

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

Conference and Exhibition: **18 -19 April 2016**

Workshops: **17, 20 April 2016**

Robert Garcia

Vice President – Global Operations

Society for Human Resource Management



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Game-Changing People Strategies: Development Practices for the New Knowledge Economy



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- Increased Employee Mobility
 - Growing Workforce Diversity
 - Global War for Talent
 - Better Educated and Skilled Employees and Leaders
 - Advances in Technology

Increased Employee Mobility

Global talent is going to **developed countries** with low birth rates, aging workforces, and skills gaps in science, technology, engineering, and math

Global businesses are streaming to **emerging markets** with growing populations and investment opportunities



Growing Diversity

Diversity continues to increase as people are more receptive to move within countries and across borders

Larger numbers of women continue to enter the workforce.





Companies are competing for top talent

PwC Global CEO survey confirms the difficulty in finding the talent for companies to succeed

One in four CEOs is unable to pursue market opportunity or delayed strategic initiative due to talent challenges



The world is becoming better educated

Countries continue to invest to increase competitiveness in a global knowledge economy

China and India will account for 40 percent of young people with a post-secondary education by 2020



Internet and communications advances are making it possible for companies to deliver **customized** products and services to **hand-held devices** anywhere

Previously **isolated countries** are now **conducting** global business and work is easily distributed and performed far from its origin

Flexible Work Arrangements



Among the most valued benefits by employees – and employers are under pressure to allow employees to choose when and where they work

Employees in the Middle East and Africa, Latin America, and Asia-Pacific telecommute more frequently

Flex-Time

- Traditional flextime
- Daily flextime
- Compressed work week

Reduced Time

- Part-time work
- Part-year work

Flex-Leaves

- Time off during the workday
- Time off for personal illness
- Paid time off to care for children
- Parental Leave/ Elder Care

Flex-Careers

- Sabbaticals
- Options for moving on and off the “fast track”

