

Disruptive HR

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The challenges we face in HR

- Technological changes
-
- Novel ways of serving customers
- Evolving work practices
- New leadership style



The disrupters





Dress for your day

Trust me

NSFW Warning
Don't be a d*ck

Stay interviews

Adult

Employee
Owned

Light
Touch

Understand the personas that inhabit your organisation

What are their needs? Who are our people?

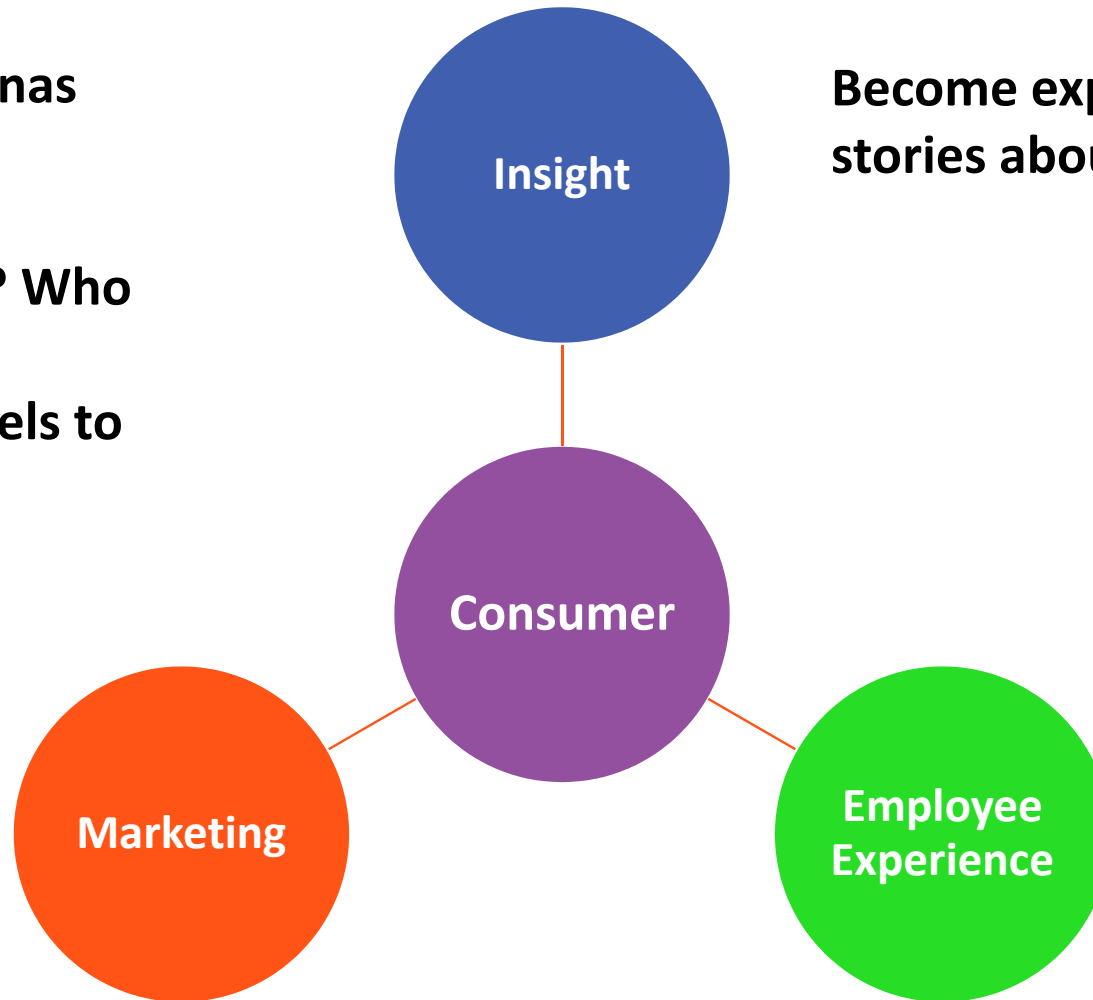
What are their 'channels to market?'

