



KLUB HR BUSINESS PARTNERS AT OLIVIA BUSINESS CENTER

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Become a member of the elite CLUB HR Business Partner established at Olivia Business Center in Gdańsk!

The mission of the HRBP Club is to support its members in the area of shaping the highest standards of work and HR competence in the digital age based on modern solutions and trends, while our goal is to create a space for discussions, exchange of professional experience and international knowledge.



Crowd-sourcing:
In pairs, please describe a situation
where the work you do “brings you to life”...



HR Business Partners Transformed:

“The ultimate intelligence source leading to being in the thick of transformational thinking.

Relationships builder; agent provocateur; coach; confidante; strategy consultant; learning partner; innovation catalyst; game-changing thinker; and pragmatic solutions implementer.”

...people at work anthropologists...



Better business for a better world

PERRY TIMMS | CHIEF ENERGY OFFICER

**Founder & CEO: PTHR | Chartered MCIPD | Fellow: RSA
HR Most Influential Thinker 2017 & 2018
Author: Transformational HR & The Energised Workplace**

Co-Founder: Centres for Transformational HR

TEDx Speaker | Associate: The Work Foundation

Adjunct Faculty: Hult International Business School

Visiting Fellow: Cranfield School of Management

Visiting Fellow: Sheffield Hallam University Business School

Certified Freedom at Work Consultant & Coach: WorldBlu.com

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About PTHR

ORGANISATION
HUMAN-CENTRED **DESIGN** EFFECTIVENESS



SYSTEMS **THINKING** AGILE
INCLUSIVITY

The Edge – People Powered Design | Perry Timms | TEDxHultLondon ...

<https://www.youtube.com/watch?v=Q62RkeiSjca>



31 May 2018 - Uploaded by TEDx Talks

What is the impact good work design has on the very energy we have as human beings in the workplace ...

You've visited this page many times. Last visit: 06/06/19



“Perry puts the 'human' back in HR”

