

Future Culture – Organisations with Innovation at the Core

Brussels Edition

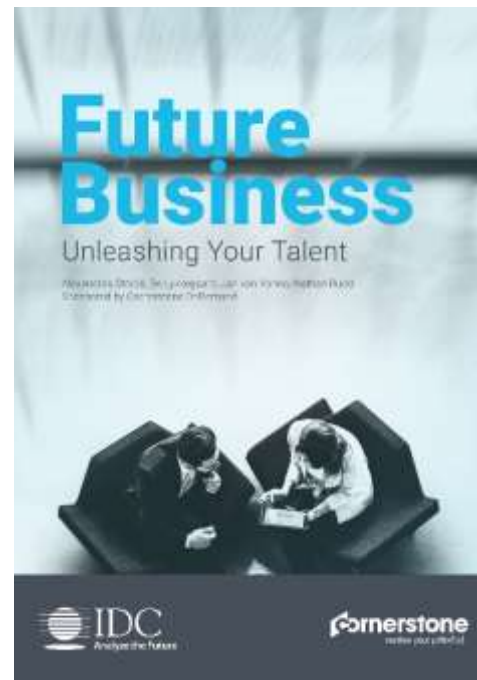
Xavier Petre, Regional Sales Director Benelux



Biggest HR survey in Europe



2016

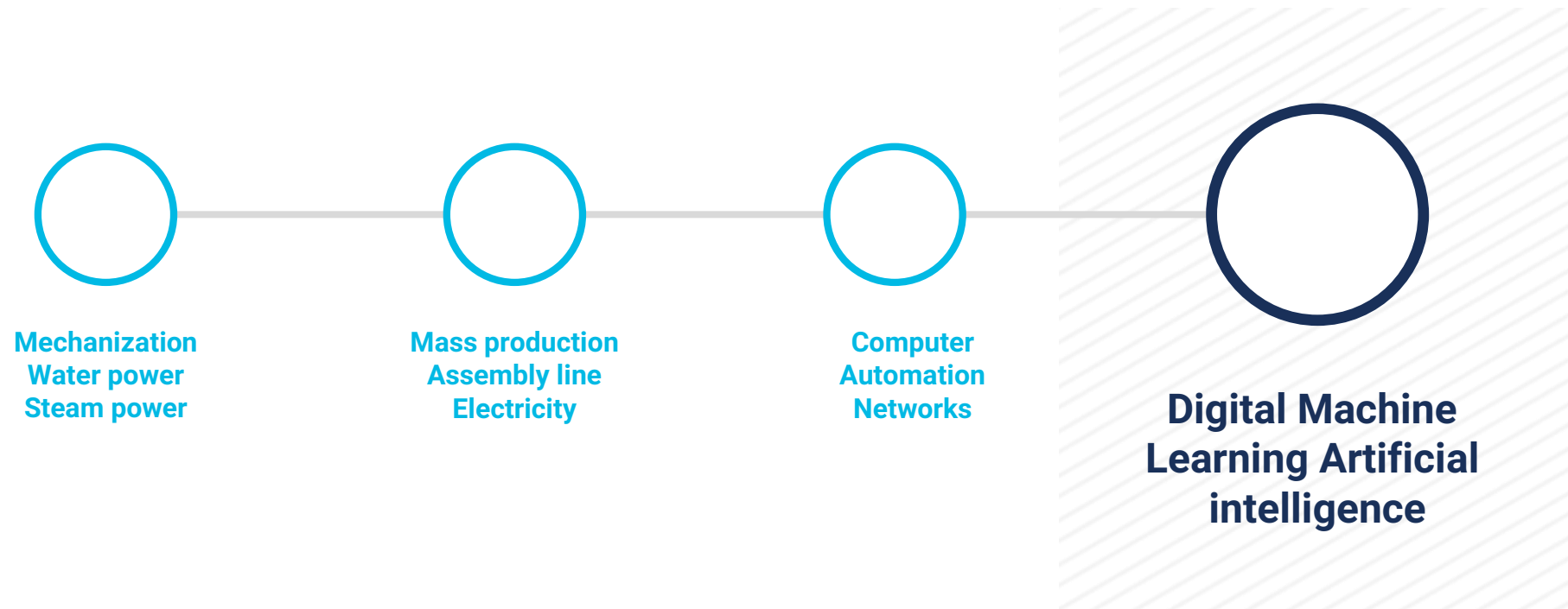


2017



2018 - new

The next industrial revolution has arrived



Prepare for
Change
with
innovation



What is Culture

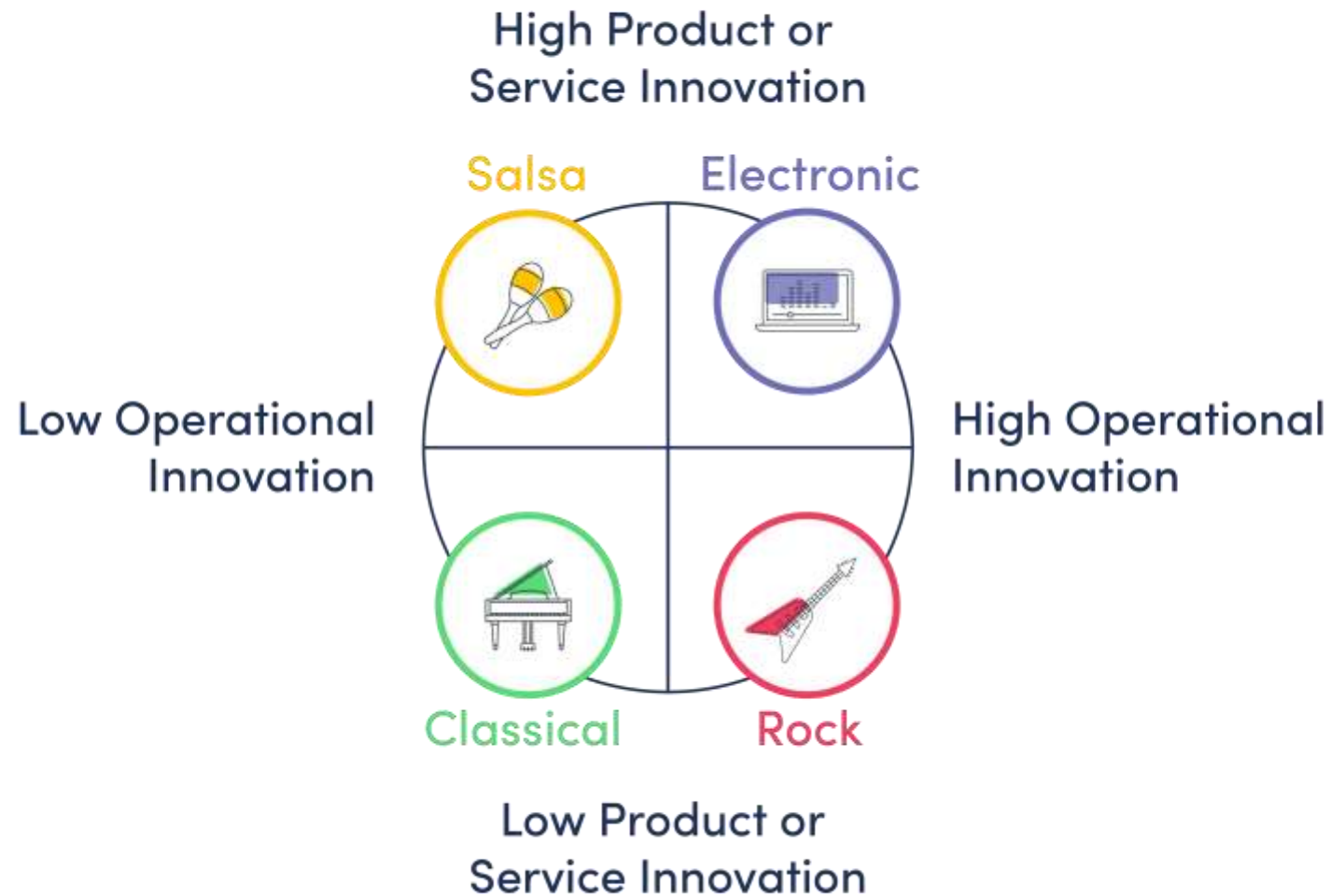


Who owns Culture



How do you
prepare for the
innovation race?

Find your own tune – IDC Framework



How do archetypes manage people?

- Where organisations are strong in each archetype
- Employee sourcing
