



Professional HR Thinking

The Importance of HR in the Workplace

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Who am I?

- HR Professional for 25 years
- Industry experience: Supply Chain & Distribution, Retail, Defense and Manufacturing
- Middle East and UK & Ireland
- Current role – Head of HR UKI, Signify(formerly Philips Lighting)

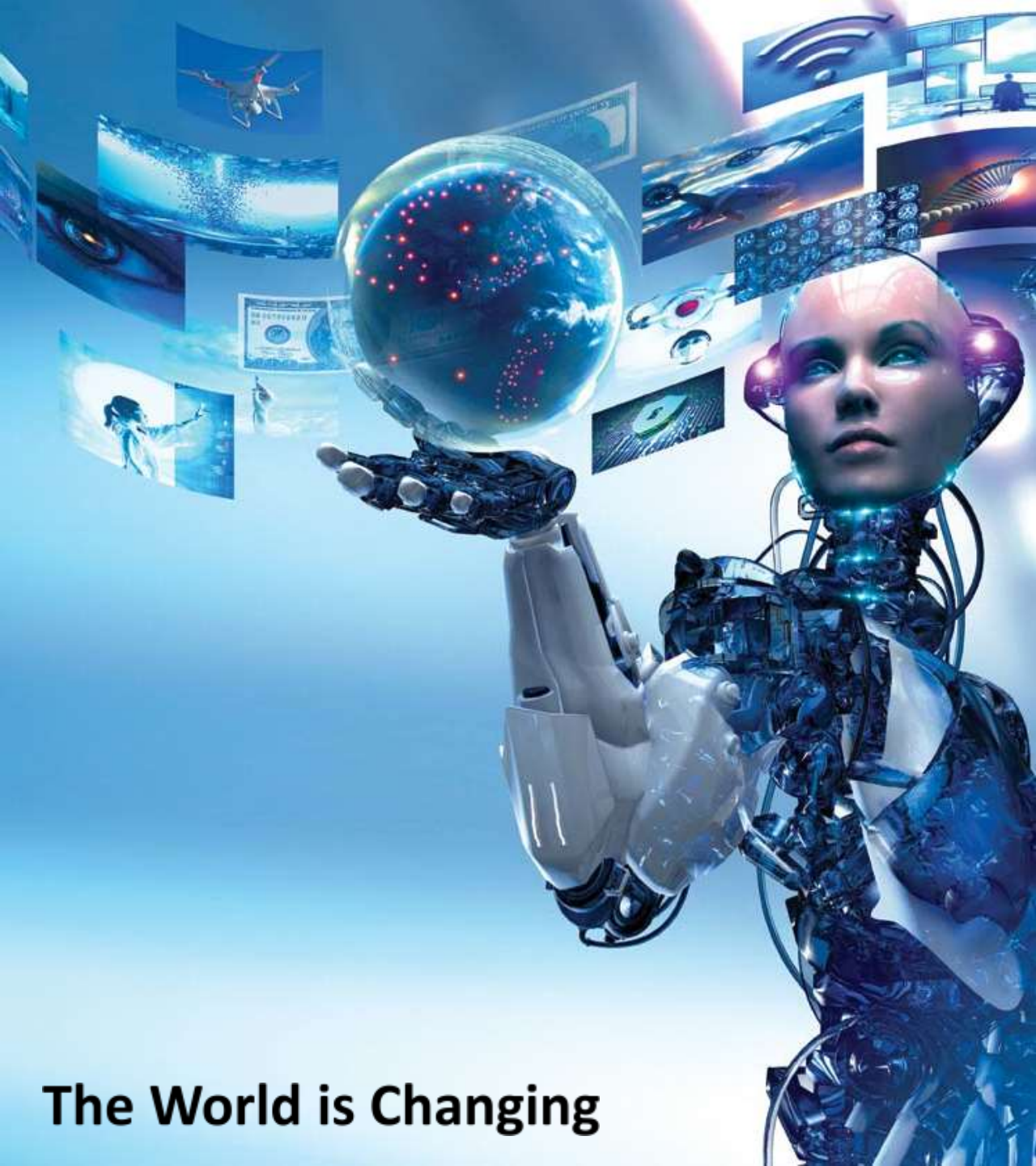
A man in a dark suit and tie is standing in front of a whiteboard. He is holding a black marker and has just finished writing the word 'Agenda' in a large, white, cursive font. Below the word, there are six horizontal lines, each preceded by a number from 1 to 6, indicating a list of agenda items.

Agenda

- 1 _____
- 2 _____
- 3 _____
- 4 _____
- 5 _____
- 6 _____

What will I share with you today?

- What's changing?
- What we need to do to adapt?
- Future considerations for HR/Business Professionals
- Key 'takeaways'



The World is Changing

What's changing ?

