

 SIMFOTIX

Learn *Fest*'24
2nd Annual Learnfest Ramadan Series

Redefine The Future of HR

Workforce Architect

Ron Thomas
Strategy Focused Group

HR: Is Your Organization 'Fit for the Future'



The New Dynamic



*The **BUSINESS** strategy plan should drive **PEOPLE STRATEGY***

ORGANIZATIONAL STRATEGY



CURRENT STATE

The capacity and capability we have today in our strategic roles

Strategy (s)
Business Model Challenges
Mergers & Acquisitions
Locations Strategy
Business Disruptions
Etc.

FUTURE STATE

People Strategy

- Workforce Architect
- Strategic Workforce Planning
- Change Management
- Strategic Talent Acquisitions

Fragile Workforces Keep CEOs Up at Night

Top CEO Concerns



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Percentage of CEOs Who Selected Each Challenge



Figure 2: How Every Industry Is Being Reinvented

Current Industry	New Industry or Business Models
Banking	Fintech, crypto, online commerce, global finance, consulting, financial wellness, insurance
Oil and gas	Low carbon energy, batteries, mining, chemicals, sustainable operations
Retail	Distribution, omnichannel, pharmacies, drug distribution, e-commerce, analytics, subscription services
Telecommunications	5G, distributed networking, media, entertainment, social networking
Healthcare	Telemedicine, informatics, self-service, wellbeing, cybersecurity, elder care, expanded nursing, insurance services, health software and hardware
Pharmaceuticals	Health sciences, genetics, testing, global distribution, supply-chain integration, consumer health products
Consumer packaged goods	Healthy foods, pet food and care, informatics, digital marketing, social media advertising, digital distribution, micropackaging
Semiconductors	Chip design expertise now complemented by software expertise, AI, manufacturing, and automated supply-chain systems
Every industry	Remote and hybrid work, wellbeing, agile and design-oriented HR, human-centered leadership, employee experience, employee self-service, people analytics, internal career development, sustainability, diversity, women in the workplace, productivity and innovation

Source: The Josh Bersin Company, 2022

HR: What Is Your Solution?