- Employee development
- Collaboration & satisfaction
- Company alignment & culture
- Embracing digital transformation
- Best practices for organisations in each archetype



Start to play! – IDC Recommendation



Brand awareness
Collaboration
Digital transformation



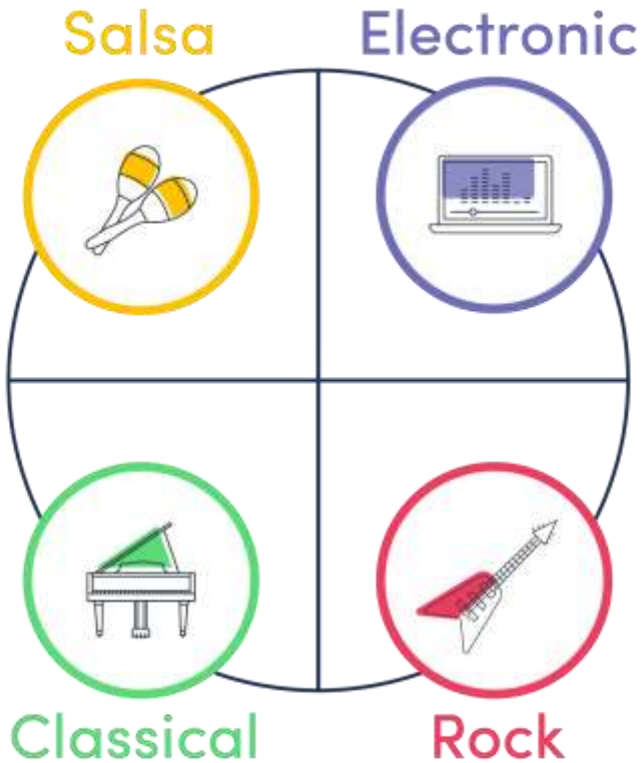
Bureaucracy



SLAs in processes
HR/IT/Business alignment
Internal mobility



Conservatism



Young talent recruiting
Continuous reviews
Right to fail



Turnover



Happiness at work
Diversity
Digital transformation



Skills gaps



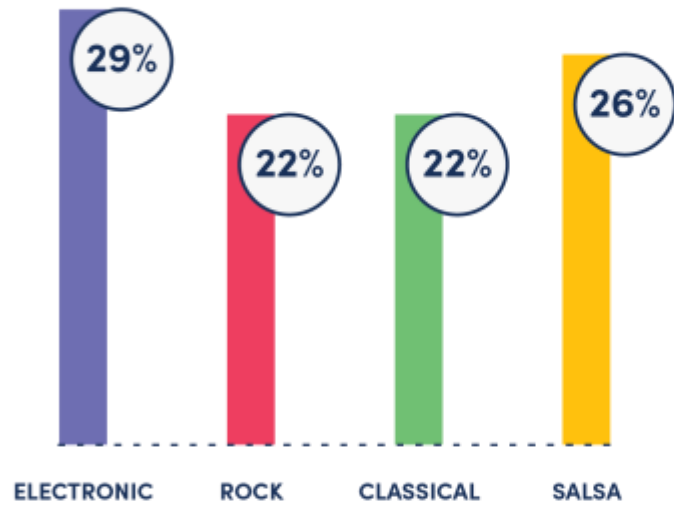
Where are you at on your journey?



