



# THE FUTURE OF HR

Delivering  
Competitive Advantage  
In Your Organization

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#CISHRP14

# The Future



# Extinction?

# Extinction



# Extinction



**Human Resources?**



# CEO TOP CHALLENGES

2013	CHALLENGES	2012
1	Human Capital	2
2	Operational Excellence	N/A
3	Innovation	1
4	Customer Relationships	7
5	Global Political/Economic Risk	3
6	Government Regulation	4
7	Global Expansion	5
8	Corporate Brand and Reputation	9
9	Sustainability	8
10	Trust In Business	N/A

**HR'S CHALLENGE:**

**KNOW** the business

# Business Plan





**My HR person  
doesn't get it.**





“The ability to take data - to be able to understand it, to process it, to extract value from it, to visualize it, to communicate it is going to be a hugely important skill in the next decades.”

— Hal Varian - Chief Economist, Google

**HR'S CHALLENGE:**

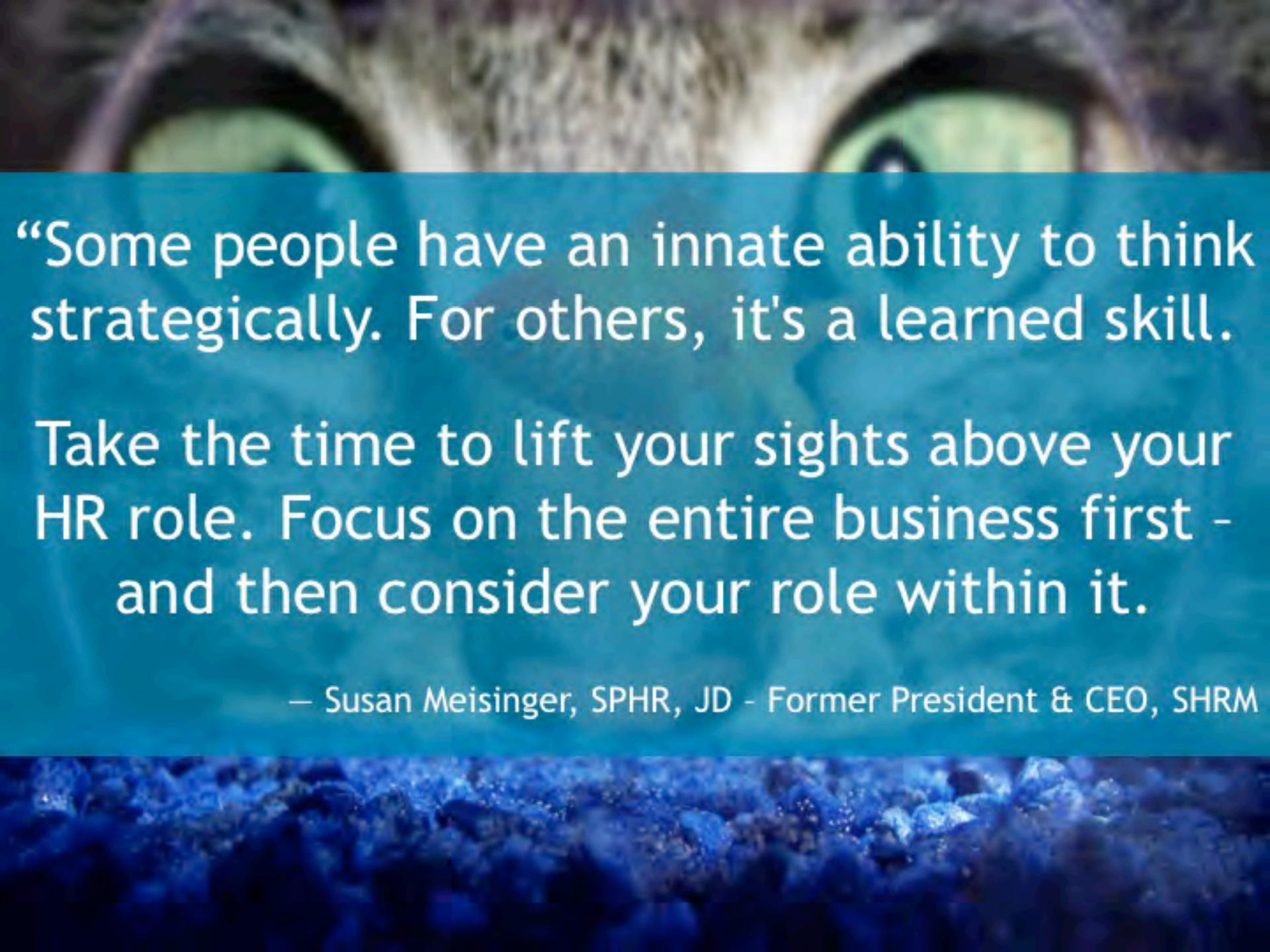
