

The future of work is happening right now!

Hacking HR with Enrique Rubio

Some insights and thoughts from Enrique's recent webinar



HR can be the trailblazers marking the way for business leaders, employees and organisations in how to adapt.

HR have the opportunity to create a legacy now by creating the frameworks for a new way of working.

The foundation of agile HR is experimentation; test what works, discard what doesn't, keep moving forward.



To be agile in HR, you need to be part of an organisational ecosystem that accepts HR as an agile HR function; so it's having the mindset shift and an ecosystem which supports.

Agility and innovation succeeds best where there is autonomy; get buy-in early, include them in the conversations, explain it's a learning journey, and reduce friction later on.

The perfect intersection to use agility is the intersection of problems that are urgent and that require an immediate response, problems that impact people, and of course, by impacting people, they impact the bottom line of the organization.



Performance Management provides a fantastic opportunity to innovate and introduce the concept of agility into the process.

Break down the complexity into digestible pieces and change each element in turn



One tiny action can have a snowball effect. You may say, I want to focus on performance, and out of the complexity of performance, I want to focus on the tiny bit of, how do I transition from a culture of providing feedback one time a year to providing feedback on a more ongoing, informal way?



You could focus on feedback

You could create a culture of individuals seeking and contributing feedback.

Agility gives you the mindset to think about possible solutions, to experiment, to learn, to improve and to scale up

Performance management is one of the greatest opportunities for HR to do better, do differently, and use agility. Focus on making people stronger by focusing on their strengths.



Operational efficiency is sometimes in contradiction with one of the competencies which companies are desperately trying to put forward, and that is innovation.



The concept of measuring people on a linear approach of how much time, how much effort they have spent, and how much output they're producing, that is for a bygone era.

Agile within software development presented a great model for collaboration; for people to come together and solve problems. Now though it's not just about problem-solving, it's about holism and thinking in terms of systems. HR is the very fabric of an organisation and pivotal to the system working.

This new approach to problem-solving, thinking systemically and innovating with design thinking, again links that up in scrum or agility; this new approach is what is called human or people-centered. Learning exemplifies how we need to design with the way people behave.

Technological disruption by traditional definition is not under the purview of human resources. However, if we don't think about the interconnectedness between what we do and technological disruption, we're making a huge mistake because we have to upskill and reskill our workforce, and we've got to do so because technology is pushing everything to move at an incredibly fast pace.

What do people want to do in terms of learning? Quick access to whatever they need in the moment they need it. They don't want to sit through eight hours of content if all they needed is one hour on a specific element.

TRENDS 2021-22

WELLNESS

MENTAL HEALTH

WELL-BEING

Wellness, well-being, and mental health will continue to be one of the hottest topics, and one of the defining issues for HR and for the workplace. This year and most likely into next year as well.

The rate of change, or the rate of disruption from the technological perspective will continue to accelerate.



We're going to have to be able to create programs and teach people how to manage and how to cope with chaos, because chaos is the new rule of the game for the rest of this decade and probably into the future.

We will see perhaps more and more pressure on HR to do better, because the reality is that for most workplaces, for most organizations, the last frontier of innovation and improvement was HR. That doesn't mean that other areas don't need to improve, but HR was seen as a necessary evil in the organisation, but I think now companies are thinking it's not a necessary evil, but a competitive edge.

FURTHER READING

agilehrcommunity.com

agilepeople.com

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