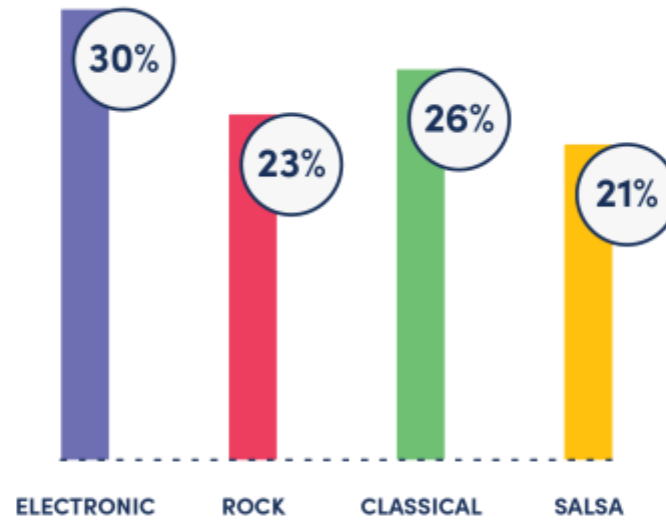
Local Context



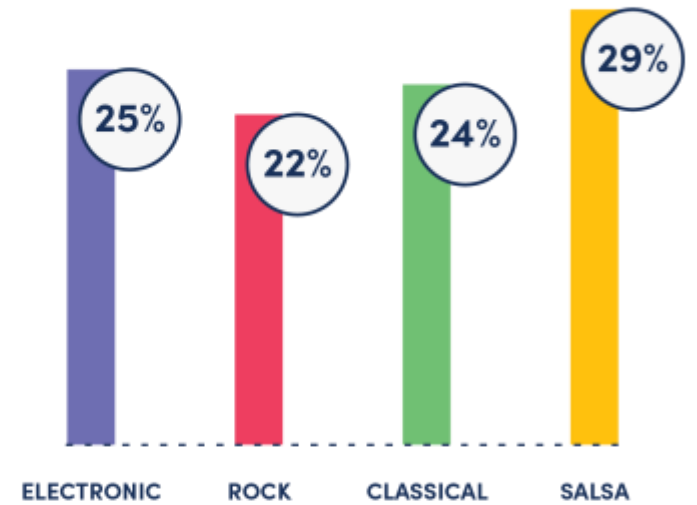
Innovation in your country



BENELUX



NETHERLANDS



EUROPE



Digital Transformation: Bad news for BeLux



of companies had started digital transformation

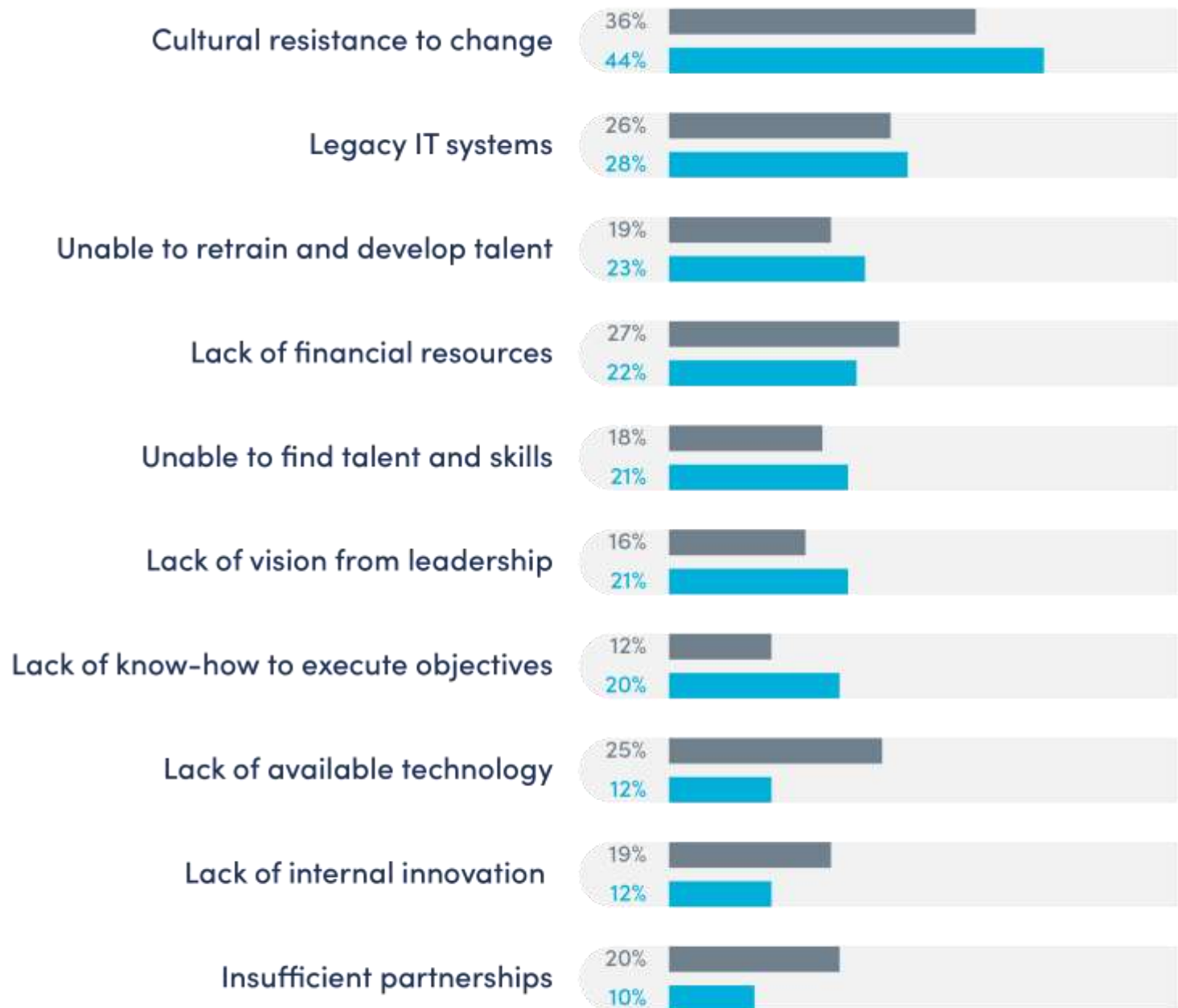
There are reluctant listeners...

Worrying obstacles in BeLux...

- Cultural resistance #1
- Lack of financial resources #2



Need to modernise your instruments



Happiness at work: fine...

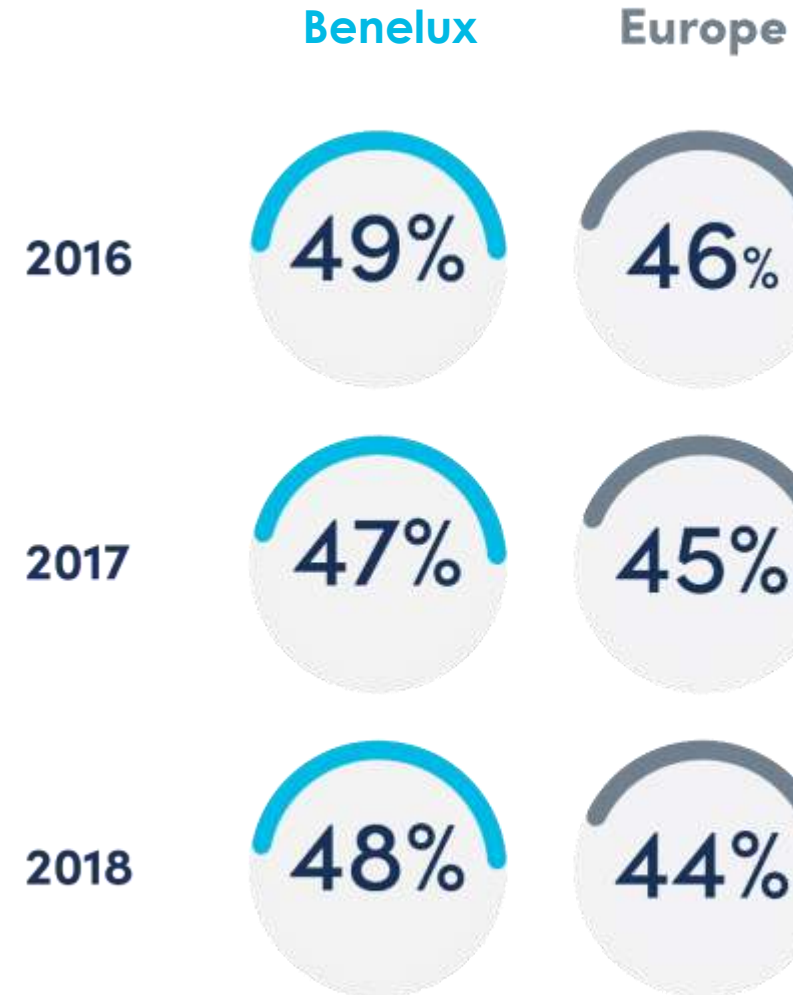


Happiness at work:

