

# HR's METAMORPHOSIS FOR A TRANSFORMING WORLD OF WORK



@PerryTimms

Founder & Chief Energy Officer: People & Transformational HR  
TEDx & International Speaker: The Future of Work, HR & Learning  
HR Most Influential Thinker 2017 and Author: Transformational HR





PTHR

HUMAN CENTRED

ORGANISATION **DESIGN** EFFECTIVENESS

SYSTEMS **THINKING** AGILE

INCLUSIVE

# The Perry Timms / PTHR Portfolio



## #Future of work

Creator of the 7 Dimensions of the Future of Work keynote / workshop  
I am a TEDx, International CPD-accredited speaker on our emerging future.



## #HR re-worked

HR's metamorphosis for a transforming world of work  
I speak, write and consult on a new HR proposition, fit for 21st Century work.



## #Democracy at work

New structures & organisational flow to create a great place to work  
I am the world's only certified WorldBlu® Consultant + Coach.



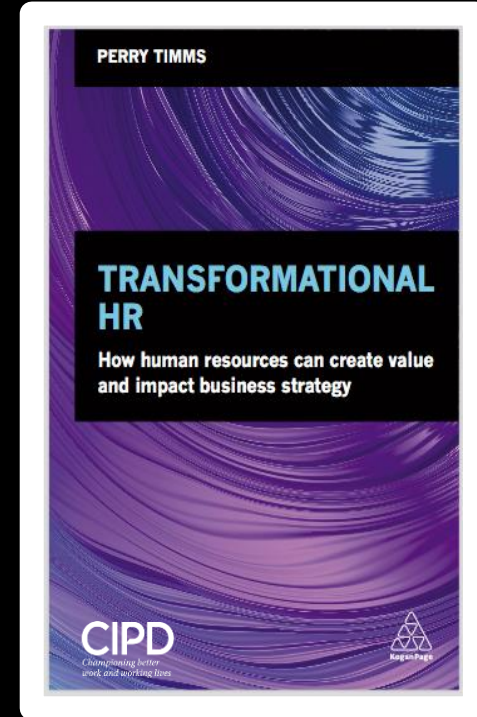
## #Hackathons for work

To innovate & reimagine work using inclusive / open "ideas-jams"  
I am the CIPD/MiX Guide for the *Hacking HR* Programme.



## #Social Technologies and work

Connect, share and learn using social media and collaborative tools  
I am Social Media & HR Adviser to the CIPD.





# Perry Timms - International keynote speaking coverage 2015-18



20+ countries



10,000 minutes



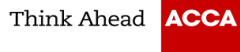
12,000 people

- ❑ The Future of Work and *Next Stage* Organisations
- ❑ Alternative and Progressive HR & learning design, models and practices
- ❑ Democracy + Freedom at Work and the advent of *Employee Experience*
- ❑ Social and digital technologies impacting on our learning and working lives





