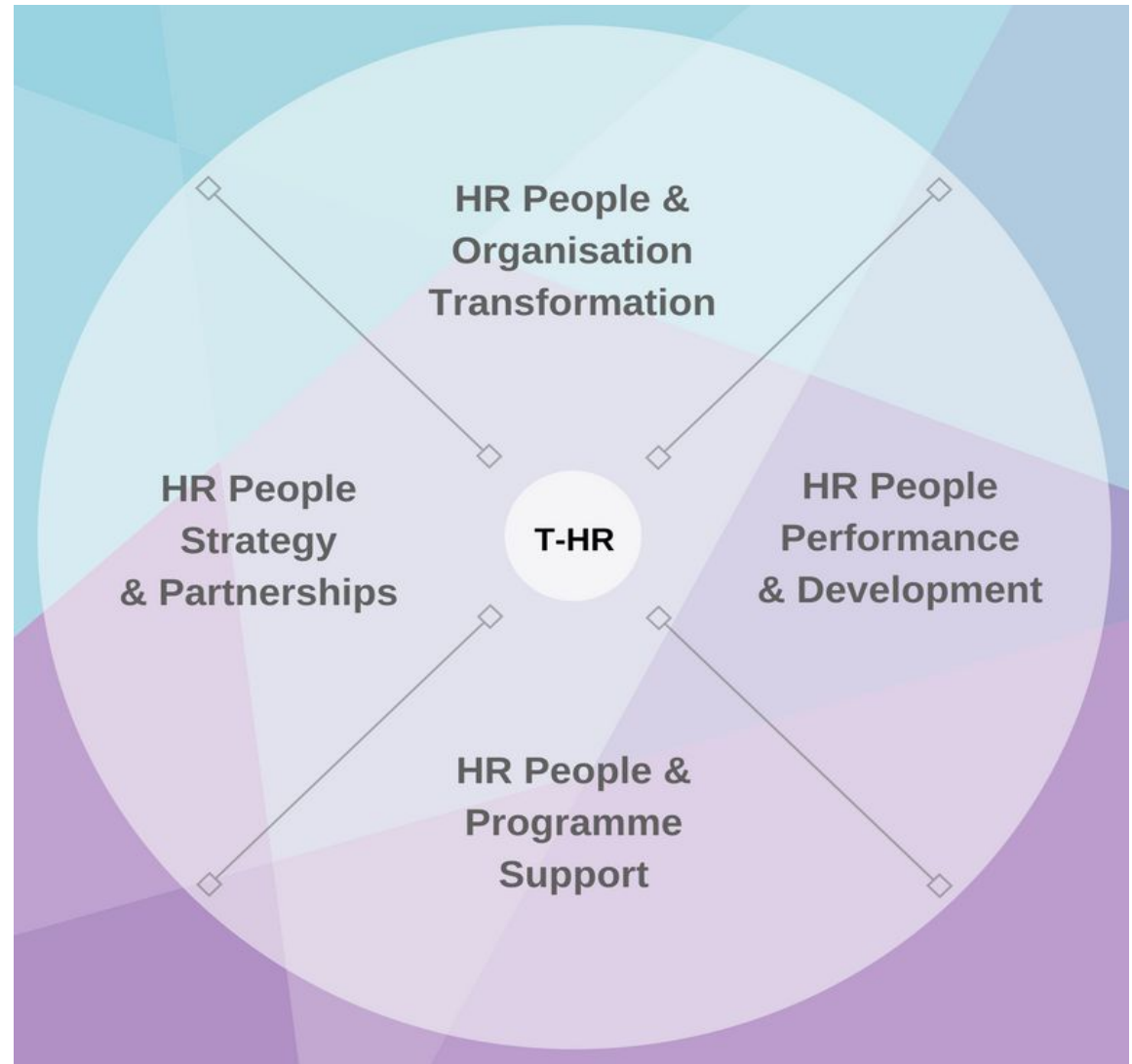
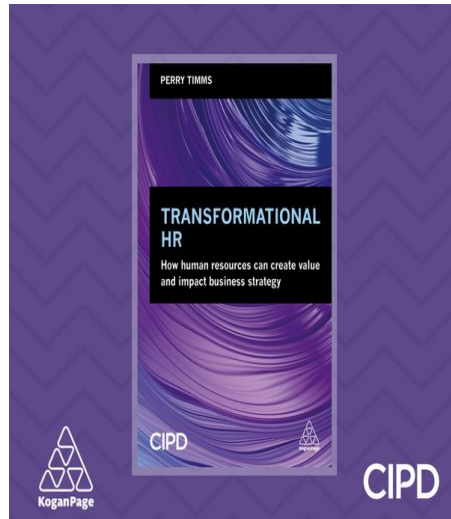
# Sage; Merchant; Soldier



# Networker



# Four Zones Model for Transformational HR



# Four-Zone Model - The Elements

- > **The philosophy** - what is the thinking and short defining purpose for this element
- > **The mission** - what is the zone intended to do (in statement format) for greater clarity
- > **The vision** - how we might describe this zone to others who aren't familiar with it.
- > **The narrative** - bringing the zone further to life.

