

# Next Generation HR

## Building future fit organisations

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# Seismic changes for organisations



- The crisis of trust

*‘fifty years ago Michael Shanks wrote the Stagnant Society. Today Britain has now become the mistrustful society’  
Trust, Anthony Seldon*

- Agility over strategy

*‘Building a wide awake business is more important than pretending the crystal ball of strategy will provide the answer’  
Ian Mason, CEO Electrocomponents*

- The case for building long-term value

# Next Generation HR case studies



BT

Cambridgeshire County Council

Cancer Research UK

F&C

General Mills

McDonalds

Nationwide

Peterborough & Stamford NHS Foundation Trust

Shell

South Tees Hospitals NHS Foundation Trust

Standard Chartered Bank

Surrey Police

Tesco.com

Xerox

# Key messages

- 1 Building organisational equity - unlocking sustainable performance
- 2 Towards an insight driven future for HR
- 3 From partner to provocateur

# 1 Building organisational equity - unlocking sustainable performance



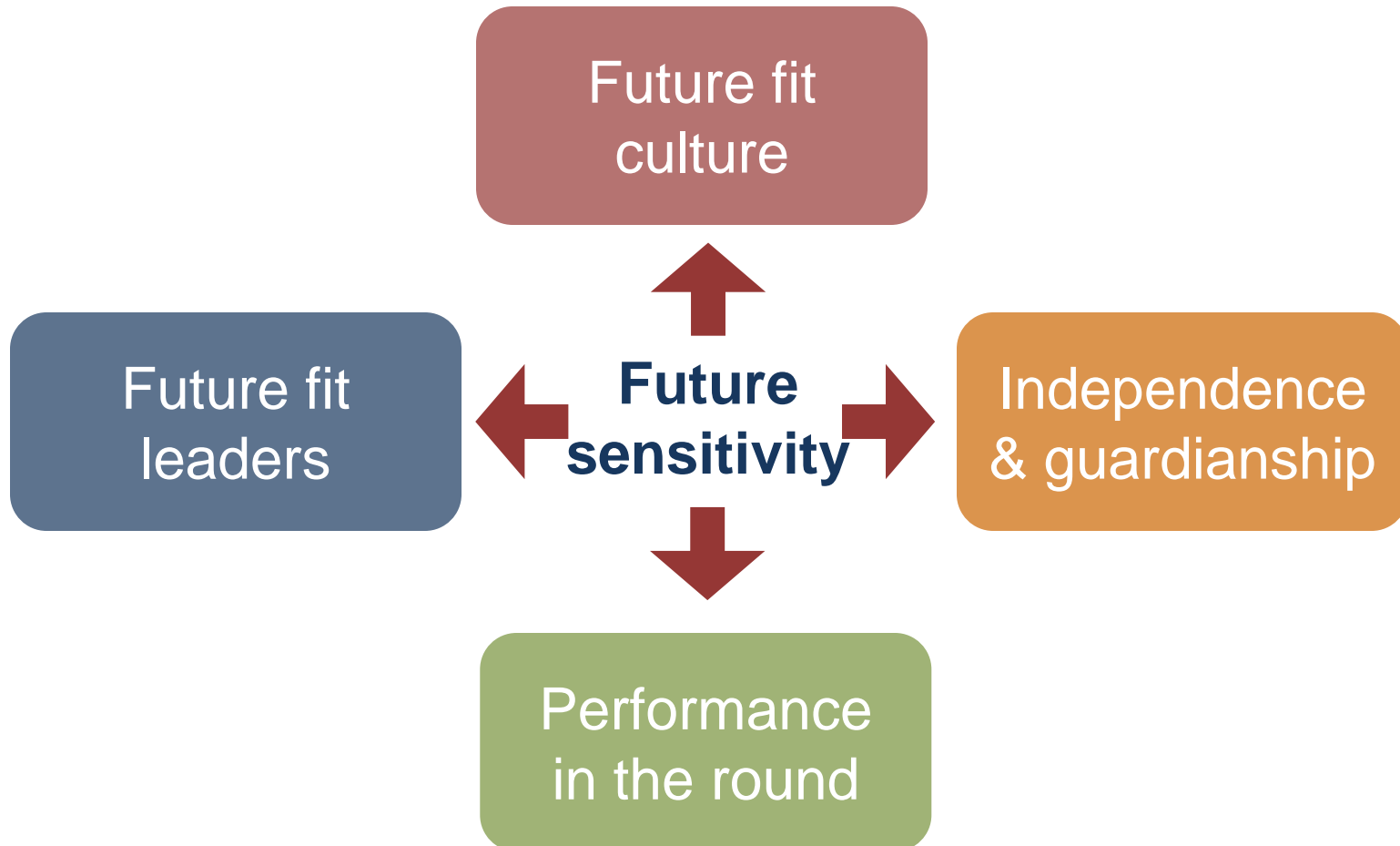
*'I know that HR will continue to play a huge role in building an organisation that delivers today, but they must play an even bigger role in developing an organisation that is always fit for the future'*