**THINK** strategically





**Strategery.**




A close-up photograph of an owl's face, focusing on its large, green, forward-facing eyes. The owl's feathers are brown and textured. The image is partially obscured by a teal-colored text overlay.

“Some people have an innate ability to think strategically. For others, it's a learned skill.

Take the time to lift your sights above your HR role. Focus on the entire business first - and then consider your role within it.

— Susan Meisinger, SPHR, JD - Former President & CEO, SHRM

A close-up photograph of a blue, textured surface, possibly a carpet or fabric, with a mottled pattern of light and dark blue fibers.



**HR'S CHALLENGE:**

**SOLVE** business problems






**My CEO  
doesn't  
value me.**







If we we want to have the biggest impact, the best way to do this is to make sure we always focus on solving the most important problems.”

— Mark Zuckerberg - Chairman & CEO, Facebook

**HR'S CHALLENGE:**


**INFLUENCE** change







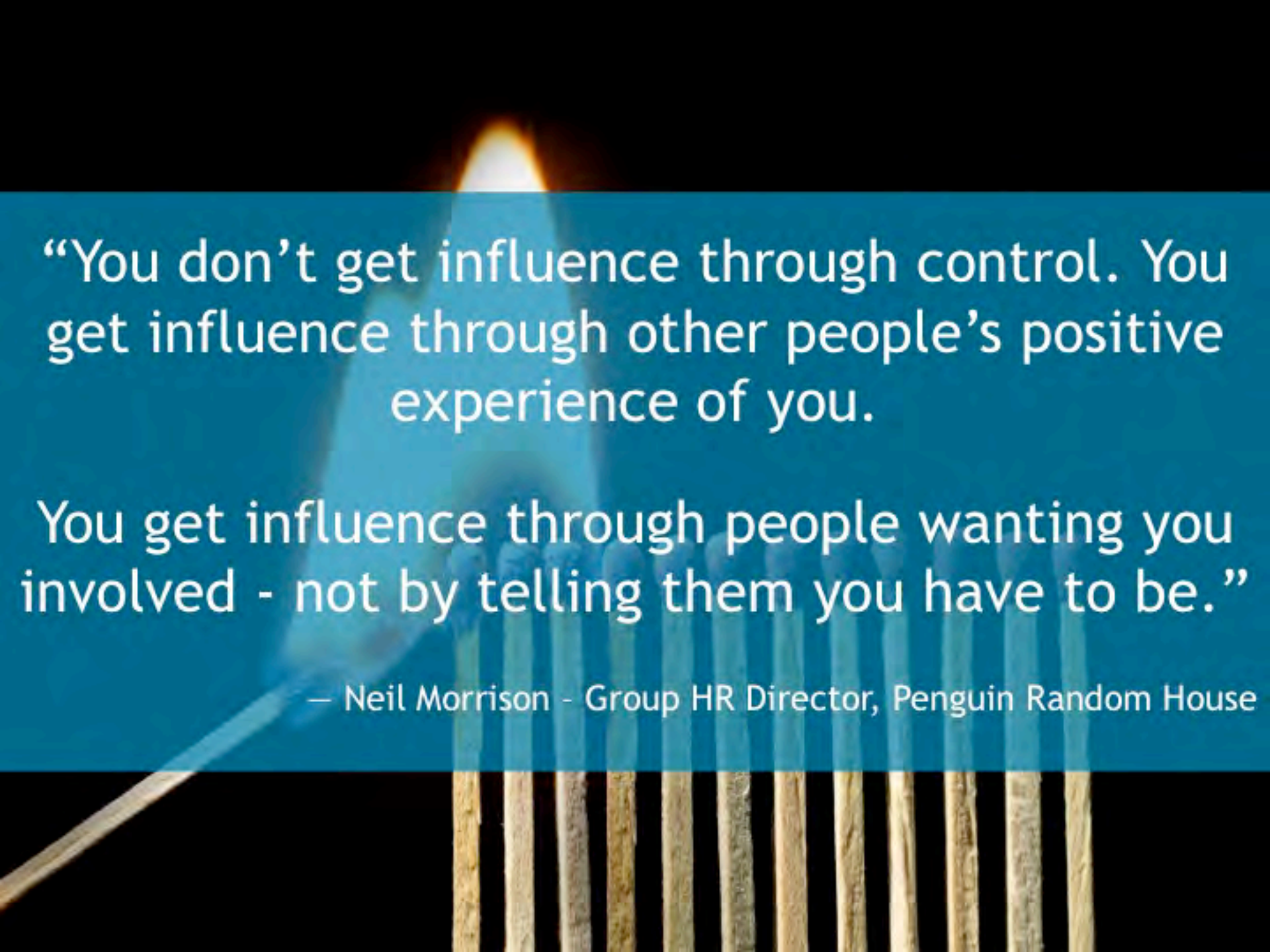
**I herd Cats – and I'm damn good at it.**