Pride in my work

Recommend my employer

Attractive workplace

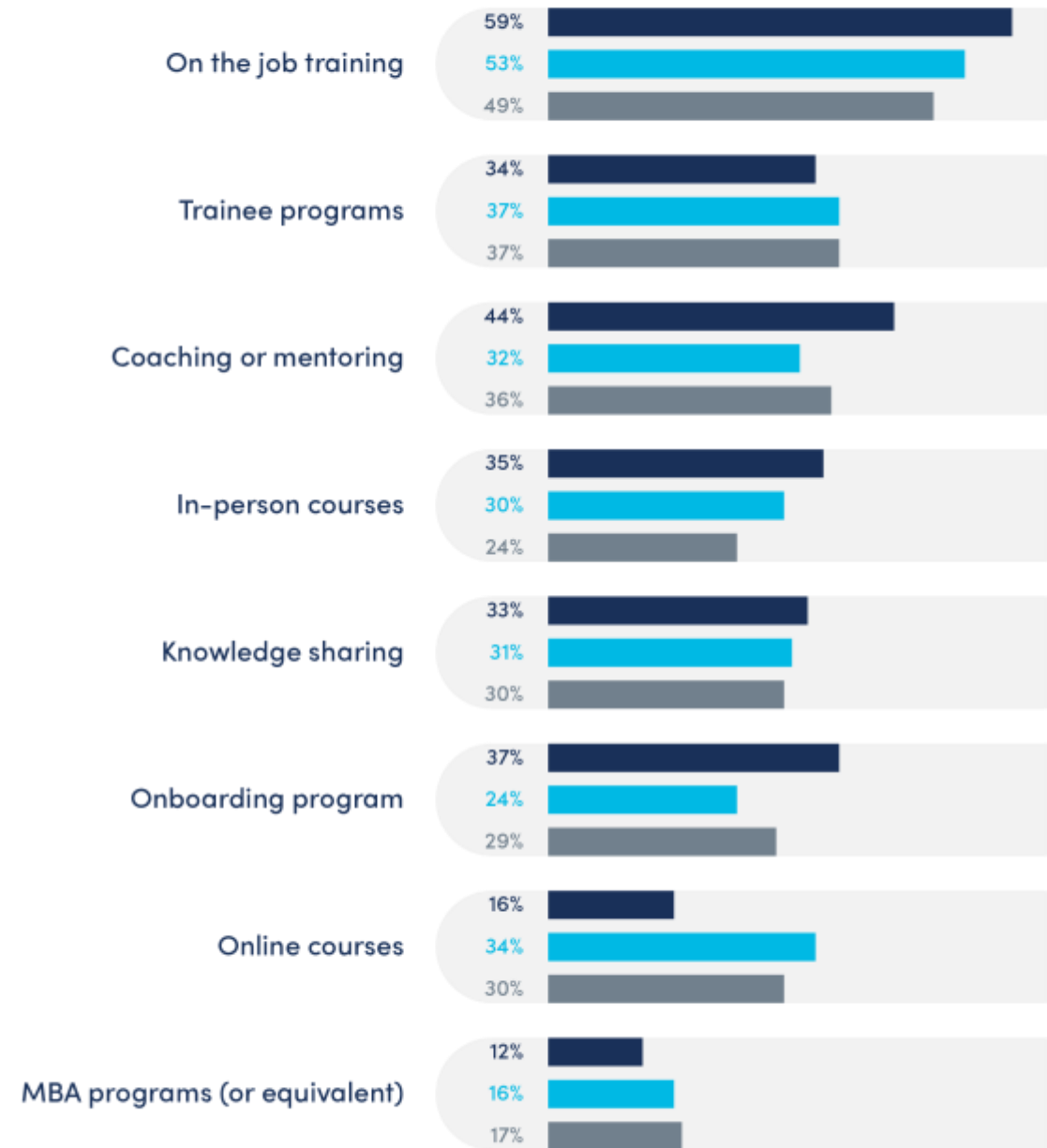


Fostering a culture of innovation





Holistic development approach



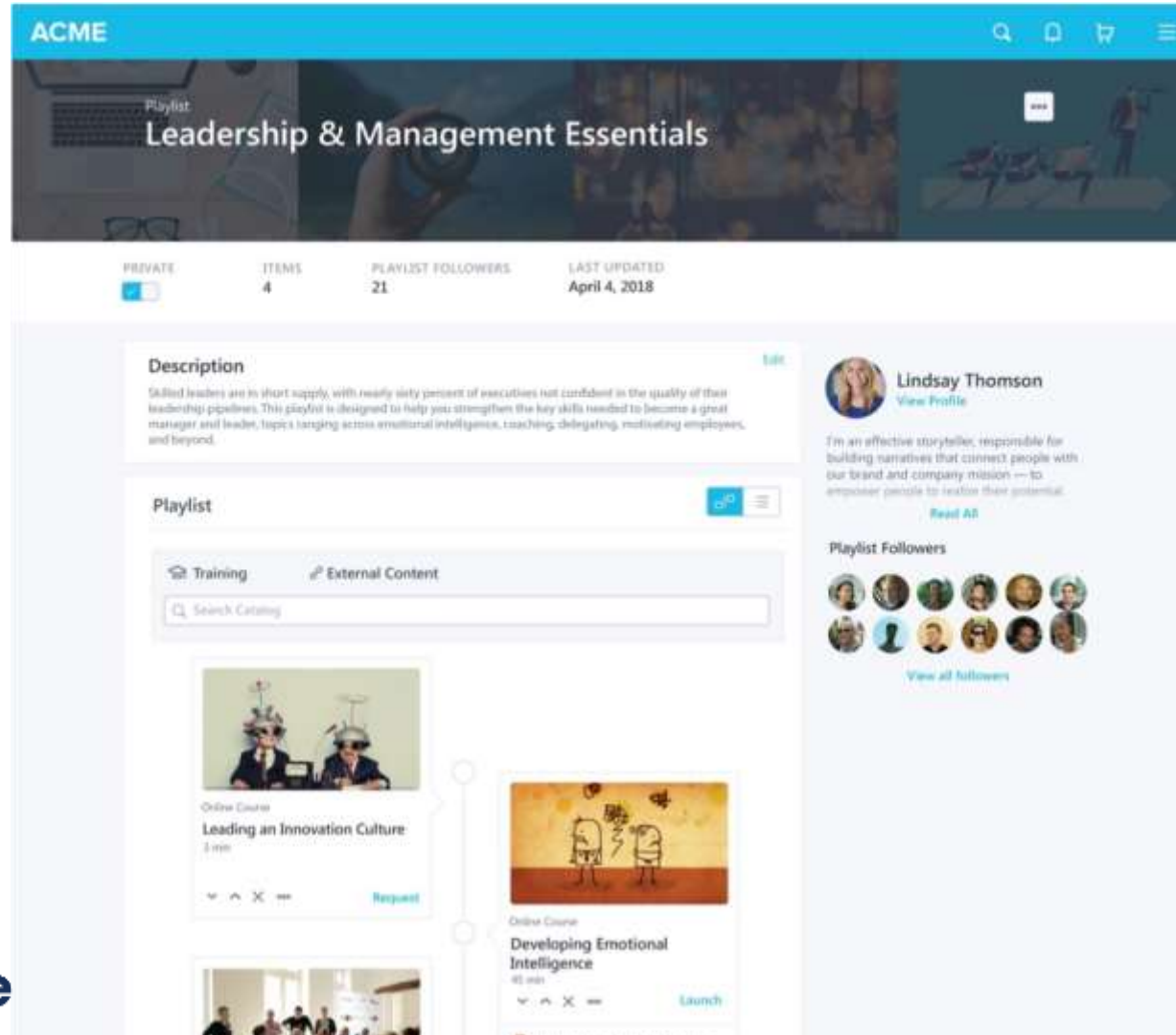
Make it personal

The screenshot displays the ACME Learner Home dashboard, which is personalized for a user named Jackie. The interface features a blue header with the ACME logo and navigation icons. A greeting message, "Hi Jackie! What would you like to learn today?", is followed by a search bar labeled "Search training".

On the left sidebar, a user profile for Jackie is shown with a circular avatar, 49 completions, 18 badges, and 4.54 hours. Below the profile, a section titled "Subjects I'm interested in" lists UX Design, UI Development, Leadership, Marketing, and Project Management. A "PAST DUE" section lists three items: "New Hire Orientation" (Not Started), "Social Media Guidelines" (Not Started), and "IT Policies" (Not Started), each with a "Launch" button. A "DUE SOON" section lists "Security Awareness Essentials & Life Saving" (Not Started), "Wireless Networking Policy" (Not Started), "System Specification Standard" (Not Started), and "GxP Awareness Training" (Not Started), each with a "Launch" button. A "NO DUE DATES" section is partially visible at the bottom.