learning that works



MAKING SPACE MORE VALUABLE

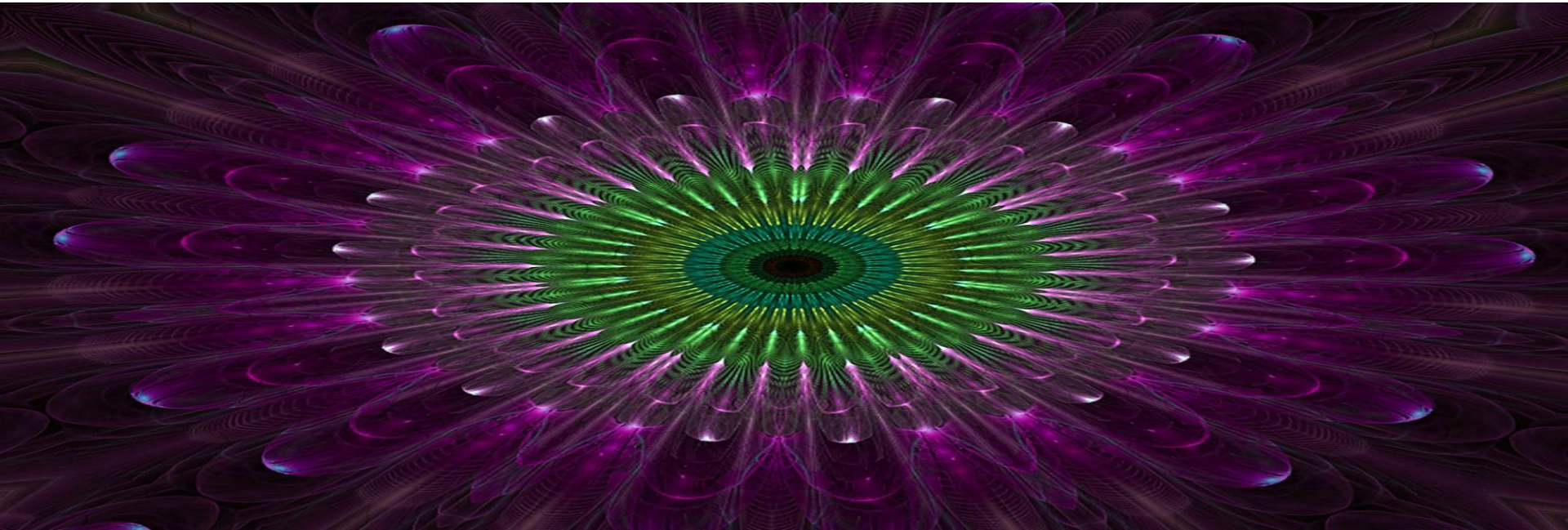




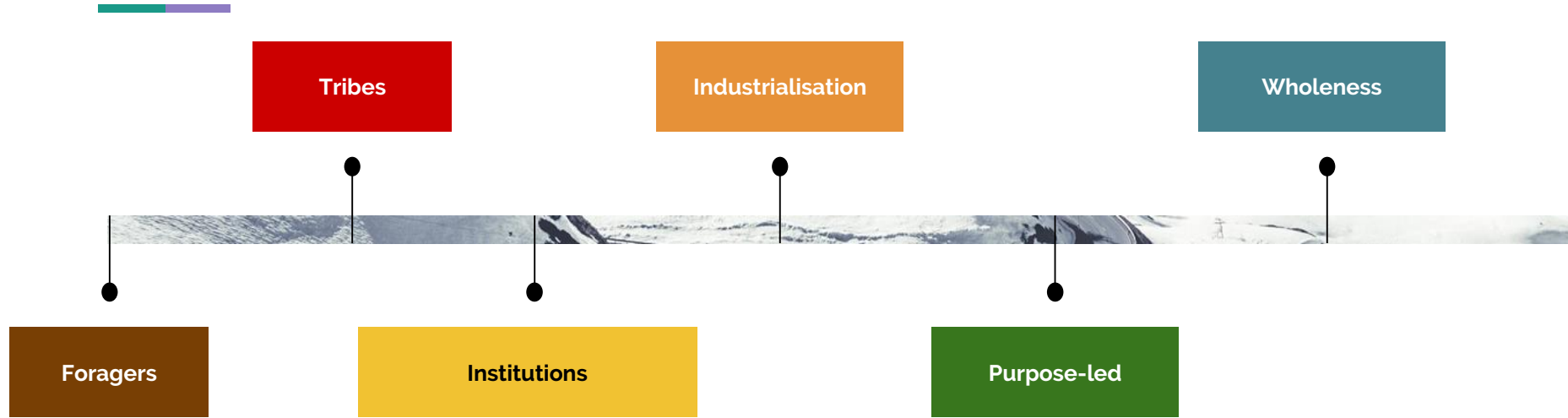
*We are being led into the future by leaders who don't understand networks;  
and by technologists who don't understand the world.*

Joshua Cooper Ramo

The Seventh Sense - Fortune, and Survival in the Age of Networks - 2016



# The organisation of human endeavour and collectivism through the ages





**Better business for a better world**



# HR DELIVERY MODEL 1997 >> NOW



## Shared Services



Centralised, technology-enabled HR service delivery excellence.  
Sometimes outsourced

## Centre of Excellence



HR experts with specialist knowledge who deliver leading edge strategy and solutions

## Business Partners



HR professionals working closely with business leaders to improve business outcomes through human capital solutions