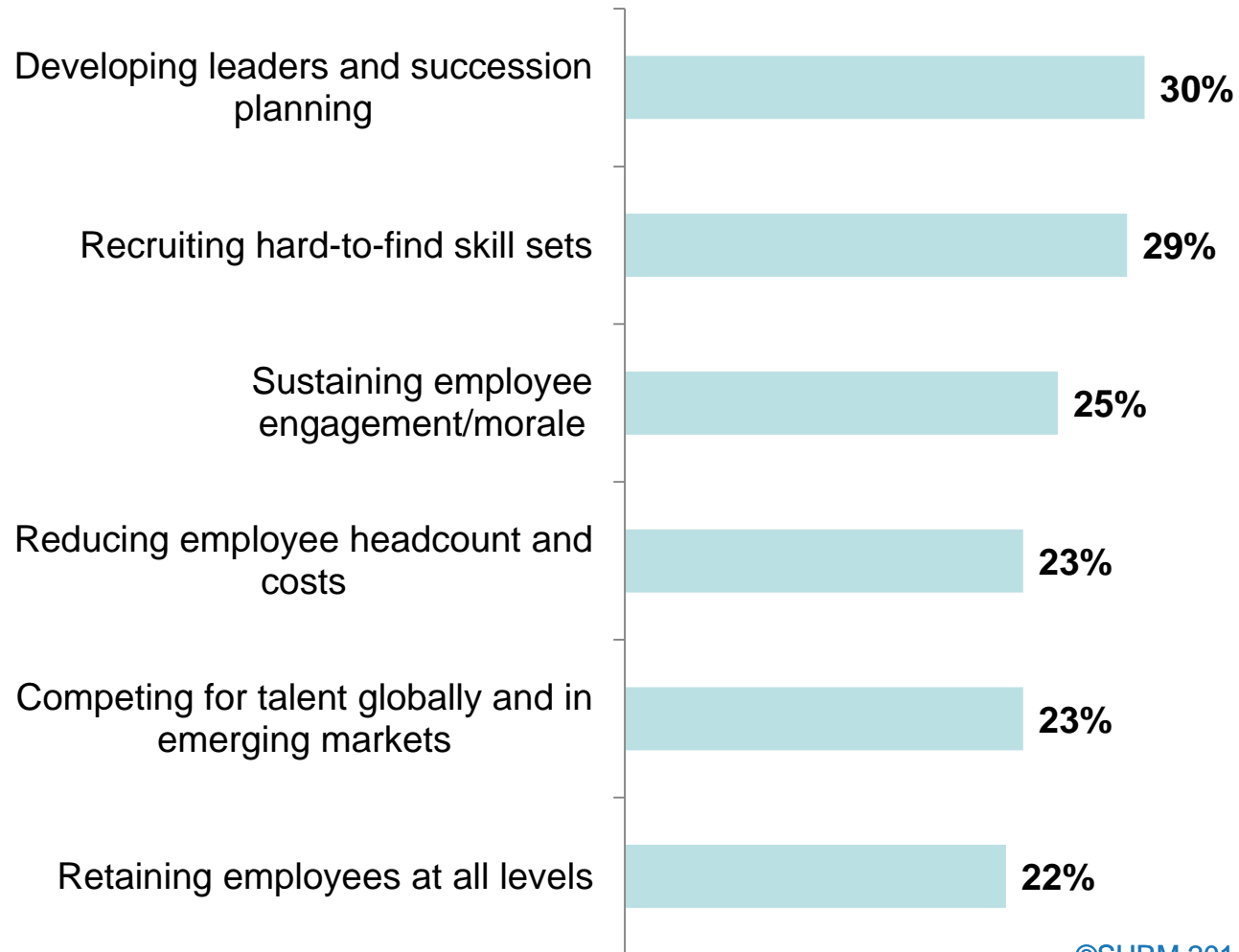
Flex Place

- Telecommuting on an occasional or regular basis

Phased Retirement

- Arrangement for employee nearing retirement age to work reduced hours to transition into full-time retirement

Top concern in Deloitte's Talent Edge Survey:



Creative development of potential leaders means much more than traditional classroom education or online learning



“Real-life” learning stretches employee capabilities and can significantly decrease employee churn and bolster retention

People learn the most from those they trust – bosses, subordinates, peers, and mentors

That is why mentoring and coaching – with clear expectations and defined goals -- are crucial to any development strategy



**Leadership
Development**

Tips:

- 1) Challenge them with unfamiliar jobs
- 2) Create mentoring programs
- 3) Ensure participants get frequent feedback and coaching
- 4) Tap veterans' advice
- 5) Allow some participants to wash out

Benchmark

- Review social media for comments about you and your competition

Survey employees

Align with management's operating goals

Celebrate

- Weave into culture and advertise with pictures and stories

Innovate

- Apps, games, videos and tools to stream to mobile devices

Measure Results

E-Learning

- Online/Virtual Courses
- MOOC (free online courses)

Mobile Learning

- Improves adoption, expands global reach, and engage users better
- Most don't know how to execute a mobile strategy

Social Media & Social Collaboration

- document sharing and discussion blogs
- videos and micro-blogs (smaller messages and short videos)

