


# CIRCLE OF PEERS



## Cullen Scholefield

Space to

- Share
- Formulate
- Inform
- Network



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# Love your people...♥♥♥



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# Love your people...♥♥♥

Simply isn't it this

Be happy then you will be  
able to influence others



# Love your people♥♥♥

Or this

- Happy people are creative, productive people



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# Love your people♥♥♥

- Thomas Wright, Fordham University, claims employee happiness accounts for as much as 10-15 percent of the variance in performance between different employees. In a 40-hour week that could mean more than three-quarters of an hour in lost productivity, every day

# Love your people...♥♥♥

- Happiness is a powerful key in maximising productivity in the workplace.



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# Love your people♥♥♥

- Gallup tells us that disengaged workers cost billions in lost productivity, whereas
- engaged employees are more profitable, more customer-focused, safer and more likely to stick around. In fact, organisations with a happy workforce have 20 percent higher profits
- a profitable company has greater resources to support its employees - so the cycle continues



# Love your people♥♥♥

At work happy people are

- 31 percent more productive
- 40 percent more likely to receive a promotion
- Less absent, with 23 percent fewer fatigue symptoms
- Up to 10 percent more engaged at work
- Able to sell more - happy sales people produce 37 percent greater sales

# Love your people...♥♥♥

- Work for most of us is a big part of our lives. It takes up the majority of our waking hours. So being happy at work is my suggestion.
- It takes consistent and conscious effort to choose being happy... and the rest will follow.

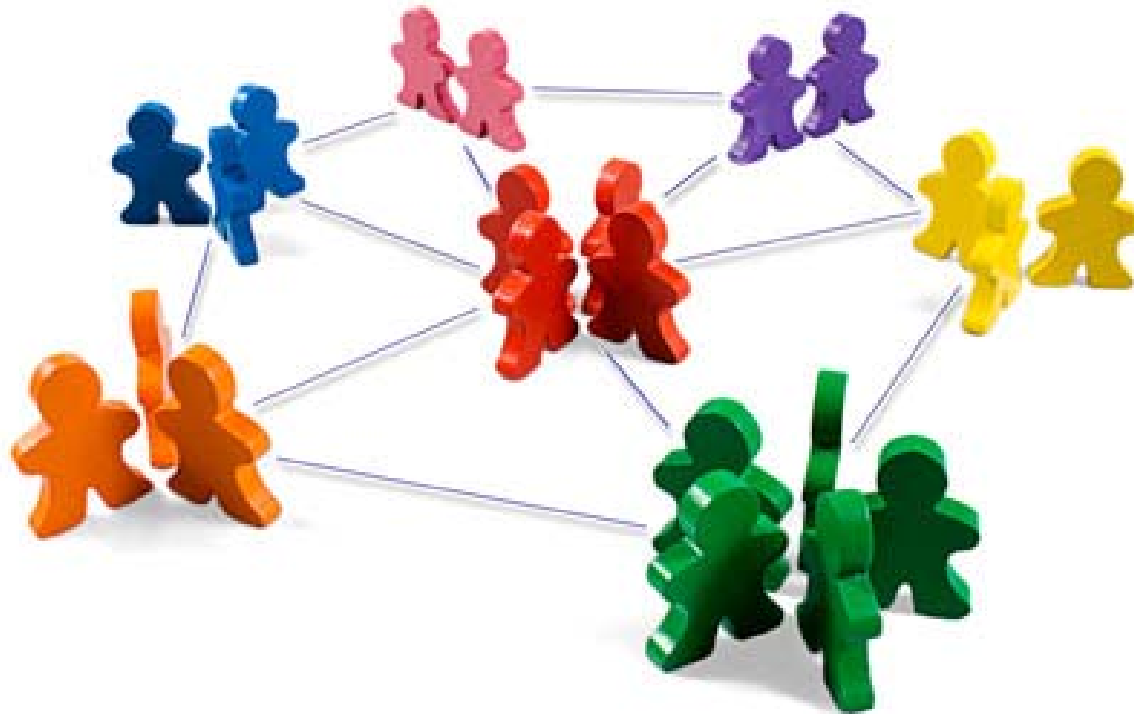
Red Balloon CEO Kristie Buchanan



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# Love your people♥♥♥



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# Love your people...♥♥♥

So are we back to the same issues?

- Leadership capabilities
- Collaboration
- Transparency
- Communication
- Strong sense of purpose

# The skills challenge

<http://www.cipd.co.uk/hr-resources/valuing-your-talent.aspx>

<http://vimeo.com/78804150>



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# What are the Trends

- Accenture - The future of HR
- CIPD - Megatrends
- CIPD - Valuing your talent
- Deloitte - the Open Talent Economy
- Economist - is 75 the new 65?
- IES - Perspectives on HR 2014
- HSBC - 2011 Future of business

# Trends

Tomorrow's workplace will be barely recognisable from today

- Changing employee expectations
- New technologies
- Increasing globalisation
- Need for agility

Accenture 2014: The future of HR - Research Overview



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# Reshaping the future of HR

- Tapping skills anywhere, anytime
- Managing your people as a workforce of one
- The rise of the extended workforce
- Technology advances radically disrupt HR as usual
- The global talent map loses its borders

Accenture 2014: The future of HR - Research Overview



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# Reshaping the future of HR

- Social media drives the democratisation of work
- Talent management meets the science of human behaviour
- HR drives the agile organisations
- HR must navigate risk and privacy in a more complex world
- HR expands its reach to deliver seamless employee experiences

Accenture 2014: The future of HR - Research Overview



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# Perspectives on HR 2014

- Organisation's
- Employees'
- External impacts

Institute of Employment Studies



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# Perspectives on HR 2014

Characteristics of strategic HR include:

- Integration
- Comprehensiveness
- Offering a high value-added contribution
- Building social capital
- Anticipation of change

Institute of Employment Studies



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# Valuing your talent

CIPD is quoting 2013 McKinsey research -  
Those companies in the top quartile at the  
beginning of the analysis only had a 50-50  
chance of remaining there five years  
later!



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# Valuing your talent

## Four key themes for the art of HR

- Clarity
- Enablement
- Imperative
- Traction



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# Love your people...♥♥♥

- What are your plans...



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# Time for your questions



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