

reba



Innovation Day 2018

22 November 2018 – LONDON

Embracing innovation
and technology for the
future workforce





Horizon Scanning: Digital HR

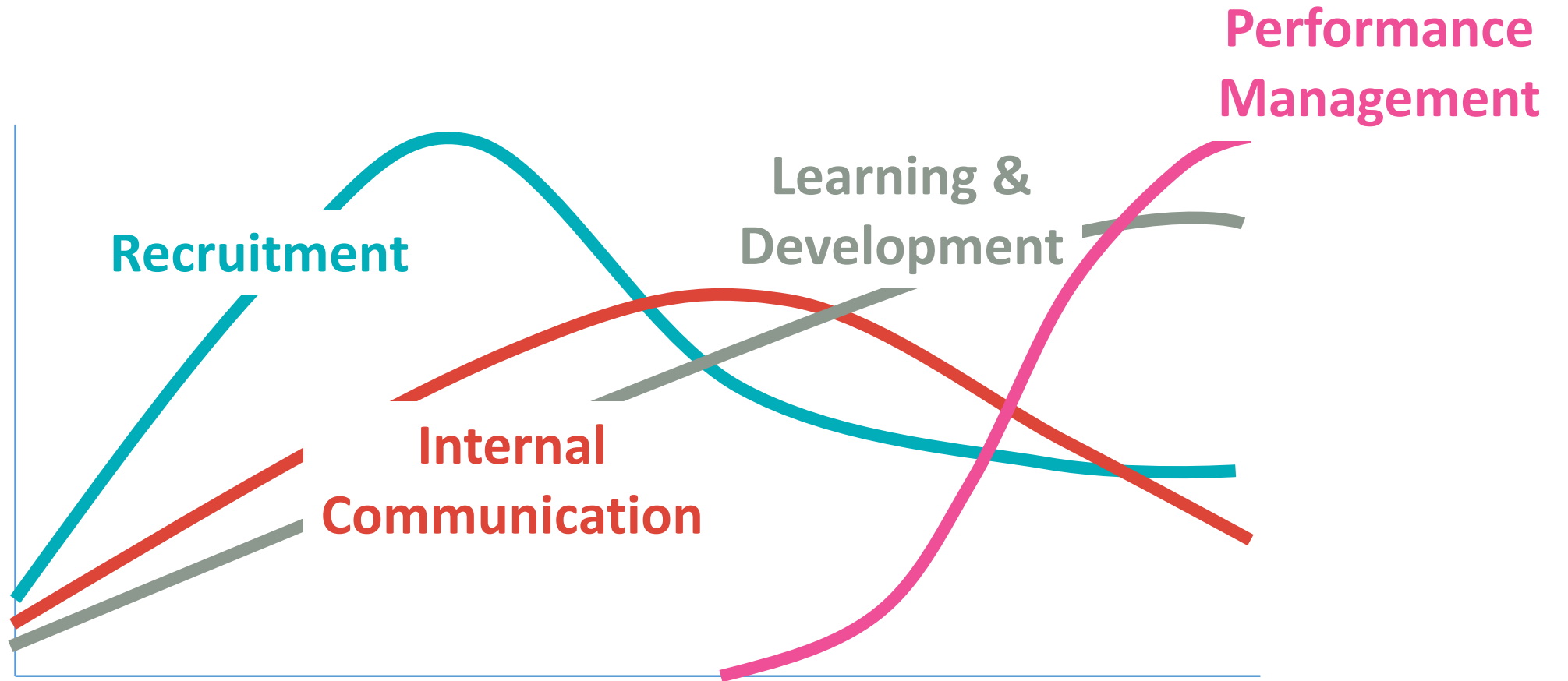
Jon Ingham
@joningham

Introduction

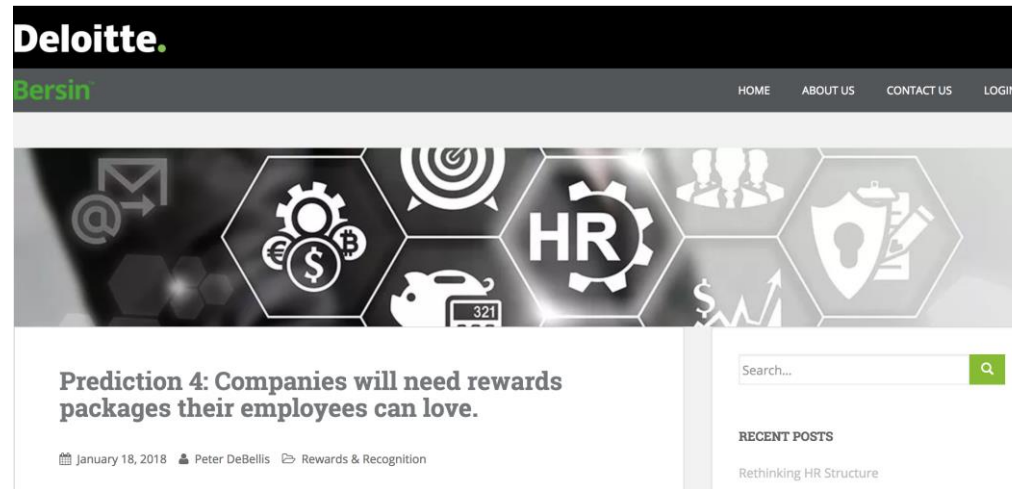
Jon Ingham

- Worked as International HR Director for Ernst & Young / EY
- Also as Head of HR Consulting at Penna and Director in Human Capital Consulting for Buck
- Now independent consultant, based in UK, working globally
- Focused on innovation in people and organisation strategy
- Co-author with Dave Ulrich of 'Building Better HR Departments'
- Author of 'The Social Organization'
- Contributor on reward to two ATD books on talent management

