

THE FAHR  
INTERNATIONAL  
CONFERENCE 2016



مؤتمر الموارد  
البشرية  
الدولي 2016

مستقبل الموارد البشرية ودورها في تطوير  
وتحويل الكفاءات الحكومية  
The Future of HR and its Role in Transforming  
Governmental Capabilities

أكبر حدث للموارد البشرية الحكومية في الشرق الأوسط  
The Middle East's Largest Government HR Event

20 - 17 أبريل 2016  
قاعة الشيخ مكتوم، مركز دبي التجاري العالمي  
17 - 20 April 2016  
Sheikh Maktoum Hall, Dubai World Trade Centre

# Exploring what talent looks like in a world of change

**Lyn Goodear**  
**Chief Executive Officer**  
**Australian HR Institute (AHRI)**

# The Industrial Revolutions

<b>First</b>	1780s	Water and steam : mechanisation
<b>Second</b>	1870s	Electric power : mass production
<b>Third</b>	1970s	Electronics and IT : automation

# The Fourth Industrial Revolution

*“The possibilities of billions of people connected by mobile devices, with unprecedented processing power, storage capacity, and access to knowledge, are unlimited.”*

**Klaus Schwab,**  
Founder and Executive Chairman of the World Economic Forum

*“Organisations don’t create value, people do.”*

Source: **Ram Charan**

# The Talent Equation

*“Every employee can, and should be, considered a talent.”*

Source: **Professor Dave Ulrich**

# The Talent Equation

**Talent** = competence x contribution x commitment

Source: **Professor Dave Ulrich**

# The Talent Equation

Talent = **competence**

Source: Professor Dave Ulrich

# The Talent Equation

Talent = competence x **contribution**

Source: Professor Dave Ulrich



*“If you have people who are perpetually content, it leads to comfort, which leads to complacency... and that leads to irrelevancy.”*

Source: **Dr Jason Fox**



# The Talent Equation

Talent = competence x contribution x **commitment**

Source: Professor Dave Ulrich

# The Talent Equation

*Right skills, right job, right place!*

Source: **Professor Dave Ulrich**

# The Talent Equation

TE = competence **X** contribution **X** commitment

Source: Professor Dave Ulrich

# The Talent Equation

TE = competence **x** contribution **x** commitment

= 3 **x** 0 **x** 3

Talent Equation = **ZERO!**

Source: Professor Dave Ulrich

# Another Talent Equation

TE = competence **x** contribution **x** commitment

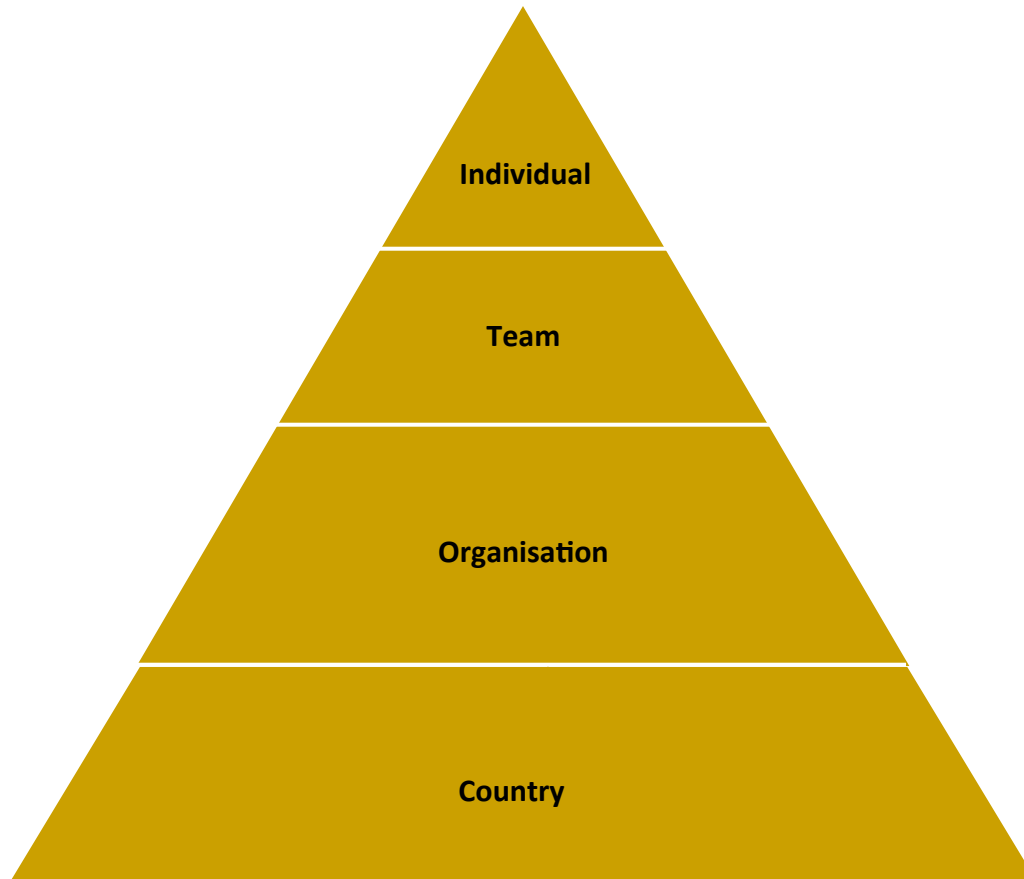
= 0 **x** 3 **x** 3

Talent Equation = **ZERO!**

Source: Professor Dave Ulrich

# Owning your Talent Equation

1. Invest in our own **competency** and capability
2. Ensure our **contribution** is configured in a way that maximises our engagement with the vision
3. Check our **commitment**, to both our colleagues *and* our organisation





# **Exploring what talent looks like in a world of change**

# Our agenda as leaders

- Look at workforce through the lens of the 3 C's of the talent equation: **competence, contribution and commitment**
- Manage our own **talent equation**

# The opportunity for HR

*“In the end, it all comes down to people and values.  
We need a future that works for all of us  
by putting people first and empowering them.”*

**Klaus Schwab,**  
Founder and Executive Chairman of the World Economic Forum

**Shukran!**