Broch Cleminson

Google State Manager, Creative Activation



HULT INTERNATIONAL BUSINESS SCHOOL





20 + countries





10,000 + minutes



12,000 + people



 Democracy + Freedom at Work and the advent of *Employee Experience*

 The Future of Work and *Next Stage Organisations*

 Social and digital technologies impacting on our learning and working lives

 Alternative and Progressive HR & learning design, models and practices

Blackwood
homes | care | support



CIPD
Championing better
work and working lives



AVADO



Salford City Council

COTY
BEAUTY. LIBERATED

FT FINANCIAL
TIMES

learning that works



elis
Educazione - Lavoro - Istruzione - Sport

DIAGEO



BVLGARI
HOTEL LONDON

Sainsbury's
Warburton's
Family Bakers

MÆRSK

Royal Bank
of Scotland

sky

Henley
Business School
UNIVERSITY OF READING

CATAPULT
Energy Systems

love
every
drop.
anglianwater

Tameside
Metropolitan Borough

PHOENIX LIFE

RIVER ISLAND

mnda
motor neurone disease
association

NHS
Wrightington,
Wigan and Leigh
NHS Foundation Trust

glassdoor

ATLANTIC
GRUPA

HUDSON RPO



Leeds
CITY COUNCIL

NHS
Blood and Transplant

energy

VEOLIA

WIDEN



AMPELMANN
Bridging your next move

North West
Employers

WE ARE
MACMILLAN
CANCER SUPPORT

AND Digital



HOWDENS
JOINERY CO.
MAKING SPACE MORE VALUABLE

FDM

Guy's and St Thomas' NHS
NHS Foundation Trust

P&G
Procter & Gamble

Specsavers

Shelter

NYENRODE
BUSINESS UNIVERSITEIT

University
of Suffolk

Kuwait Energy

zain



Creating the Energised Workplace

The Energized Workplace


Designing Organizations
where People Flourish

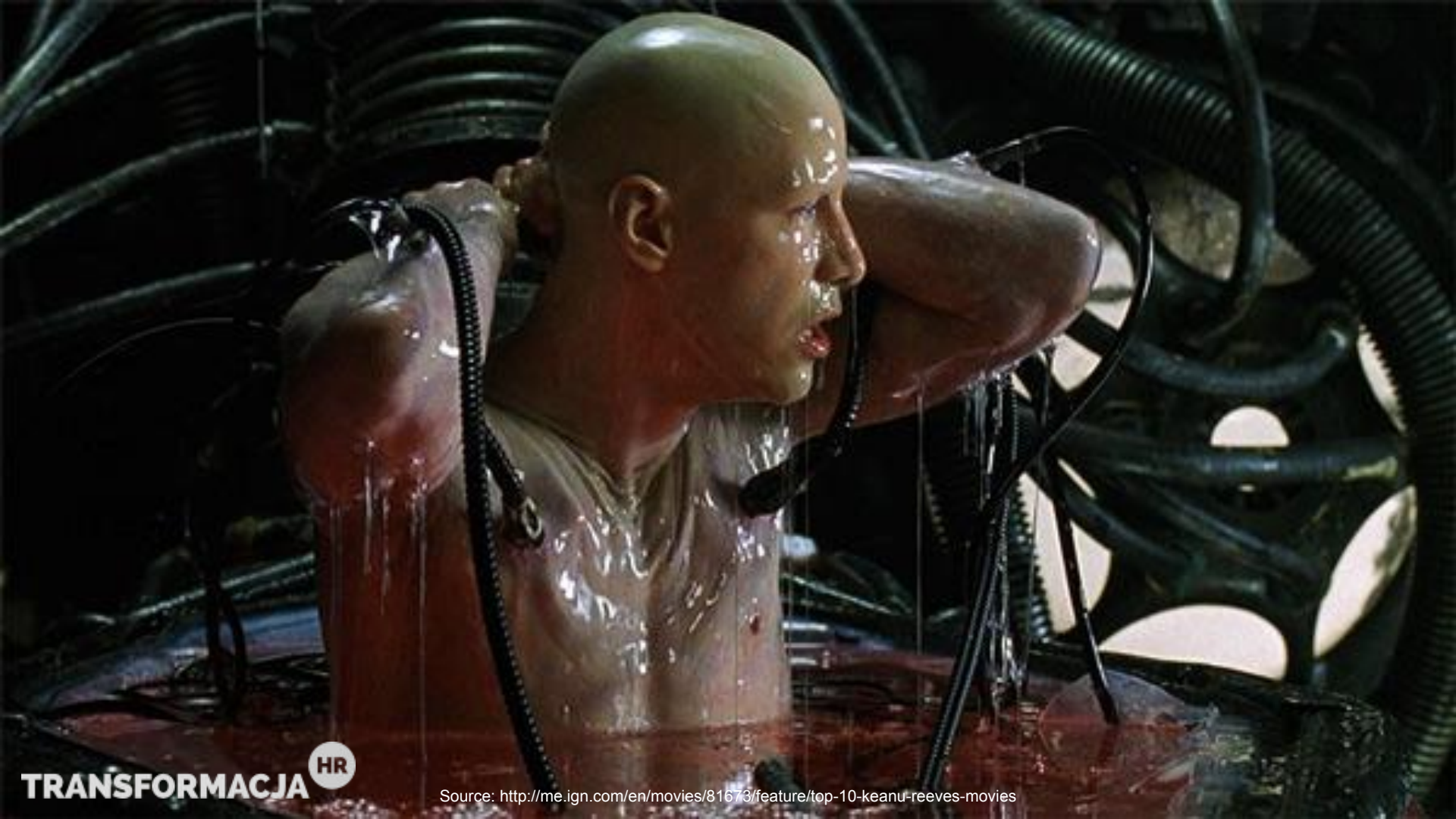


PERRY TIMMS





TRANSFORMACJA 



TRANSFORMACJA

HR

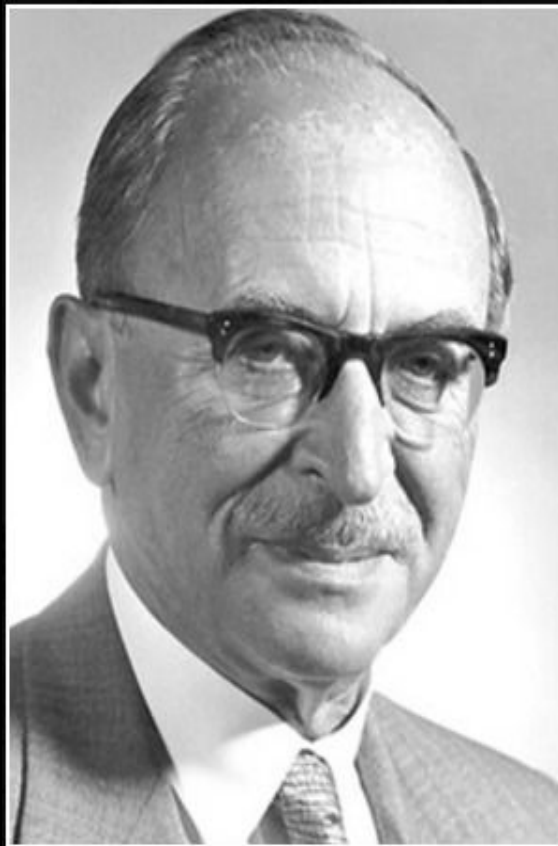
Source: <http://me.ign.com/en/movies/81673/feature/top-10-keanu-reeves-movies>

THE EDGE:

PEOPLE POWERED DESIGN



CORE
EDGE

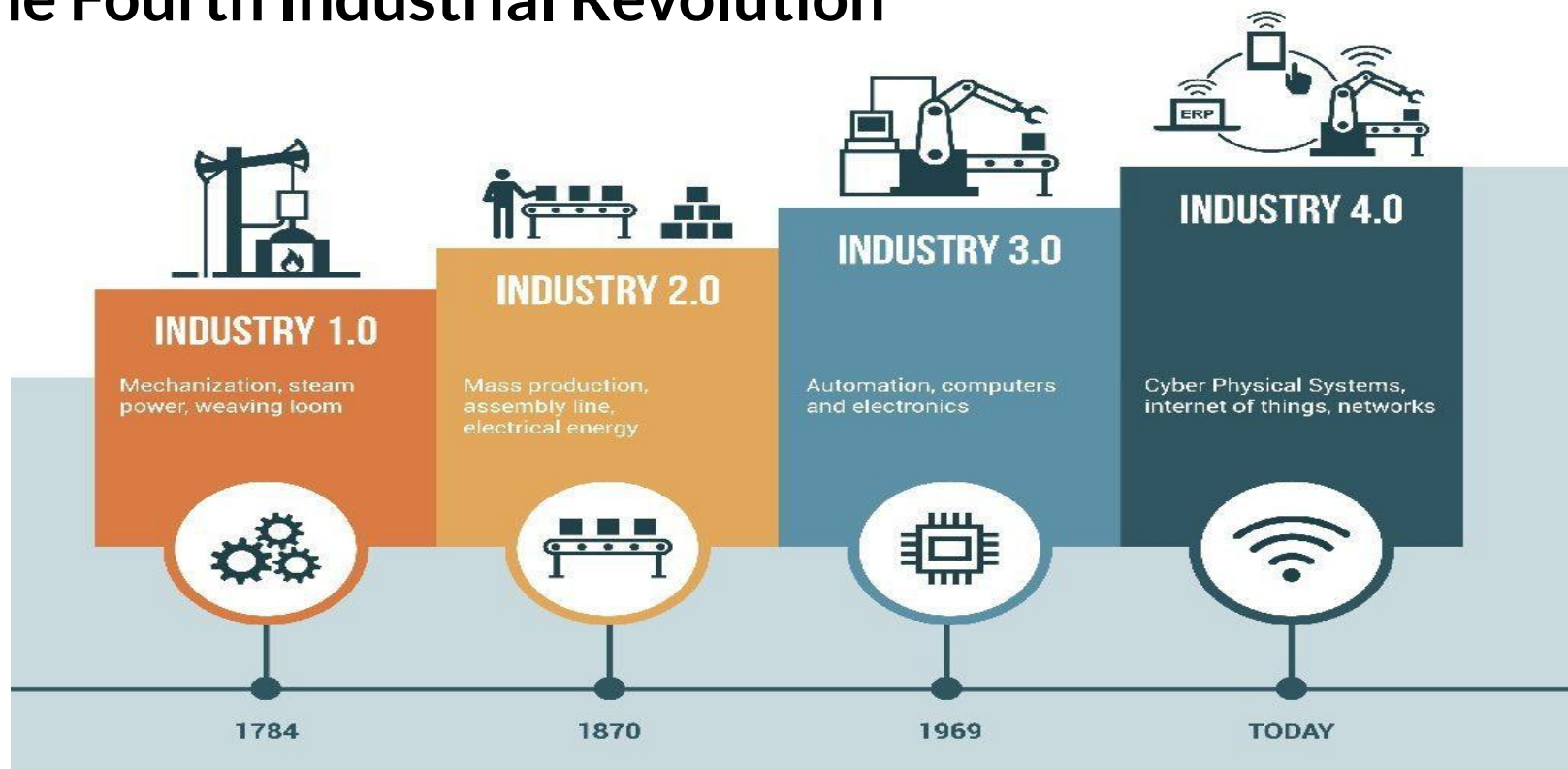


The future cannot be predicted, but
futures can be invented.