12 CHAPTERS  
5 CASE STUDIES  
4 SECTIONS  
3 ASPECTS  
2 DIMENSIONS  
1 NEW MODEL FOR HR



Prepare your  
organisation  
for **lasting**  
**success.**



CIPD



HR HISTORY



HR FUTURE



## CIPD/Management Innovation Exchange - HR Hackathon 2013 - ENEMIES OF ADAPTABILITY

HIERARCHY

FEAR

DECISION BIAS

HABIT

CENTRALIZATION

INFLEXIBLE  
BUSINESS  
PRACTICES

RIGID STRUCTURES

SKILLS DEFICIT

SHORT-TERM  
THINKING

INSUFFICIENT  
EXPERIMENTATION

LACK OF DIVERSITY

A PAUCITY OF  
PURPOSE

## CIPD/MiX- HR Hackathon 2013 - DESIGN PRINCIPLES OF ADAPTABLE ORGANISATIONS

EXPERIMENTATION  
& LEARNING

TRANSPARENCY  
& OPENNESS

AUTONOMY  
& TRUST

PURPOSE  
& MEANING

DIVERSITY

FLEXIBILITY

CREATIVITY

PEER COLLABORATION

NATURAL LEADERSHIP  
& MERITOCRACY



## From To



Top-down, hierarchical

Financial performance

Sequential thinking, processes

Internal R&D / Policy making

Strategic planning and risk aversion

Hard-wired workforce

Assets and ownership

Autonomous, socialised net-working

Transformative purpose

Experimentation, iteration, creativity

Community and crowd, innovation as usual

Emergent, experimental, purpose-led

Flexible, on-demand, lifestyle workers

Leveraged utilities, communal sharing





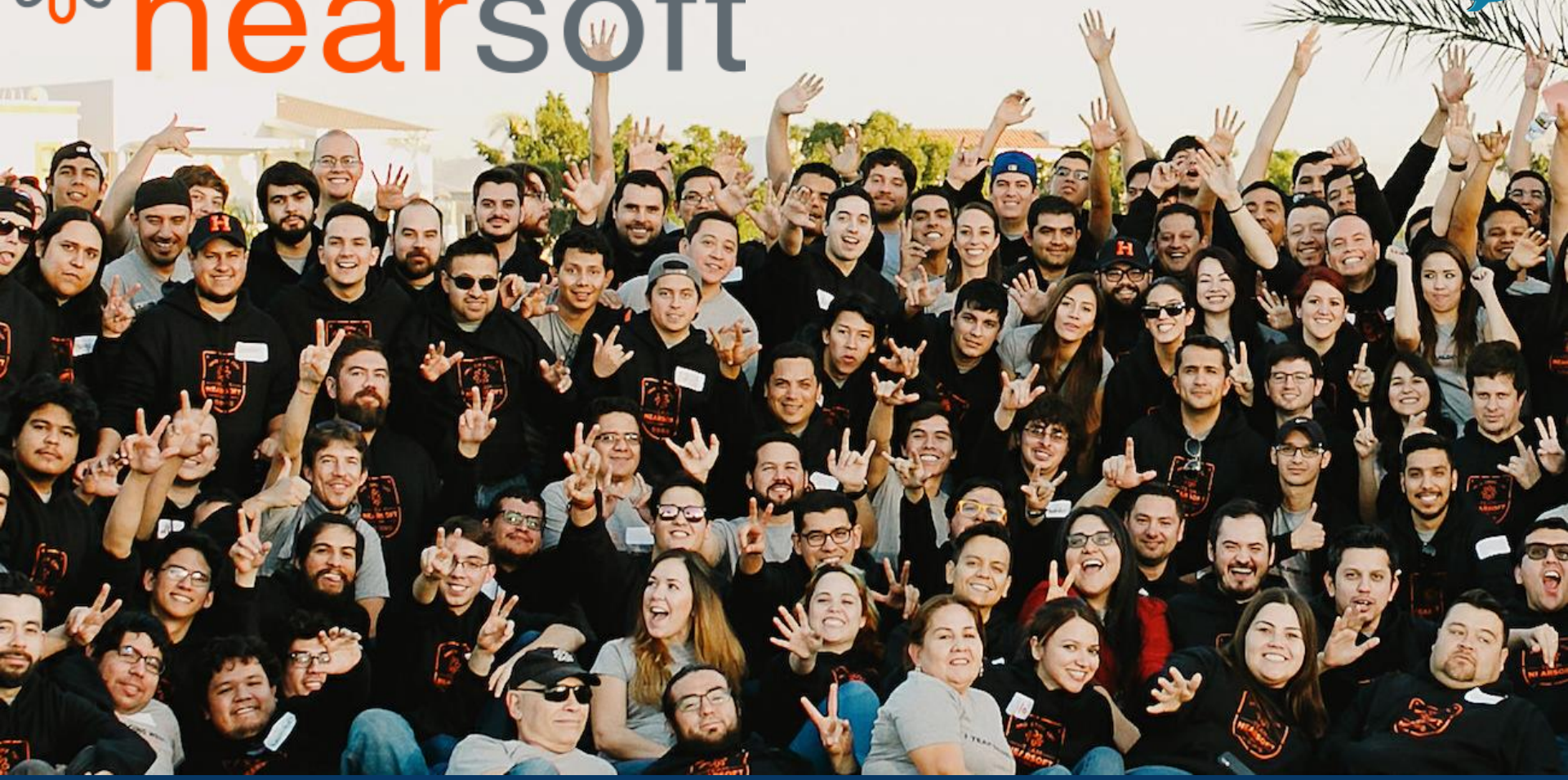


The logo for nearsoft, featuring a stylized orange and grey flower-like icon to the left of the word "nearsoft" in a lowercase, sans-serif font. The "near" is orange and "soft" is grey.