Steve Bertamani: Global CEO, Consumer Bank  
Standard Chartered

# The foundations of sustainable performance



# Cornerstones of organisational equity



# Future fit cultures

From

To

Health

Agility

Engagement

Authenticity

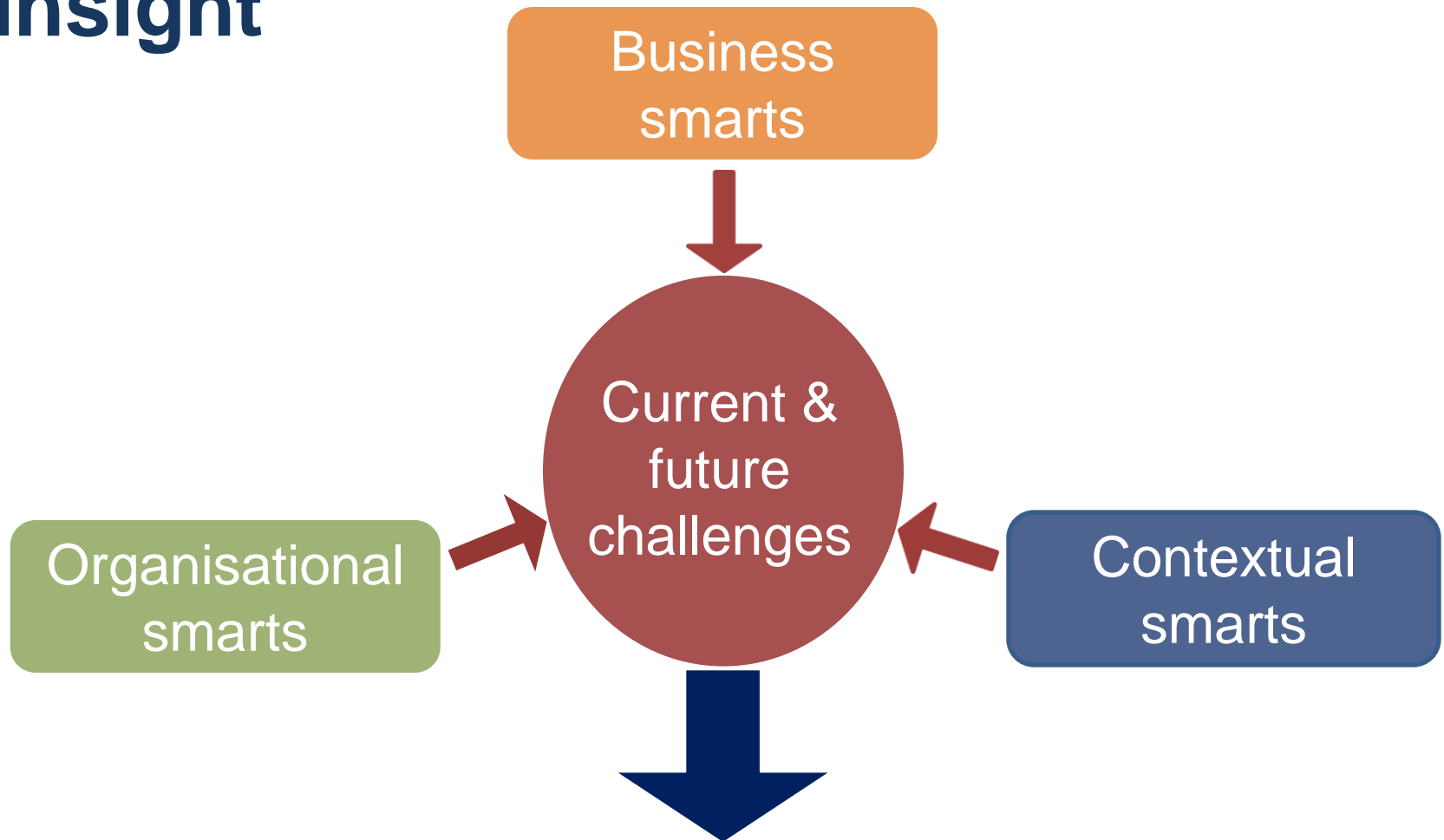
# 2 Towards an insight driven future for HR



*‘When the rhetoric of success replaces penetrating understanding and insight, decline will very likely follow’*

Jim Collins, ‘How the mighty fall’

# The ingredients of organisational Insight



**Deep organisational insight**

# The Evolution of HR



# 3 From partner to provocateur

- New ways of doing the tough stuff
- A powerful and compelling independent voice
- A balanced agenda
  - timescales
  - stakeholders

# A direction of travel for HR

- 1 Sustainable organisational performance – the next battleground
- 2 Organisational insight – the driver of quality and influence
- 3 The CPD agenda - a few truly critical skills
- 4 Where next for HR structures?

# What next?

- More on the research findings
- On-going 'letter from the front'
- Themed communities/next practice action research
- Next Generation offerings

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