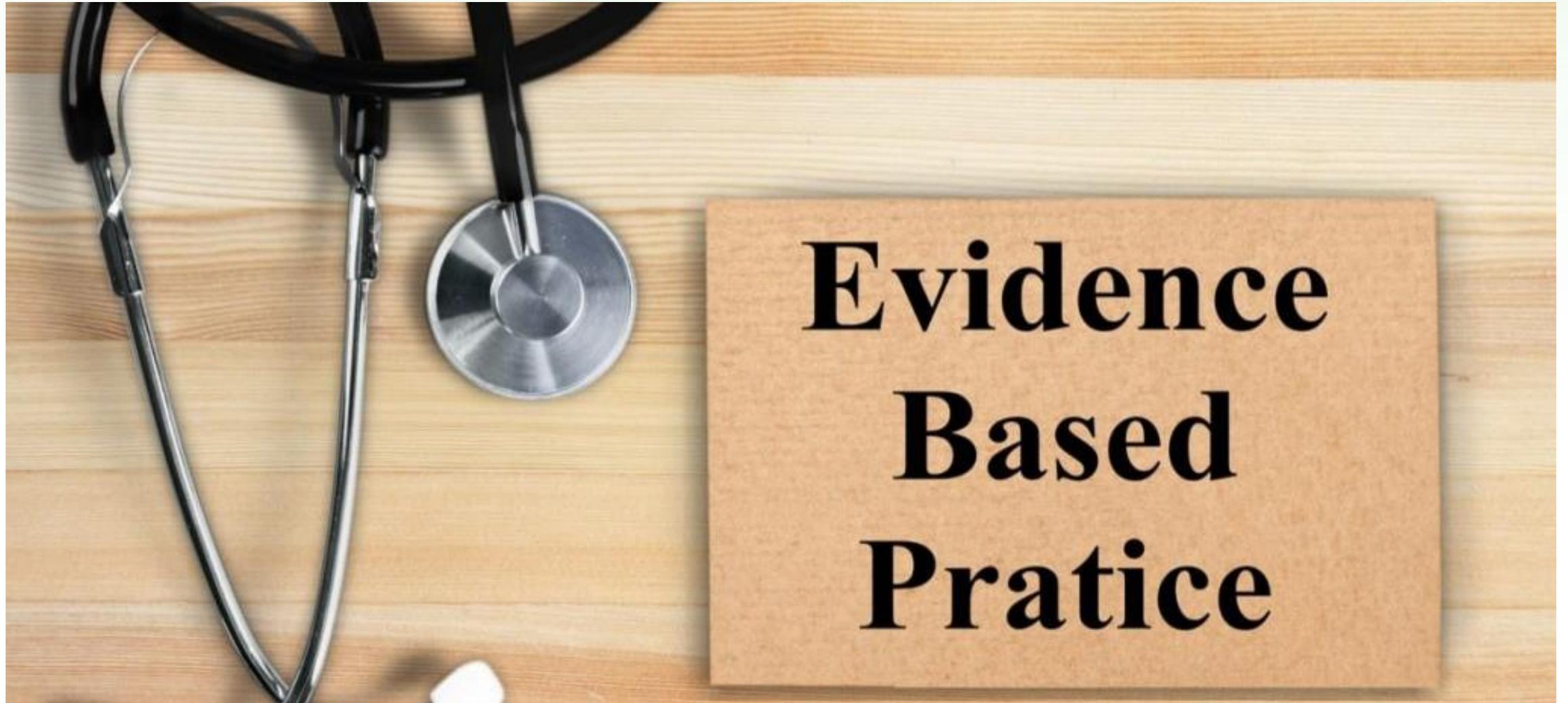


STRATEGY FOCUSED
GROUP

Workforce Diagnostics

Yearly Check-Up...monitored monthly

Show me the evidence



STRATEGY CASCADE

Strategy:
Product Innovation

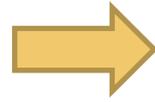
Offer digital banking services in addition to traditional banking services

STRATEGY EXAMPLE

Strategy:

Product Innovation

Offer digital banking services in addition to traditional banking services



Business Activities

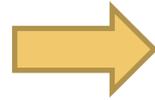
What does the business need to do to execute on the strategy?

STRATEGY EXAMPLE

Strategy:

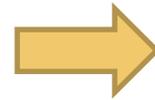
Product Innovation

Offer digital banking services in addition to traditional banking services



Business Activities

What does the business need to do to execute on the strategy?



Talent Strategy

What does HR need to do to support the strategy?

Case Study: The Challenge

Business Issue

- Revenue is down.
- The CEO has formed a task force to investigate and recommend actions.
- The task force includes:
 - Manufacturing
 - Sales
 - Finance
 - HR

Workforce Issue

- You represent HR.
- What workforce issues are contributing to the revenue issue?
- Who would you need to talk to
- What data would you need to look at?
- What questions would you ask?



Strategic Goals

Strengths



Weaknesses



Opportunities



Threats



ORGANIZATION



STRATEGY FOCUSED
GROUP

Business Focused

The Business Strategy and Challenges

BUSINESS ISSUES MAY BE WORKFORCE ISSUES

Business Issue: **What**

Our new product launch is nine months behind schedule. It is costing us \$50,000 a week in lost revenue.

Growth has slowed with our two biggest clients and shows signs of slowing down with our third.

Our patient care rating has declined over the past six months.

Workforce Issue: **Why**

??????????

??????????

??????????