A scene from the movie 'The Sandlot' showing a man in a military uniform presenting a medal to a bear. The bear has a speech bubble that says 'Courage!'

Courage!





A hand is shown holding a lit matchstick, with a bright flame at the tip. Below the lit matchstick, a row of several unlit matchsticks is visible, all pointing upwards. The background is dark, and the matchsticks are arranged in a slightly curved line. The text is overlaid on a semi-transparent blue rectangular area.

“You don’t get influence through control. You get influence through other people’s positive experience of you.

You get influence through people wanting you involved - not by telling them you have to be.”

— Neil Morrison - Group HR Director, Penguin Random House

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**KNOW** the business

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# HR'S CHALLENGE:

**KNOW** the business

**THINK** strategically

**SOLVE** business problems

**INFLUENCE** change

# 5 ACTION STEPS



# 1. Shift your Thinking



A man and a woman in business attire standing with arms crossed. The man is on the left, wearing a dark suit, blue tie, and glasses. The woman is on the right, wearing a dark blazer over a light-colored top. They are both smiling. A green horizontal bar is overlaid across the middle of the image, containing the text 'HR Leader' in white.

**HR Leader**

# Business Leader



# HR Leader

## 2. Feed your Brain



# Read

A close-up, profile view of a man in a grey pinstriped suit jacket and white shirt, looking down at a tablet computer he is holding. The background is a blurred office environment with another person in a blue shirt visible in the distance. A green horizontal bar is overlaid on the top left of the image, containing the word "Read" in white text.

# 3. Connect with your Tribe







# 4. Focus on Impact

A hand holding a yellow pencil is shown drawing a horizontal line on a white surface. The pencil is yellow with a pink eraser and a black band. The hand is positioned on the right side of the frame, with the pencil tip touching the surface. The background is white with a faint, light blue grid pattern. An orange horizontal bar is overlaid across the middle of the image, containing the text '4. Focus on Impact' in white.

# Be Happy





# 5. Step Out

# Take Risks



# Take Risks



# The FUTURE of HR Is...



CURIOUS

# The FUTURE of HR Is...



CURIOUS



DETERMINED



# The FUTURE of HR Is...

CURIOUS

INNOVATIVE

DETERMINED

# The FUTURE of HR Is...

CURIOUS

INNOVATIVE

DETERMINED

DISRUPTIVE



THANK YOU!

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