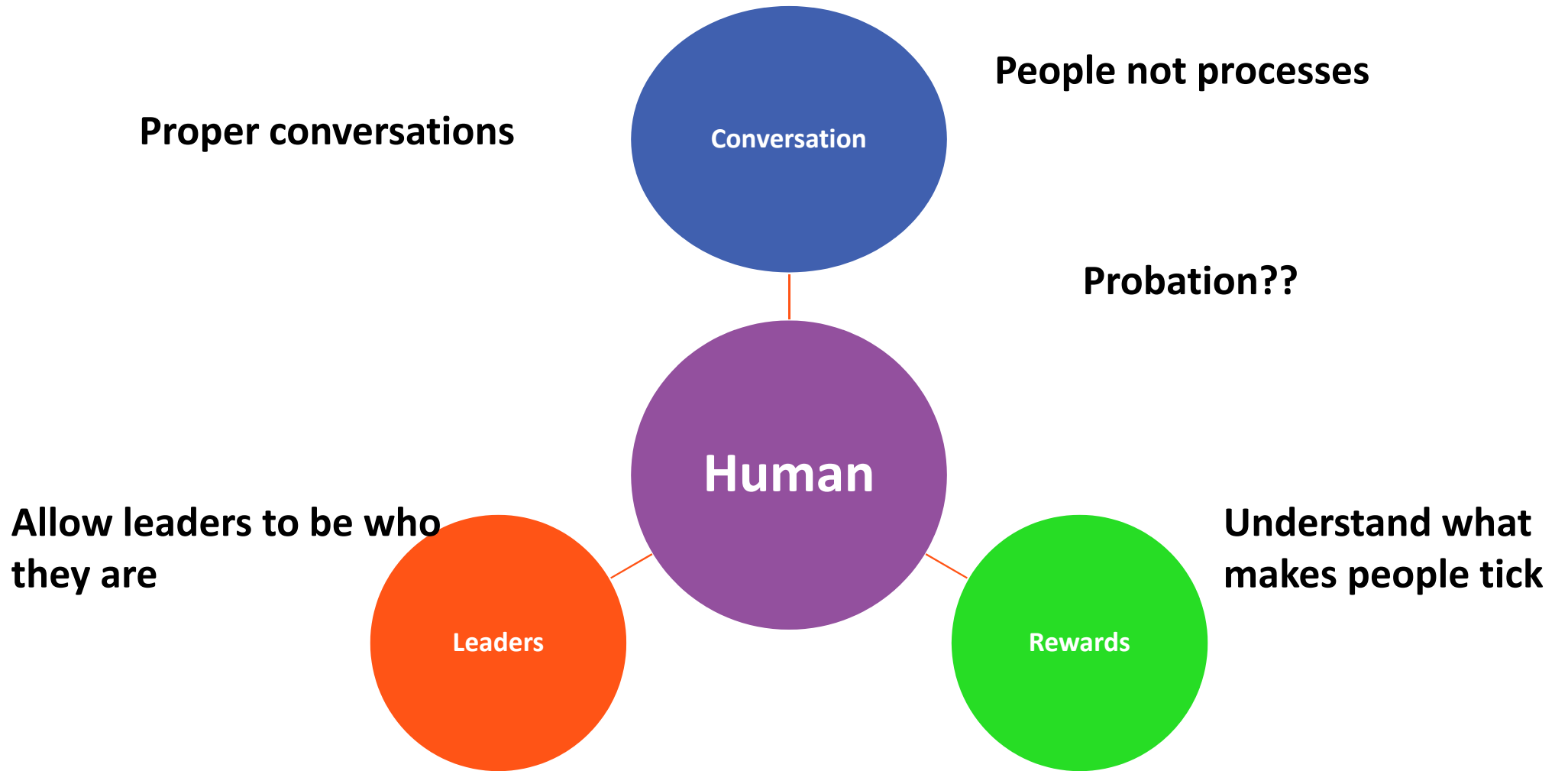
Become expert at creating stories about your organisation

JP Morgan: Scavenger hunt

Money Supermarket: Build your own adventure

One size does not fit all





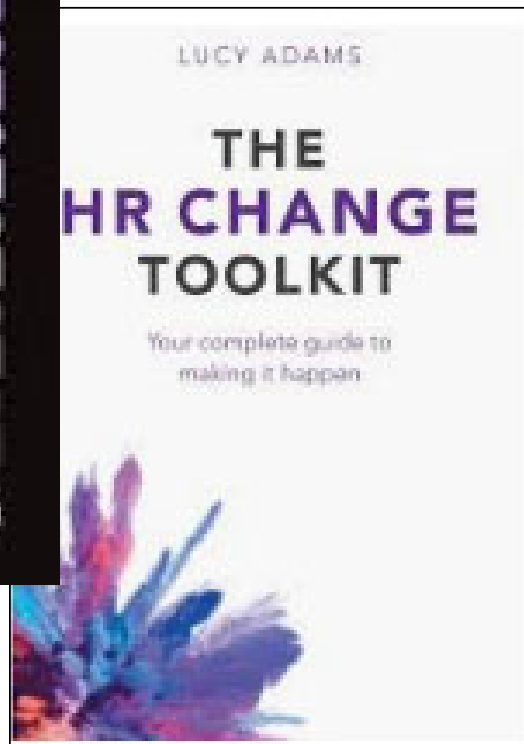
- Introduced to EACH at Quarterly update October 2019
- 1-2 documents per team
- Cascading beyond People Services
- Key learning
 - Big mind-set shift
 - Breaking old habits
 - Supportively challenging each other
 - Some people have natural aptitude for this – use them



If you were to implement EACH in your organisation or team.....

1. What do you already do well?
2. What might need to change?
3. What would you recommend to your leaders?

Find out more...



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