The main content area features a large banner with a landscape illustration and the text "Welcome to the new Learner Home! Customize your experience by adding your favorite subjects." with an "Add Subjects" button. Below the banner, the "Continue Learning" section displays four items: "TED Talk: Do schools kill creativity?" (In Progress, Launch), "Curriculum Photoshop for Beginners" (In Progress, Evaluate), "Video Really Understanding Competitive Intelligence..." (In Progress, Launch), and "Materials Keynote 'Filling a Gap You Didn't Even Know...'" (Pending Promote, Register). The "Saved For Later" section displays four items: "Materials Explore Out To Look Inward" (3 Hours, 30 Minutes, Launch), "Curriculum Modern Office Layouts for the New Age" (20 Minutes, Launch), "Video Your Company & The Environment" (3 Hour, Launch), and "Online Course How the Past Saw the Future Helps You Now" (2 Hours, 50 Minutes, Launch). The "Top Picks for Jackie" section is partially visible at the bottom.

Drive curiosity



Agile organisation

Digital skills

ABCs of data science

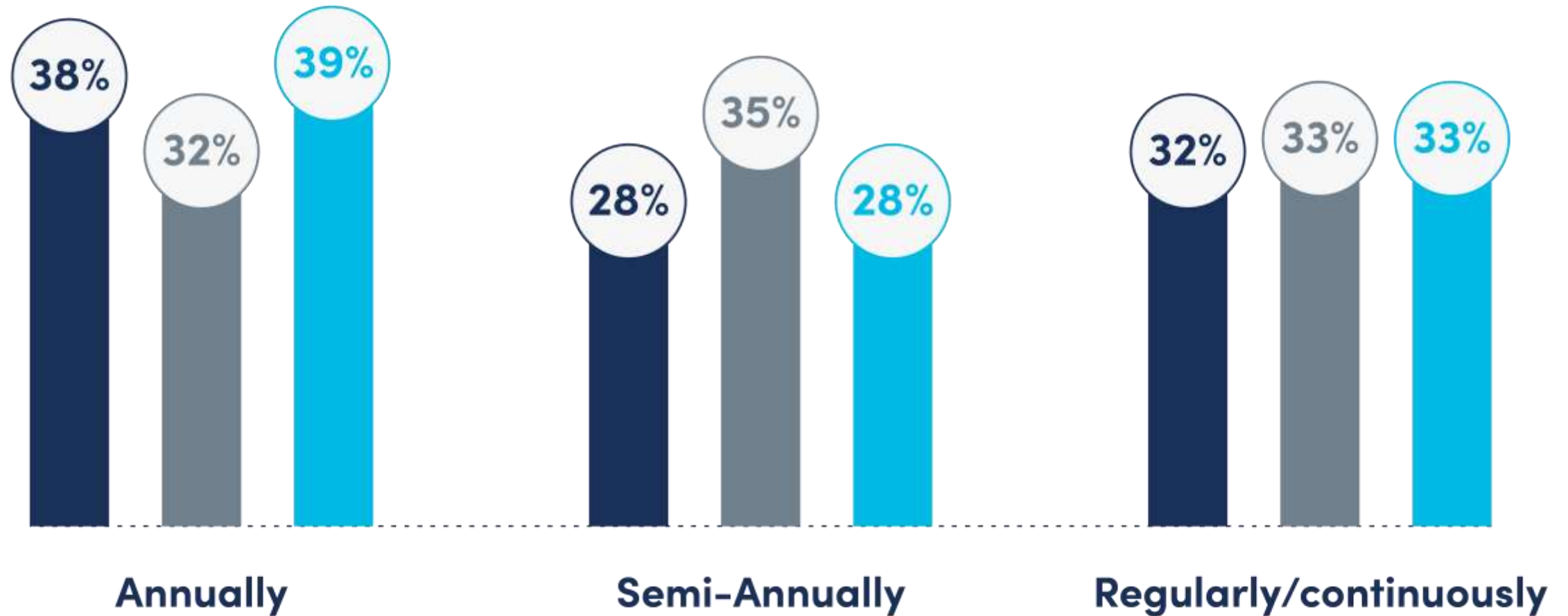
Modern Design

Dealing Constant change

etc.



Set the tune to the players...