- Current workforce
- Future workforce
- Digitalisation in the workplace

The detail to the changes

75%

Of the workforce will be made of millennials by 2025

89%

Of the millennials prefer to choose when and where to work

90%

Of the millennials do not plan to stay with any given employer for more than five years

60%

Of the millennials want a job with social impact

80%

Of the millennials prefer on the spot recognition over formal review

1 in 4 suffer a mental health condition

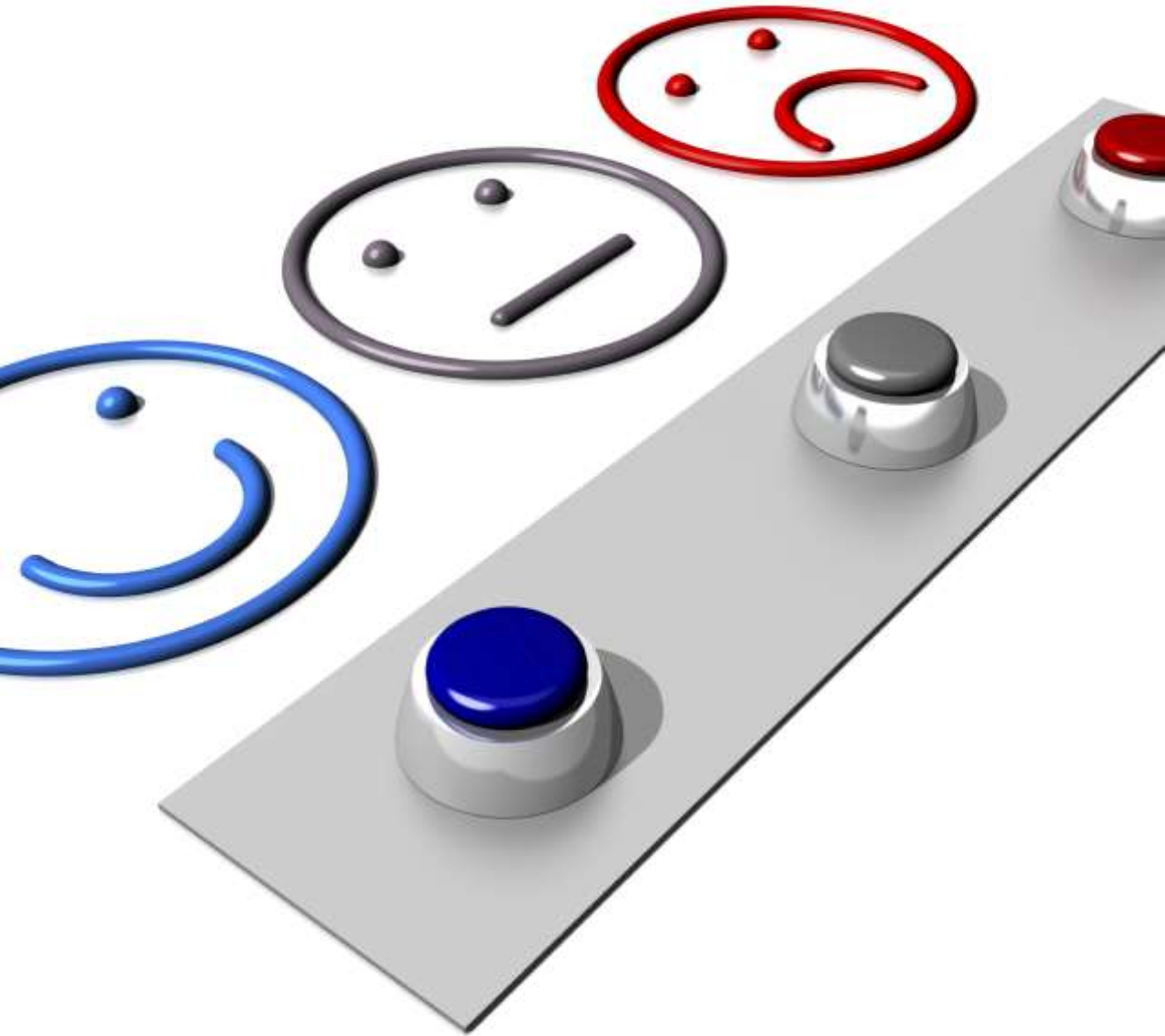
E-Learning
E – filing
Self Service
Apps
Share Points

Changing Values....
L&D, WLB, FF

How businesses need to adapt?



- Onboarding
- Continuous Learning
- Digitisation
- Flexible Benefits
- Sustainable actions
- Engage & Communicate
- Review Statistics/KPI
- Workplace environment



To enable achievement consider how you want to measure success?

- Put in place metrics – attrition, age & gender statistics, team feedback survey, exit interview data
- Review metrics quarterly
- Communicate results
- Ensure improvements are reality



Role of HR & Business Professionals to drive the change

- Role model **Inclusive** behaviour & foster **Diversity**
- Create **People Plan** and **Communicate**
- Drive culture of **continuous learning**
- **Build** manager/leader **capabilities**
- Build culture of praise and **recognition**
- **Involve employees** in idea creation and decision making
- Introduce **CSR** activities
- Drive **sustainable** changes



Key Takeaways

- Attract
- Develop
- Retain

You as business professional create and shape the culture

HAPPY EMPLOYEES HAVE:



31% Higher Productivity



37% Higher Sales



3x Higher Creativity



Signify