nearsoft

A blue speech bubble containing the text "PTHR" in white, uppercase letters.

PTHR





# 2017: Time to Transform HR

PTHR





# HR for the era of agile, connected, collaborative work



1

## Agile by design:

Adaptive systems that sense and adjust to the needs of their people and the people they serve in the world

2

## Digital by default:

Utilising the best digital tools, infrastructure and connectivity to be more effective in creating value for their people and the world

3

## Creative by demand:

Innovation as usual in a world of new, complex and opportunity rich solutions, to the needs and problems of the 21st century world of work

4

## Fair by decree:

Just, equitable and inclusive ways to work, live and earn our place in the world. Doing good beyond profit and in service of humanity and our ecology



# TRANSFORM: ME, WE, IT



SELF



COLLECTIVE



SYSTEM



# Sage; Merchant; Soldier

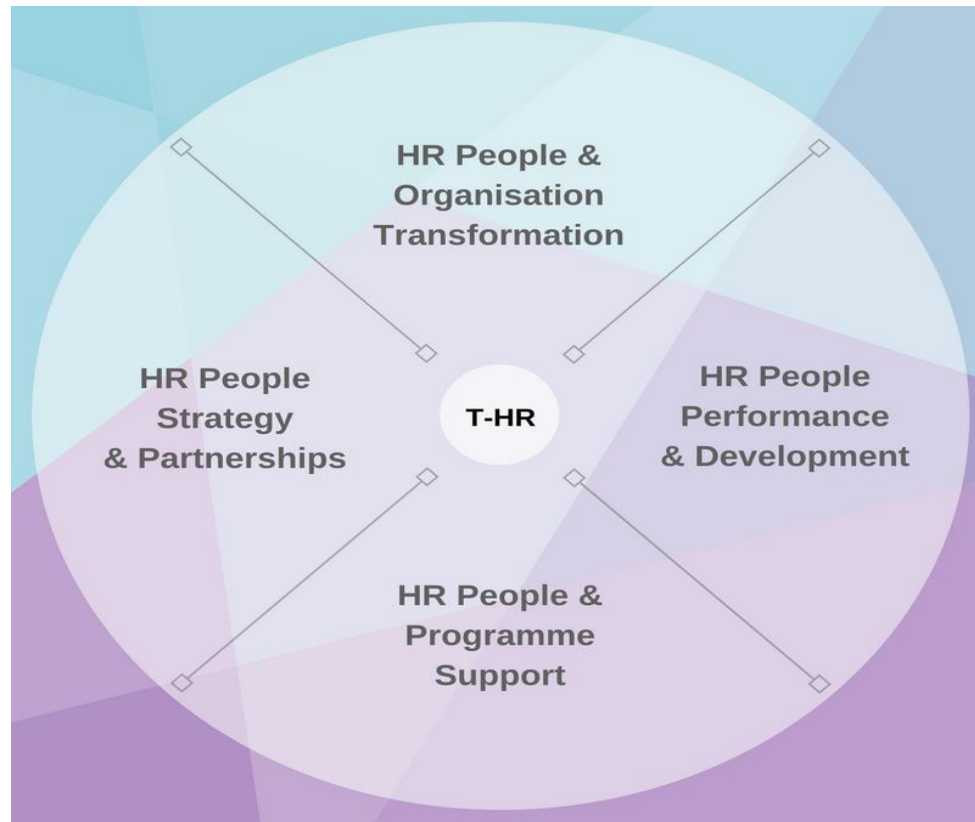


wirearchy

# Networker



# Four Zones Model for Transformational HR



# Four-Zone Model - The Elements

- > **The philosophy** - what is the thinking and short defining purpose for this element
- > **The mission** - what is the zone intended to do (in statement format) for greater clarity
- > **The vision** - how we might describe this zone to others who aren't familiar with it.
- > **The narrative** - bringing the zone further to life.

