

HR INDIANA 2024

presented by



HR LEADER OF THE FUTURE: 3 Skills You Must Master

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Future of Work Leadership Expert



#HRIndiana

1



2

HEADWINDS

Tailwinds

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TODAY'S OUTCOMES

Walk away more empowered to influence your organization's direction in this disruptive environment.



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4

AGENDA



- Explore the evolving role of HR
- Discover 3 key areas of expertise HR must excel in
- Equip HR to play a credible, influential role in your organization's future success

Resources →



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5

Top Trends Shaping the Future of Work



- Inflation & Monetary Policy
- Global economic and political instability
- AI & Digitization
- The War for Talent
- The Evolving Workplace



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6



How is your HR role evolving?



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7

HR Leader of the Future

You Must Be an Expert In.....

1.

Future of
Work

2.

People
&
Culture

3.

Courageous
Influence

8



1. Future of Work



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360° Disruption Creates Enterprise Vulnerability



01 The Work

85% of jobs by 2030 would not have existed in 2020¹



02 How Work Gets Done

\$455B Expected value of 2030 Gig Economy²



03 The Workplace

74% of U.S. companies are or plan to implement a permanent hybrid work model³



04 The Workforce

\$430B Cost to the US economy in lost revenue by 2030 due to low retention⁴



¹ Institute for the Future | ² Transformative Trends Shaping the Gig Economy, ReportLinker.com | ³ 30 Essential Hybrid Work Statistics, Zippia | ⁴ Ivanti

5 Non-Negotiable Strategic Priorities

1. HR'S VALUE CREATION

2. LEADER EFFECTIVENESS

3. FUTURE OF WORK

4. TALENT LIFECYCLE EXPERIENCE

5. RESILIENCE & AGILITY

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11

Future of Work Practices

The Work

- Reimagining roles in light of dynamic market and business needs, enhanced technical capabilities, & talent needs

How Work Gets Done

- Expanding Development & Career Opportunities
- Enabling Internal Talent Mobility (Quiet Hiring)
- Inter-Departmental Councils

The Workplace

- Redesigning Culture & Norms Around Hybrid Workplace
- Aligning Leadership Development with Evolving Needs
- Engaging Talent With Personal & Company Purpose

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REPUBLIC BANK



UNLEASHED

Fine-Tuning Company Culture for Employee Experience + Retention, Part I

Host: Vivian Blade
Resilience & Leadership Expert

Guest: Michelle Koch
Chief Culture and People Development Officer

12



13

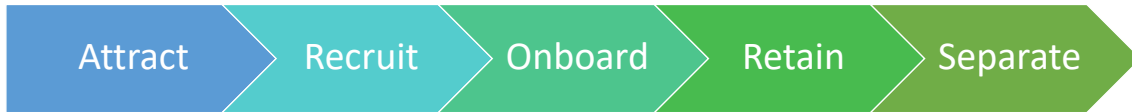
CULTURE:
**Foundation of the
Talent Experience**

- Shared values, beliefs, norms, & practices
- Collective way in which members of an organization think, behave, and interact with each other and external stakeholders
- The experience that builds tribal commitment

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14

Focus on Traditional Employee Lifecycle Process Stages



Company focused stages

Fails to recognize changing dynamics of the Future of Work



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15

6 Pillars of the Human-Centered Talent Lifecycle Experience



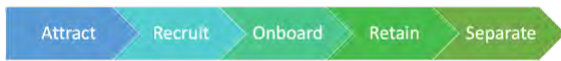
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16

Our organization's talent lifecycle is focused more on:

Traditional Company Focused Stages



A Human Centric Experience



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17

Transform Talent Retention

Garry Ridge
Chairman Emeritus
WD-40 Company
CEO, The Learning Moment

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18



3. Courageous Influence

19

Unrecognized Value... Huge Potential

Perceptions of HR as Highly Effective among Non-HR Professionals

Year	Percentage	Sample Size (n)
2021	26%	394
2022	33%	378
2023	42%	136
2024	39%	307

While perceptions of HR's effectiveness among Non-HR professionals have improved, only 39% perceive HR as Highly Effective.

With World-Class HR at the table... Companies are Significantly More Likely to Outperform in...

- 4.5x** Revenue Growth
- 5.5x** Profitability vs. Peers
- 6x** Innovation

McLean & Company © | 2023 & 2024 HR Trends Reports Josh Bersin © | The Business Impact Of HR Capabilities

20

Building Courageous Influence

From function to discipline: The rise of boundaryless HR

The future of work requires human resources to evolve, shifting from a siloed function to a boundaryless discipline integrated with the people, businesses, and community it serves.

Kraig Eaton, Sue Cantrell, Kim Eberbach, and Julie Duda

Deloitte: 2024 Global Human Capital Trends Study



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21

Building Courageous Influence

“You were not just looking at the human capital strategy, but you were looking at every business line and understanding the needs and the future direction in which the bank was going.

You made yourself a better business partner because you were able to bring back to your HR team... here's where the organization is going and here's what we need to do to help them get to that new place.”



Michele Fantt Harris
Former Executive Vice President
Human Resources
National Cooperative Bank



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22

Test Your *Business* Knowledge

How much do you know about each of these critical business priorities?

1. How are the Future of Work trends impacting our business?
2. Where is the potential for growth for our organization?
3. What are the revenue, operations, product, and service goals to support that growth?
4. How will human capital trends impact our ability to meet these goals?
5. Is our human capital strategy aligned to support our key business objectives?

Are your HR strategy, goals and department structured in a way that supports business growth?

Are you leading conversations on these strategic areas?

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23

When You Are Influential....



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24



Your Actions:

- ✓ Stay abreast of how the Future of Work trends are impacting your business and industry
- ✓ Educate executives on key human capital related considerations
- ✓ Champion culture as a strategic priority
- ✓ Align HR strategy with business strategy
- ✓ Be the convener for collaboration



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25

Future of Work Infographic



6 Pillars Talent Lifecycle Experience Reference Card



5 Relationship Mistakes HR Professionals Make

5 RELATIONSHIP MISTAKES HR PROFESSIONALS MAKE & HOW TO AVOID THEM



Your Resources

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26



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and enter this code when prompted

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Powered By talkadot

27

What one ***ACTION*** will you commit to?

Access Today's Resources:



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28



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Free Resources:

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<https://InfluenceWithScale.com>



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