— *Dennis Gabor* —

A prediction or a creation?

The Fourth Industrial Revolution



Industry 4.0 : The next machine revolution

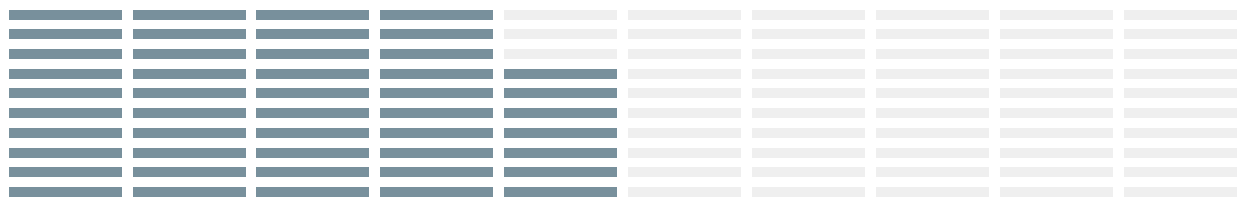


The rise of machine learning, algorithms and artificial intelligence, and the advent of blockchain and sustainable energy sources... gives rise to a more **automated** world of work.



Giving us more space to care for human, community and planetary needs, whilst competing against competitive, economically driven, industrialised models of operating.

Work that could be automated



47%

Nature of work we currently do likely to be automated in the next 20 years. (Oxford University study)

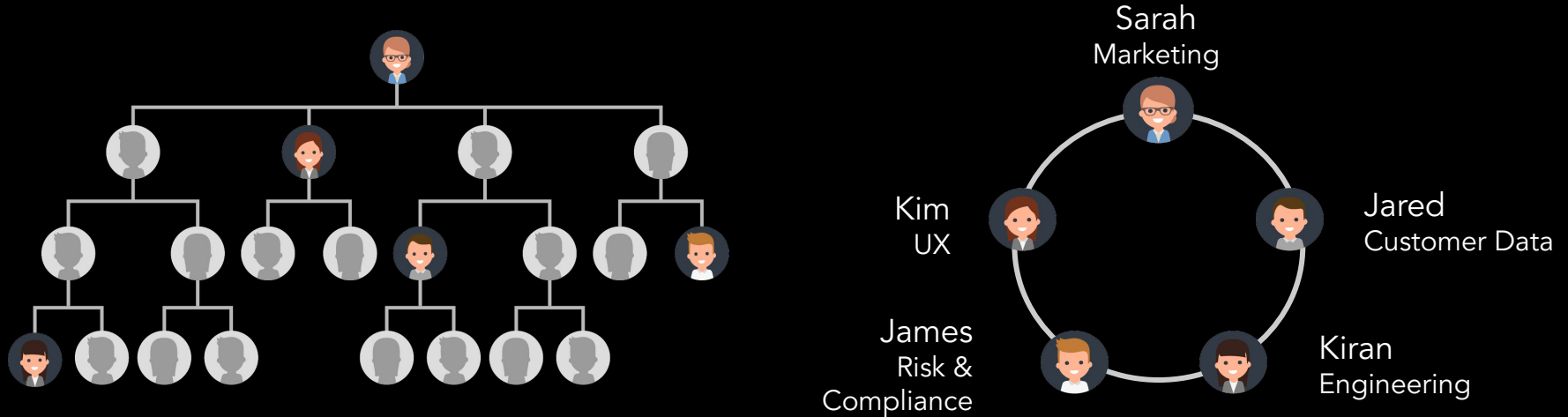
65% of children now entering primary schools, will hold jobs that currently don't exist

World Economic Forum 2018

The future is being written before our very eyes. How do we participate in the connected future of work?

Shaping the Organisation of the Future

Over 80%* of companies report re-structuring of functional hierarchies.