Simulations & Gamification

Retain, engage, and develop critical talent

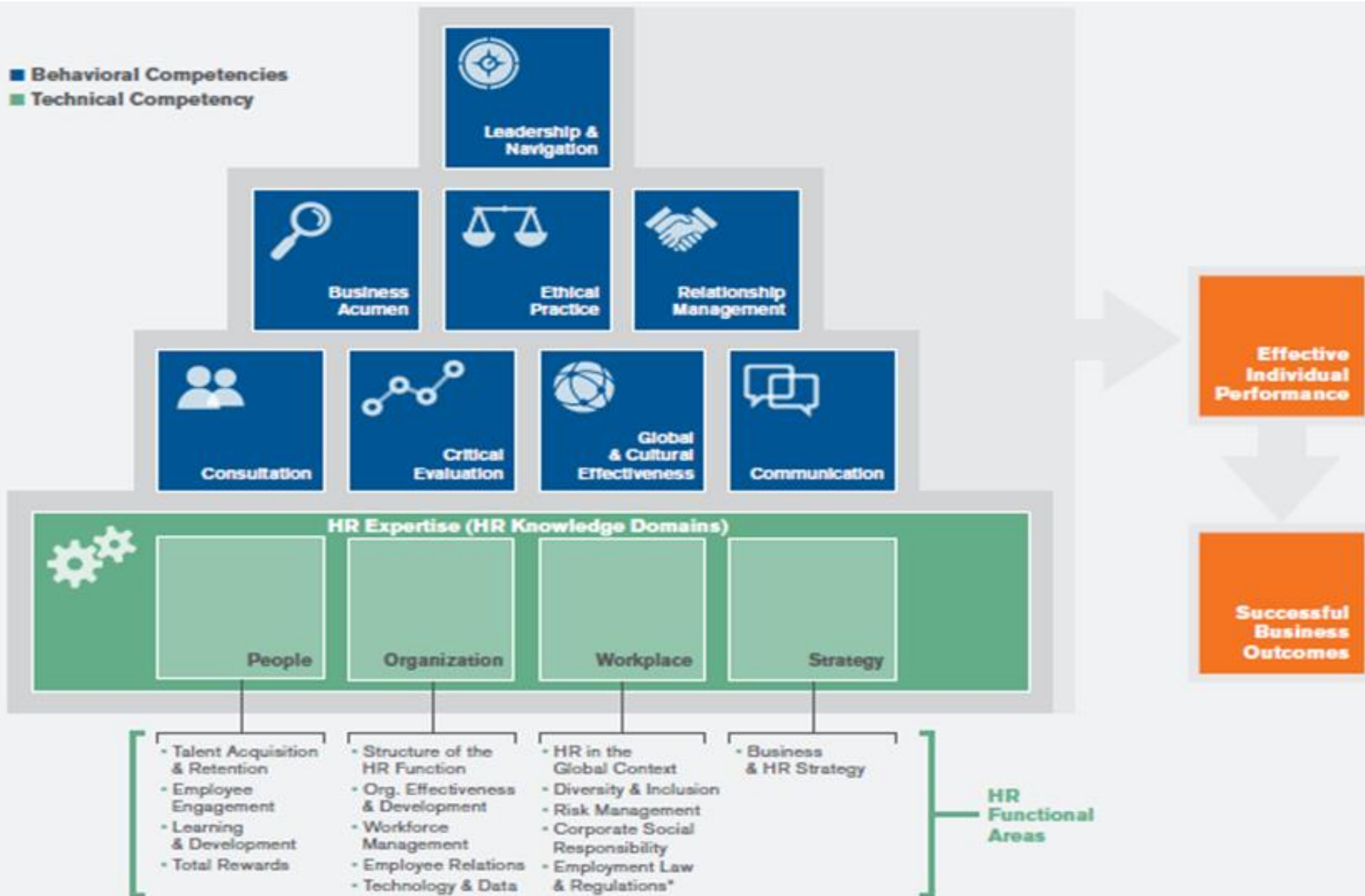


Innovative strategies to retain, engage, and develop critical talent

Keeping critical talent is key to business success and competitiveness

Talent management must be aligned with the organizational business plan

SHRM Competency Model



HR Certification

Two Credentials



For HR professionals who are primarily engaged in operational roles



For HR professionals at a senior level who operate primarily in a strategic role

Eligibility

| CREDENTIAL | Less than a Bachelor's Degree* | | Bachelor's Degree | | Graduate Degree | |
|------------|--------------------------------|--------------------|--------------------|--------------------|----------------------|--------------------|
| | HR-RELATED PROGRAM | NON-HR PROGRAM | HR-RELATED DEGREE | NON-HR DEGREE | HR-RELATED DEGREE | NON-HR DEGREE |
| SHRM-CP | 3 years in HR role | 4 years in HR role | 1 year in HR role | 2 years in HR role | Currently in HR role | 1 year in HR role |
| SHRM-SCP | 6 years in HR role | 7 years in HR role | 4 years in HR role | 5 years in HR role | 3 years in HR role | 4 years in HR role |

*Less than a bachelor's degree includes: working toward a bachelor's degree; associate's degree; some college; qualifying HR certificate program; high school diploma; or GED.