■ 2016 ■ 2017 ■ 2018

Benelux data



High growth organisations have higher meeting frequencies between HR and Business



Note: N=734 (HR Only)

Source: IDC, Cornerstone OnDemand HR-LOB Survey, March 2017; Average response

Duet, quartet, quintet... enable harmony!

ACME

Snapshot > Conversations

Conversations

Jacob Bennett

Last Conversations: Jan 23rd, 2017

30+ Days

Charles Larson

Last Conversations: Jan 23rd, 2017

30+ Days

Henry Mendez

Upcoming Conversation Jul 16th, 2017

Frank Daniels

Last Conversations: Jan 23rd, 2017

Margaret Spencer

Upcoming Conversations: Jul 16th, 2017

Albert Stephens

Last Conversations: Jan 23rd, 2017

Sara Kim

Last Conversations: Jan 23rd, 2017

+ Add New

ACME

Snapshot > Conversations

Chat with Charles Larson

Charles Larson

Product Manager

9 Goals 18 Badges

+ Start Conversation

ACME

Snapshot > Conversations

Building Teams

Goals: Improve Presentation Skills

Due Date: 08/05/2017 Progress: 63%

Competency: Building Teams

Most Recent Rating: 4.0/5.0

you are doing great at...

Redesign. Lots of positive feedback.

want to work on...

d a bit nervous during your product
ever, you did a great job overall.
u some more practice presenting for
mprove Presentation Skills)

rogress on this...

th each team member

Finish Conversations

ACME

Live Feed

Share what's new...

Laurence Barral has received a badge from Jon Nicol - Visionary

Jon Nicol Laurence, your hard work and patience with the Material Versioning project has been amazing! This is a complicated project but you've taken the time and effort to solve every complex detail, all while taking into account the clients' needs. We've continually given you challenging projects and you've always stepped up - thank you!

18 Hours ago - Team and Connections

Share your comment...

Sylvia Rossi posted a link This intelligent oven recognizes what you're trying to make, will recommend cook temp and time, and texts you when it's done

1 day ago - Team and Connections

Former Apple Engineers Build "A Computer that Cooks."

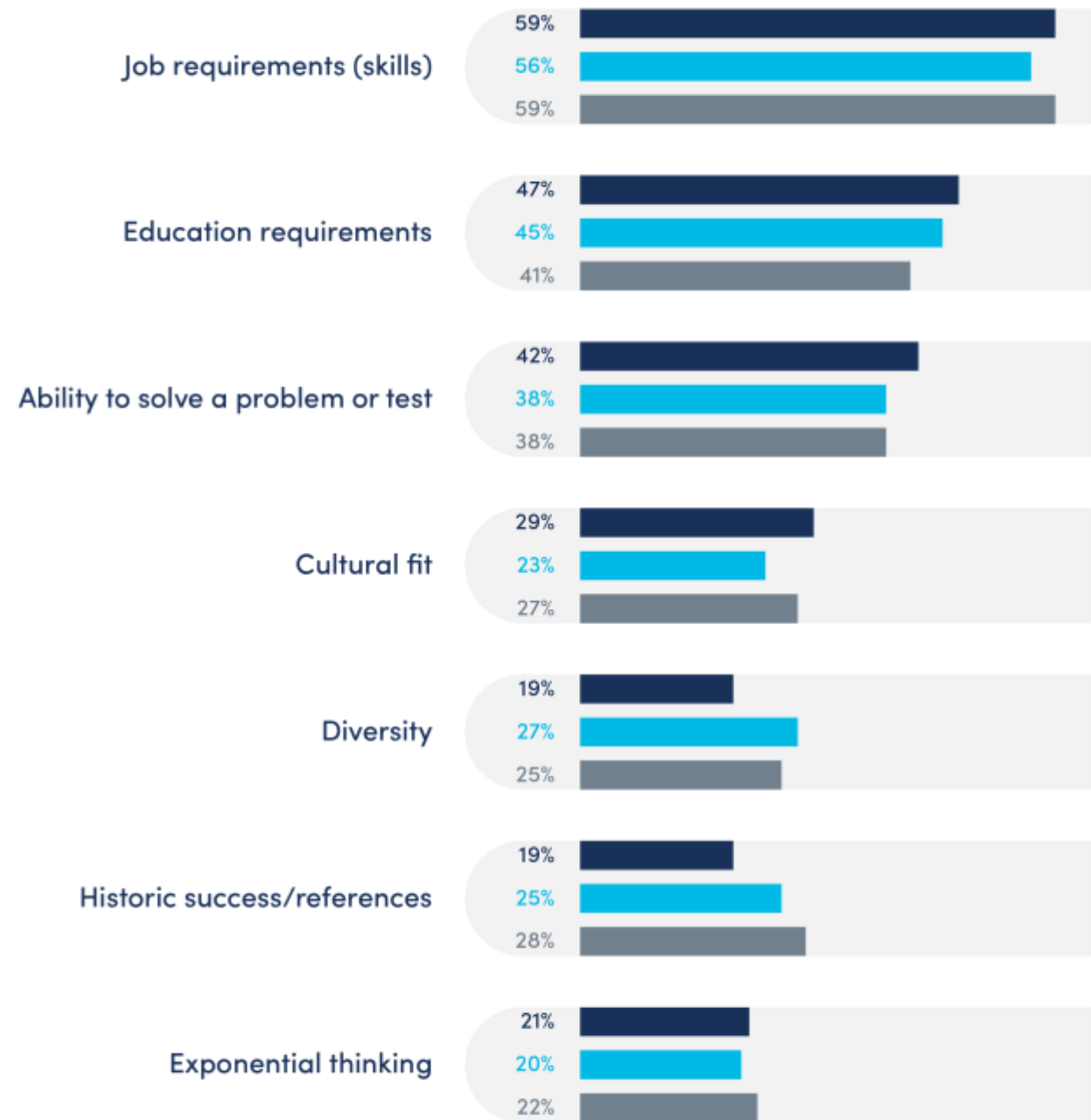
http://www.nytimes.com

The Juno oven uses sensors to recognize the type of food you're cooking and tell you how to cook it best. There's no preheating required, and an app notifies you when the food is ready.