Today's high-performing businesses increase their agility and speed to market by re-organising their employees into networks of small teams.

How can we transform HR Business Partnering?

1. **Responding to the needs of people and the organisation in the way work is designed;** deployed and delivered in order to create value in the connected age.
2. **Developing more agile ways to deliver HR and business transformation;** a focus on evidence-based, experimentation-led practices, involving people across the organisation and fuelled by external vigilance and contextual intelligence.

A new model to transform HR - and transform the organisation - to adapt to the demands of “*the future*”.

Focusing on **Autonomous, Aligned, Agile** ways of working

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

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

EXPERIMENTATION
& LEARNING

TRANSPARENCY
& OPENNESS

AUTONOMY
& TRUST

PURPOSE
& MEANING

DIVERSITY

FLEXIBILITY

CREATIVITY

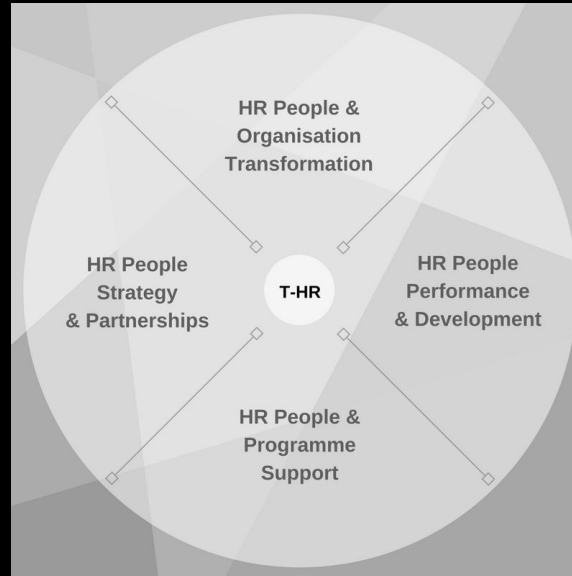
PEER
COLLABORATION

NATURAL LEADERSHIP
& MERITOCRACY

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

Reinventing HR Business Partnering - Skill #1

Paradox Management

Outside AND Inside
Business AND People
Future AND Past
Organisation AND Individual
Strategic AND Administrative
Process AND Event

Ulrich, HR Outside In, 2012



Crowd-sourcing:
What are the paradoxes you are currently managing, or will probably
need to manage in the future?



Outside AND Inside
Business AND People
Future AND Past
Organisation AND Individual
Strategic AND Administrative
Process AND Event



Reinventing HR Business Partnering - Skill #2

Sense Making

External Vigilance AND Contextual Intelligence

Data AND Narrative

Predicted Trends AND 'Black Swans'

Rules AND Adaptations

Structure AND Agility

Science AND Art



Crowd-sourcing:

What sense-making are you engaged in, and what more will you need in the future to increase your impact and value?

External Vigilance AND Contextual Intelligence

Data AND Narrative
Predicted Trends AND 'Black Swans'
Rules AND Adaptations
Structure AND Agility
Science AND Art



Reinventing HR Business Partnering - Skill #3

Stewardship

Stewarding a Just Organisation

Leading AND Following
Fairness AND Inclusion
Participative AND Thoughtful
Purpose AND Meaning
Noble AND Practical
Conscious AND Sustainable



Crowd-sourcing:
What are your current and future stewardship challenges?



Stewarding a Just Organisation

Leading AND Following
Fairness AND Inclusion
Participative AND Thoughtful
Purpose AND Meaning
Noble AND Practical
Conscious AND Sustainable



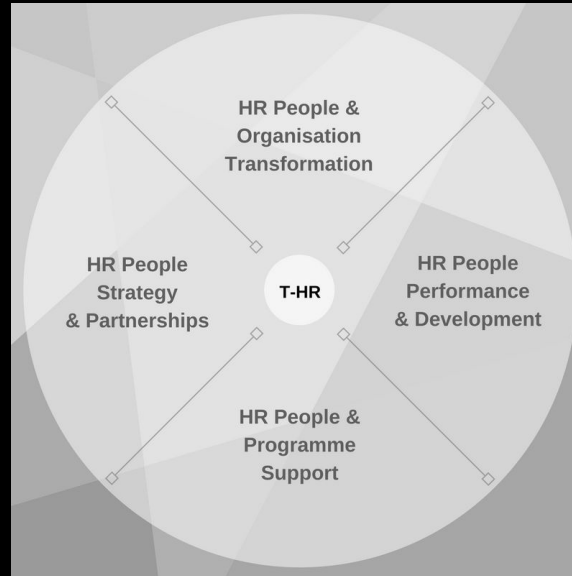
Reinventing HR Business Partnering - Skills

Paradox Management Sense Making Stewarding a Just Organisation

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<HR> People Strategy & Partnerships

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

HR People
Strategy
& Partnerships

Working closely with people at all levels across the organisation, developing a greater understanding of their work and needs.