Innovation in Talent Management



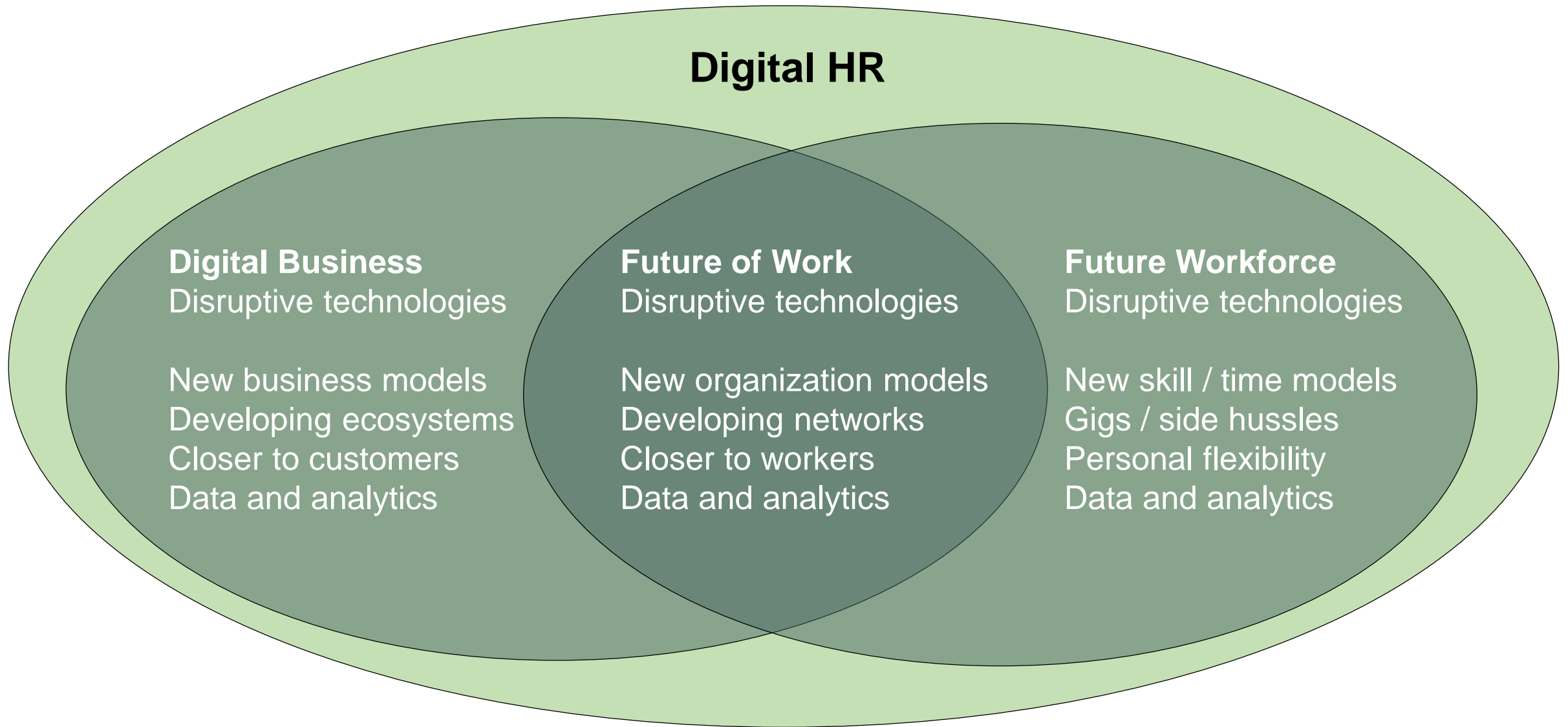