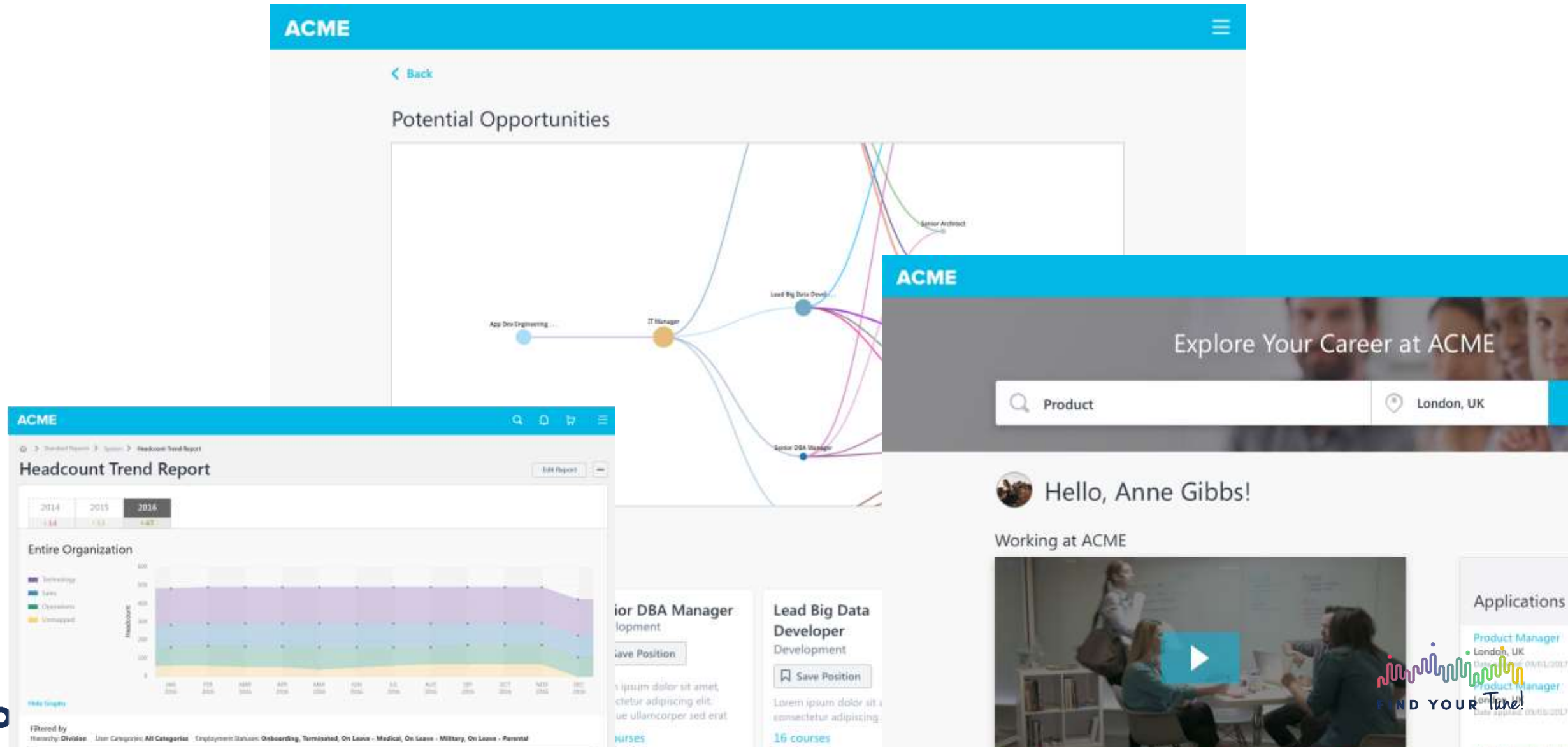


Diversify the musicians

Recruiting criteria



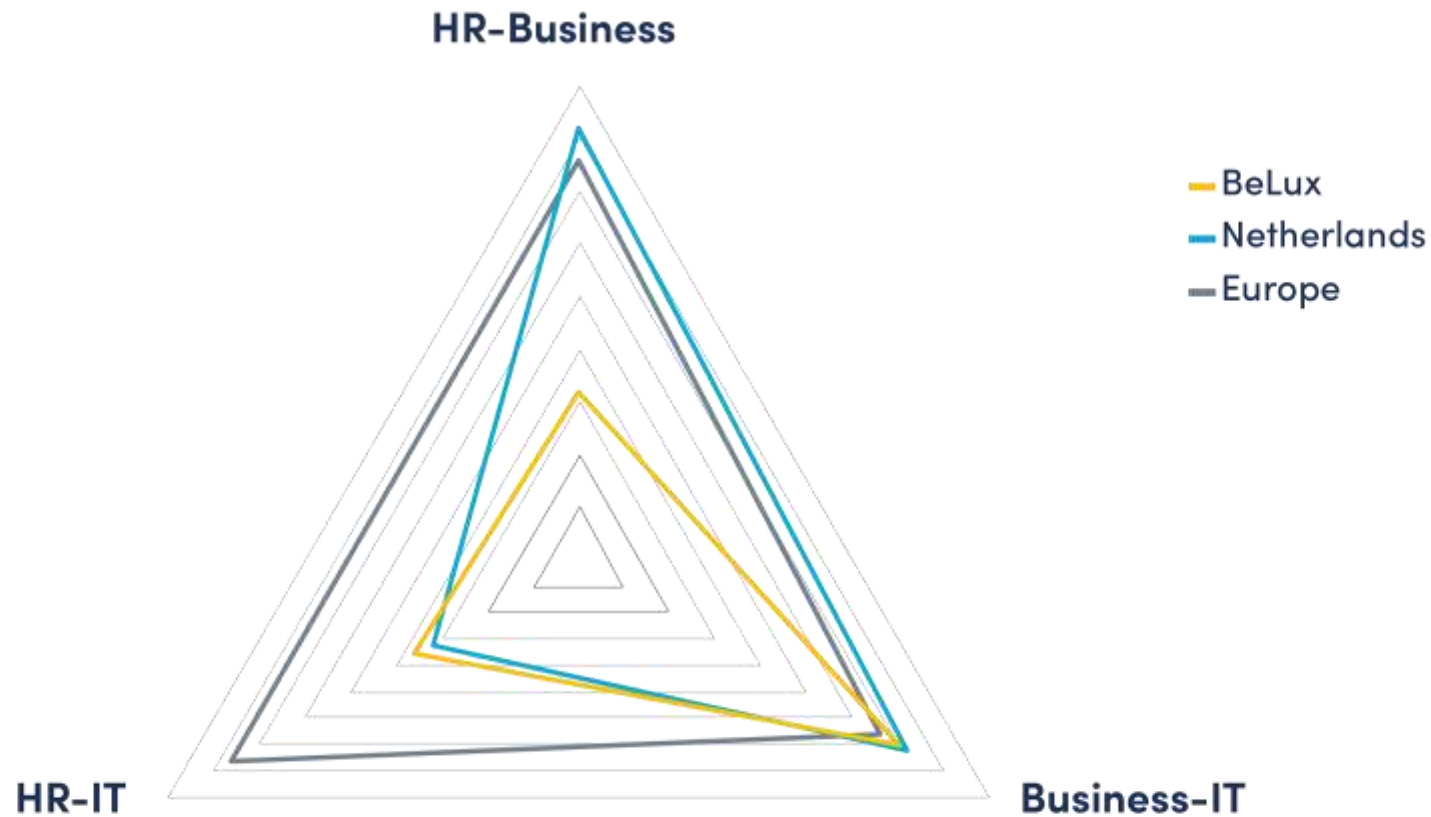
Motivate the players, and plan for the future!