Through collaborative working and gathering of intelligence on what matters to people, provide insight on how HR can make ever greater differences to personal fulfillment and collective success.

People Strategy & Partnership Professionals will use their relationship strength and insight-led approaches to inform the most acutely tuned strategy for the betterment of people and the organisation

Where is your current edge -
and how will that help shape your future?

THE EDGE:

PEOPLE POWERED DESIGN



CORE
EDGE

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

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

C4T-HR



Centre for Transformational HR

HRBP: 2049

People Strategy and Partnerships for the 21st Century

Context: Organisations continually change, adapt, improve, diversify to fulfill their reason for being and have a sustainably viable enterprise as successful as it can be.

The Methods:

- | Product and Service Development |
- | Operational and Business Model efficiency |
- | Market and location expansion |
- | Optimised marketing that places the organisation as a market leader |
- | Strategic Partnerships and Collaborative Relationships |
- | Creative and Sustainable People and Organisation Development |
- | Intelligence and Predictive Analytics (particularly on consumer insight) |
- | Corporate Social Responsibility and Community and Philanthropic activities |
- | Formal Mergers and Acquisitions |
- | Capitalisation <IPO; Share buy back; Management Buy Out; Employee Ownership; Community Interest Company / Not-for-Profit; De-merger> |

|| Continuous Business Improvement ||

What is the HRBP's current proposition that delivers **Continuous Business Improvement**?

HR's Key Product: The Strategy for People and Organisation Development

Key Roles:

HR Business Partners
Senior HR Business Partners
Specialist Business Partner (e.g. L&D/Reward/OD)

Key Responsibilities:

Client Relationship Management - orders & advice (e.g. workforce planning);
Supporting and Coaching Line Management - (e.g. disciplinarys, disputes, issues)
Comms & Awareness - people issues and factors (e.g. new employment law)
Consulting - Solution Design and Deployment (in partnership with other parts of HR)
Industrial Relations - formal trades unions or worker councils/representatives

Score Card*:

CRM - 0.6 | Coaching Line Managers - 0.85 | Comms - 0.65 | IR - 0.7 | Data - 0.6
Strategic Advice - 0.55 | Consulting 0.75 | Commissioning HR Solutions 0.7 |

(*1=Success / Completed)

HR Business Partners Core Competencies and Confidences: 2020 and Beyond

The Competencies for HRBP 2049:

Strategic Thinking and Analysis

+

Relationship Building & Consulting

+

Coaching and Conflict Resolution

+

Data Analytics and Reporting

+

Agile and Product Design and Development

+

Commercial Finances and Economic Value Creation

=

Continuous Business Improvement

PTHR

Transformational HR

HR's metamorphosis for a changing world of work



Centre for Transformational HR
CFT-HR

HR

TRANSFORMACJA

Our accredited learning programme coming soon:
Please contact broch.pthr@gmail.com

“YOU NEVER CHANGE THINGS BY
FIGHTING THE EXISTING REALITY.
TO CHANGE SOMETHING, BUILD A
NEW MODEL THAT MAKES THE
EXISTING MODEL OBSOLETE.”

- BUCKMINSTER FULLER

*Please contact me for a conversation about
people-powered change to transform your
workplace, for a better future.*



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Chartered MCIPD + HR Most Influential 2017

Chief Energy Officer: People & Transformational HR Ltd

Author: Transformational HR

**Adjunct Faculty: Ashridge Executive Education,
at Hult International Business School**

Associate: The Work Foundation

Certified: WorldBlu® Freedom at Work Consultant + Coach

Fellow: the RSA and Visiting Fellow: Sheffield Hallam University

GCOlogist: at the Game Changer Index

Guest Professor: GEA College, Ljubljana, Slovenia

PTHR