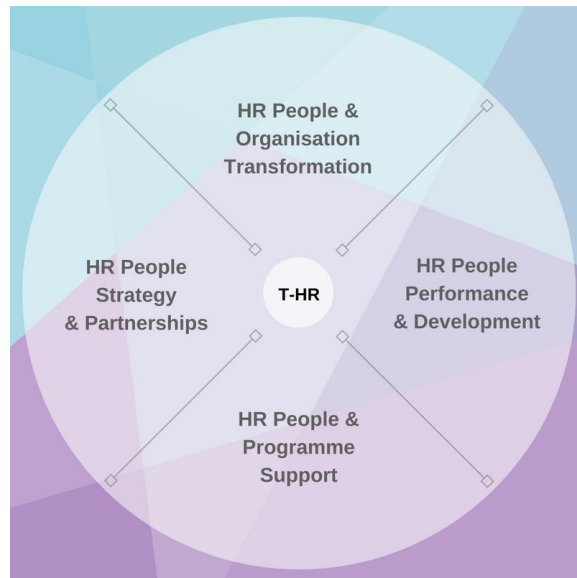
# Four Zones Model for Transformational HR



HR People & Organisation Transformation is a space to create the future for people and the work they do



**HR People Strategy & Partnerships**  
exists to build relationships with people and intelligence about people



**HR People Performance & Development** exists to create the circumstances for people to do their best work

**HR People & Programme Support** exists to orchestrate harmony across people, the organisation and processes

# HR for the era of agile, connected, collaborative working



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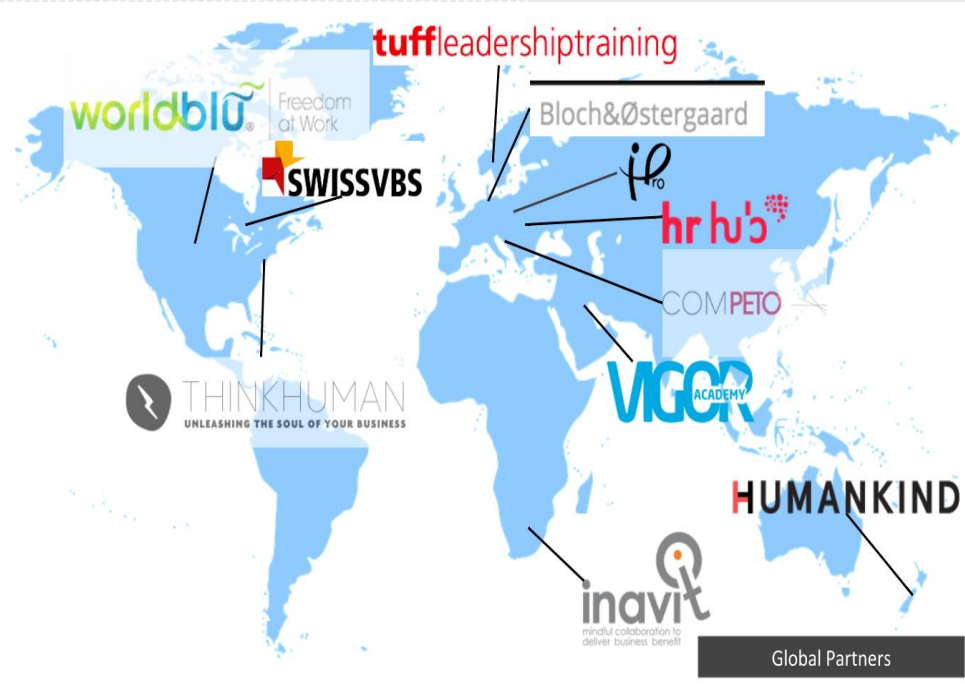
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# – 14 Global partners



Centre for Transformational HR  
CfT-HR



# Howard Thurman



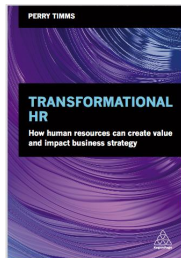
DON'T ASK WHAT THE  
WORLD NEEDS.  
ASK WHAT MAKES YOU  
COME ALIVE,  
**AND GO  
DO IT.**  
BECAUSE WHAT  
THE WORLD NEEDS  
IS PEOPLE WHO HAVE  
**COME ALIVE.**  
- HOWARD THURMAN







# Many thanks



**MOST**  
INFLUENTIAL

**CIPD**  
*Championing better  
work and working lives*



# Transformational HR

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