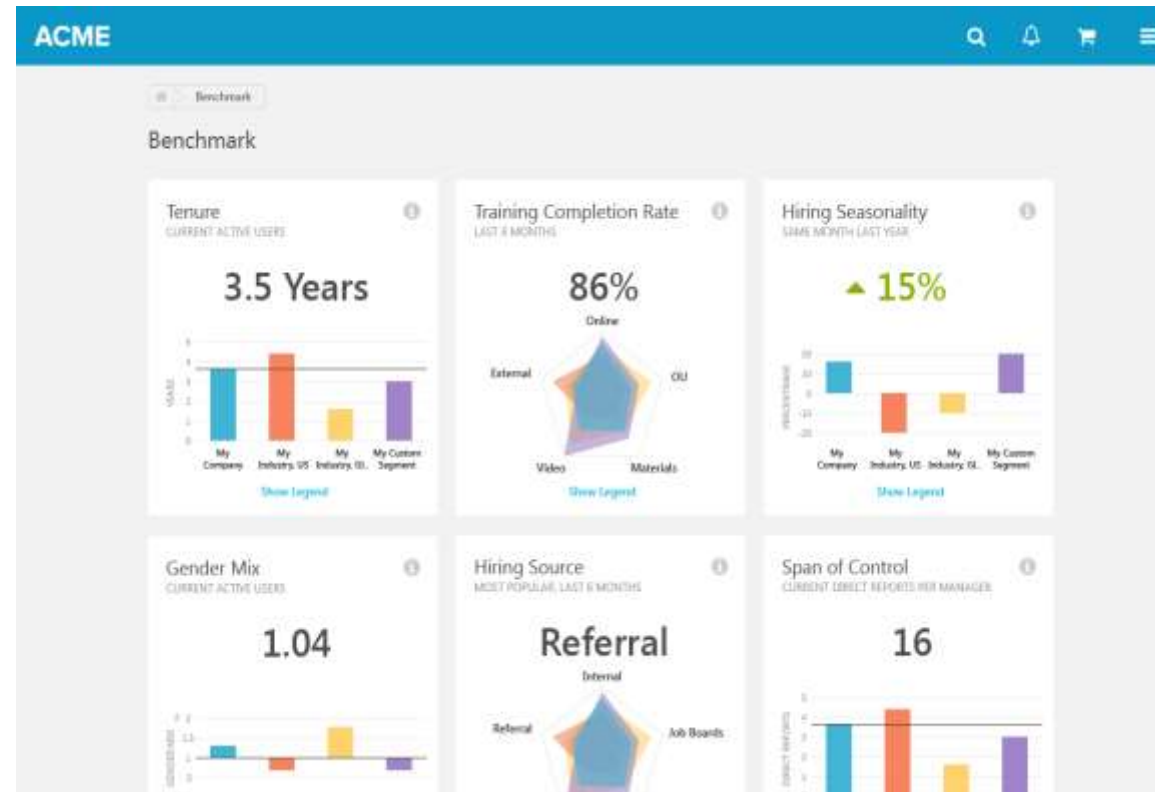


Don't forget the soundcheck

Alignment: Key element of success for digital transformation



Know where you are – and where to go



Next step...

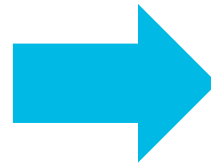
Pick your instrument and choose your favourite tune!



A change of mindset

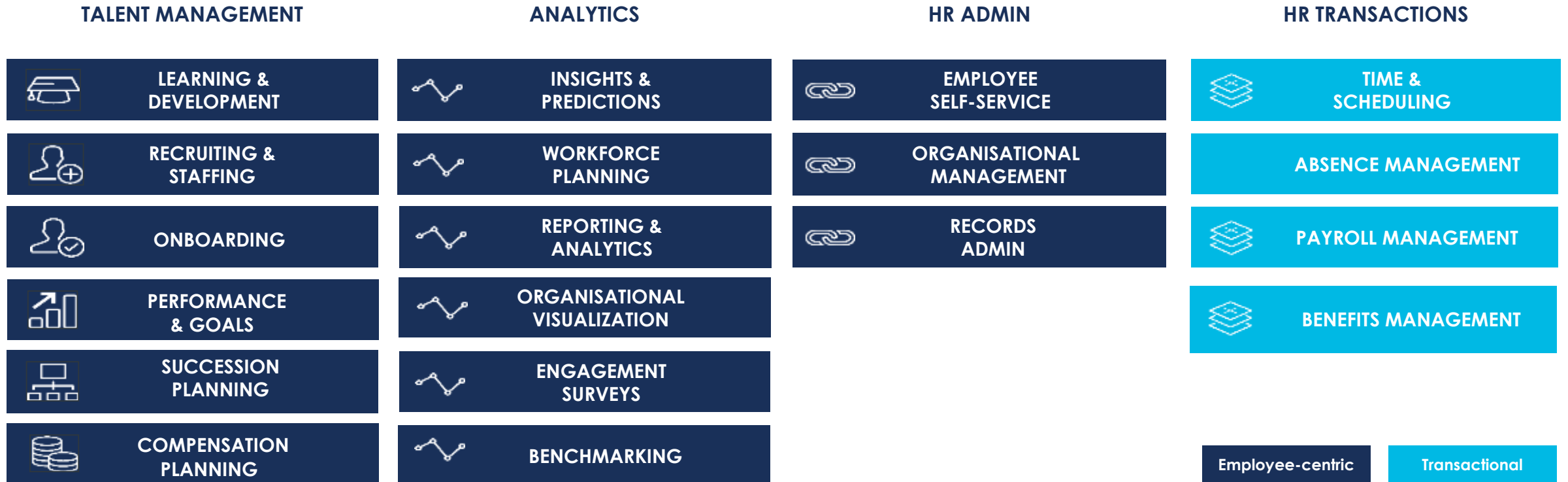


Process-driven



Business-impact
driven

Adopt a People – driven approach to HCM



Transformational HR

Transactional HR

Partition we can play

RECRUITING

- RECRUITING MANAGEMENT
- CAMPUS RECRUITING
- ONBOARDING

PERFORMANCE

- PERFORMANCE MANAGEMENT
- EMPLOYEE ENGAGEMENT
- SUCCESSION MANAGEMENT
- COMPENSATION MANAGEMENT



LEARNING

- LEARNING MANAGEMENT
- LEARNING EXPERIENCE
- COLLABORATIVE LEARNING (CONNECT)
- INSIGHTS
- EXTENDED ENTERPRISE

HR

- HUMAN RESOURCES
- PLANNING
- VIEW & DASHBOARDS
- BENCHMARK

Unified & Modular HCM Platform

Let's tune in!



info_BLX@csod.com