EMPLOYEE EXXPERIENCE

Employee Experience

The Journey With Your Organization





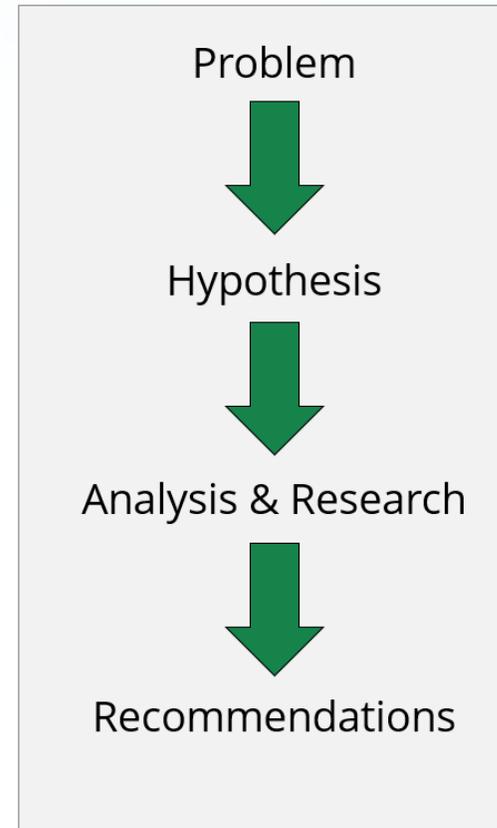
STRATEGY FOCUSED
GROUP

Upskilling/Reskilling

Yearly Check-Up...monitored monthly

The Consulting Approach

~~Solutions~~



The Future: Data Analytics



IDENTIFY
STRATEGIC HR
CONCERN



RESEARCH
DESIGN



DATA
MANAGEMENT



DATA
ANALYSIS



DATA
INTERPRETATION &
COMMUNICATION

**THE HR ANALYTICS
MANAGEMENT CYCLE**

AIHR

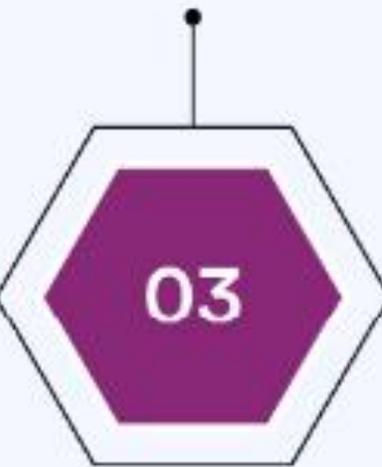
Applications Of Artificial Intelligence In HR