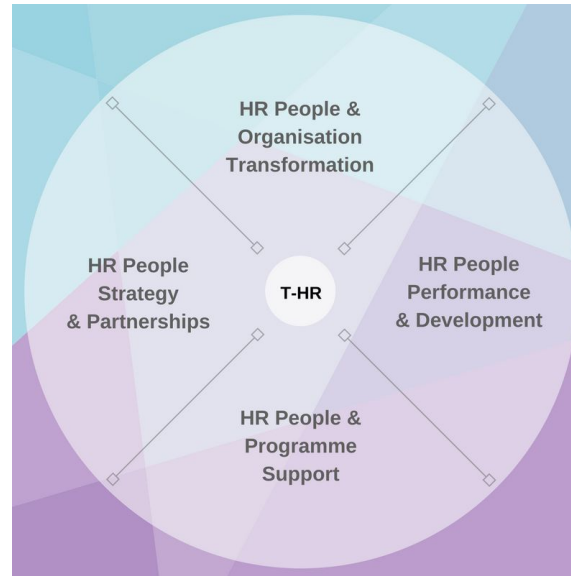


# Four Zones Model for Transformational HR

**HR People & Organisation Transformation** is a space to create the future for people and the work they do



**HR People Strategy & Partnerships**  
exists to build relationships with people and intelligence about people



**HR People Performance & Development**  
exists to create the circumstances for people to do their best work

**HR People & Programme Support** exists to orchestrate harmony across people, the organisation and processes



# HR for the era of agile, connected, collaborative working

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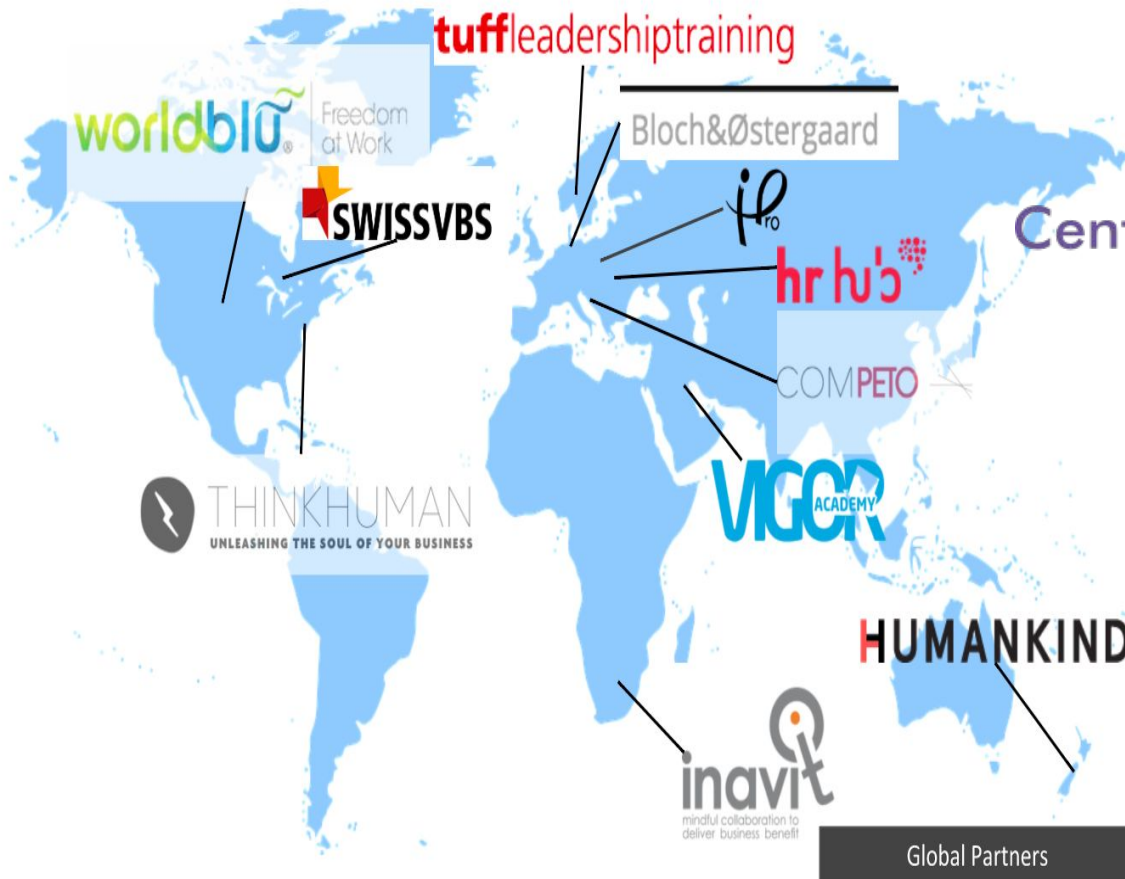