Talent Acquisition
& Recruitment



Orientation
Of Newer Recruits

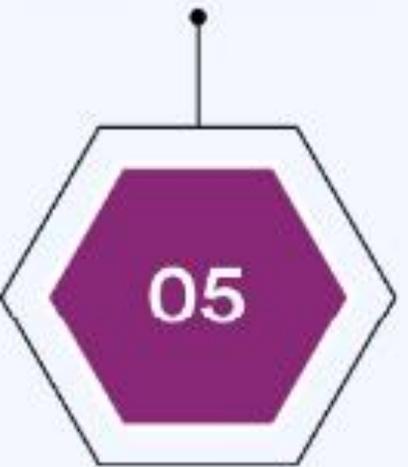
Training
The Recruits



Enhancement
Of Employee Experience



Leadership





STRATEGY FOCUSED
GROUP

THE NEW WORLD OF WORK

Yearly Check-Up...monitored monthly



Shareholder

Customers

Employees

Employees

Customers

Shareholder
Value

Business to Business

Business-Consumer



The New Dynamic



Workforce DNA

BABY BOOMER

GEN X

GEN Y

GEN Z



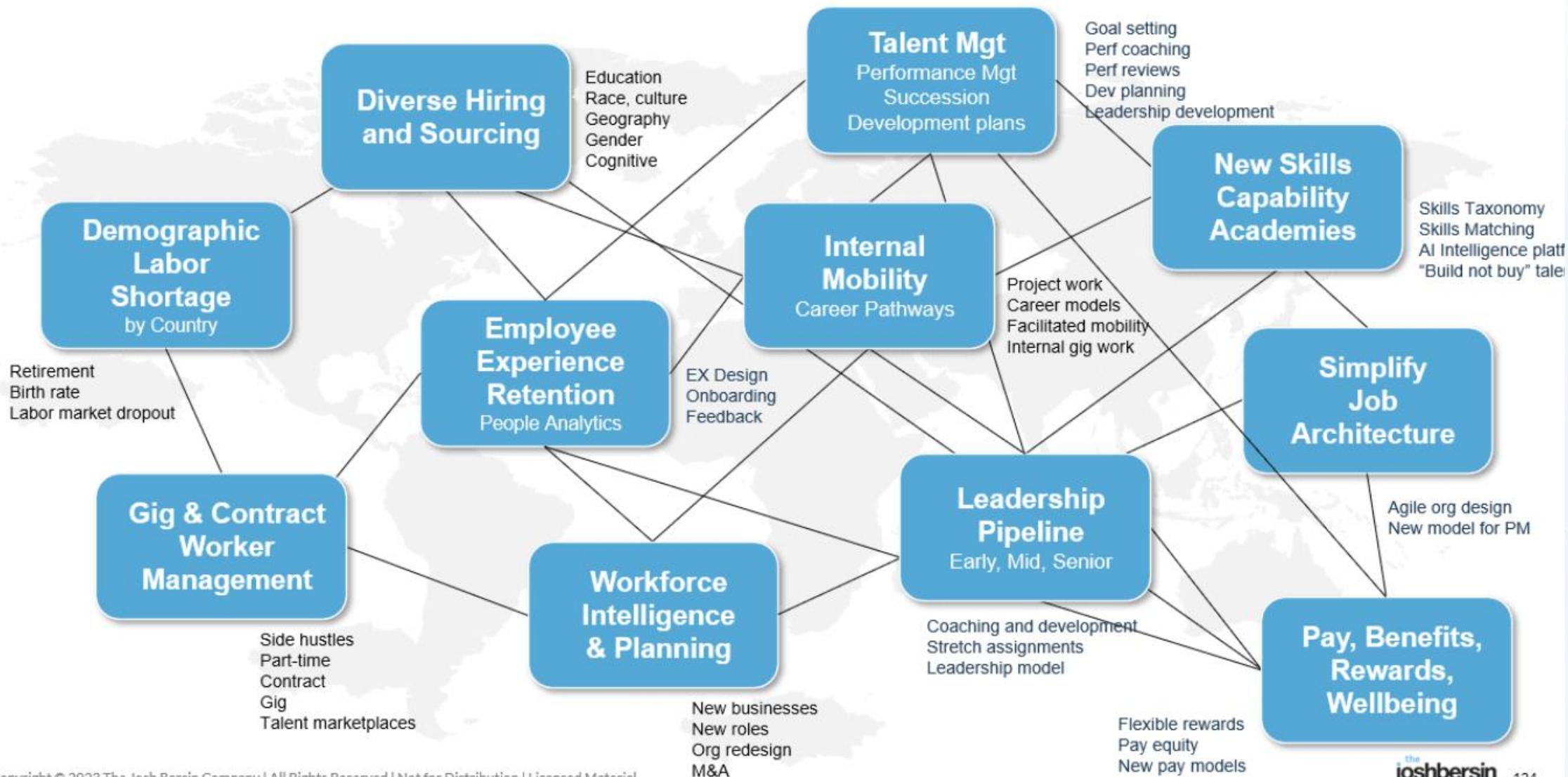
Headwinds: The Reinvention of **WORK**

- Unprecedented change
- Unpredictable and challenging future
- Disrupted economy
- Business models changing
- 4th Industrial Revolution
- **The New Dynamic Workforce**



Everything In HR Is Now Interconnected

CUSED



The Transition: The New World of HR

Human Resources Mindset



Business Insight



The Transition: The New World of HR

Human Resources Insight



Marketing Insight



The Transition: The New World of HR

Human Resources Mindset



People Analytics Mindset



Organizations: Think like a farmer

- Irrigate and fertilize
- Remove weeds
- Remember you will have good seasons and bad seasons – you can't control the weather only be prepared for it
- Choose the best plants for the soil
- Don't uproot crops before they've had a chance to grow
- Don't blame the crop for not growing fast enough
- Don't shout at the crops



*The **PEOPLE** strategy plan should drive **BUSINESS STRATEGY***

- PEOPLE TO FOLLOW
 - **Marc Efron**
 - **Josh Bersin**
 - **Brian Heger**

CONTINUOUS LEARNING

Set up Google Alerts for “HRBP” “HR BUSINESS PARTNER

www.aihr.com

www.hbr.com

www.deloitte.com

www.pwc.com

www.Accenture.com

www.kornferry.com

www.mercer.com

www.weforum.org/

www.thetalentboard.org

MONDAY MORNING

What is the strategy?

Analyze the Strategic Roles & Succession

Review the SWOT for Human Capital

Create Advisory Board

Identify Stakeholders for projects

Create Communication Plan

Ask for and sit in business meetings

Describe strategic statement for the
NEW HRBP/BUSINESS IMPACT

CREATE BUSINESS FOCUSED
HRBP presentation

Develop HR Strategy on a Page

The Big Rethink



**Make Your Organization
'Fit for the Future'**



Thank You!