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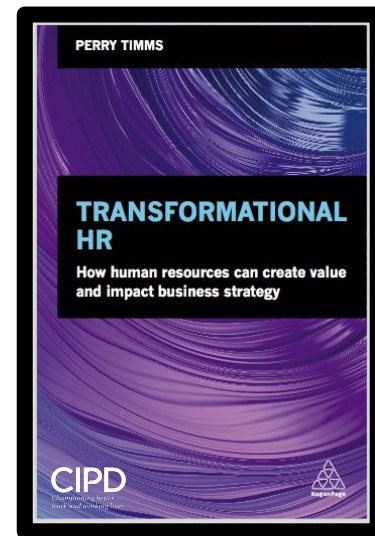
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# 14 Global partners



Centre for Transformational HR  
CfT-HR

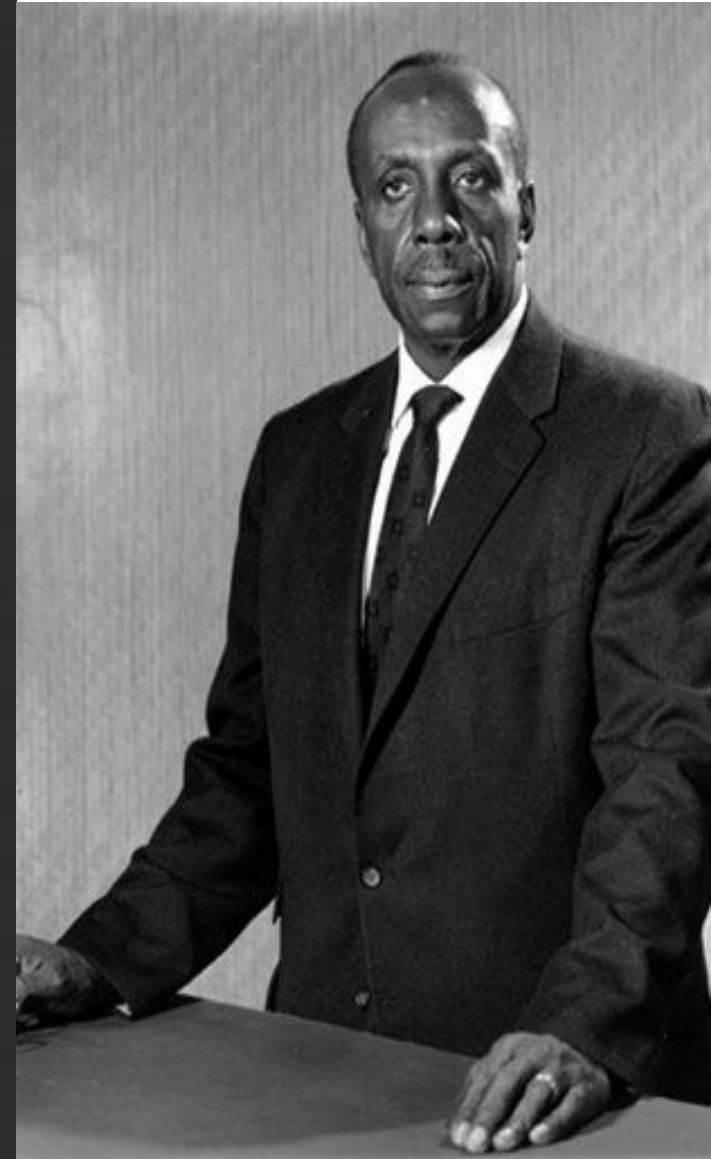




# Howard Thurman

DON'T ASK WHAT THE  
**WORLD NEEDS.**  
ASK WHAT MAKES YOU  
COME ALIVE,  
**AND GO**  
**DO IT.**  
BECAUSE WHAT  
THE WORLD NEEDS  
IS PEOPLE WHO HAVE  
**COME ALIVE.**

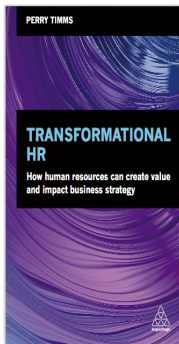
- HOWARD THURMAN







Let's go transform - thank you



**MOST**  
INFLUENTIAL

**CIPD**  
*Championing better  
work and working lives*



# Transformational HR

HR'S METAMORPHOSIS, FOR A TRANSFORMING WORLD OF WORK

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