Problems with Reward



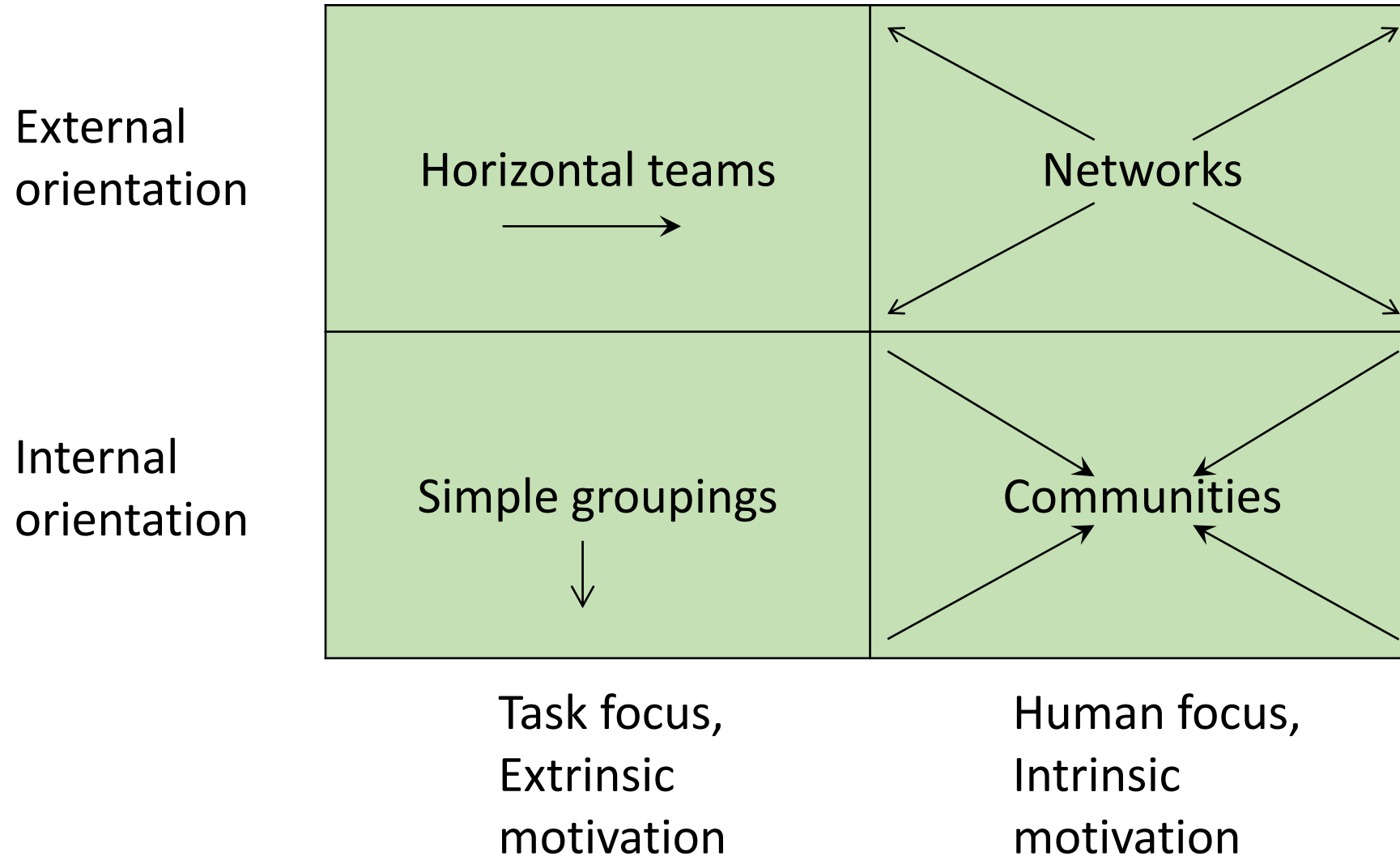
How likely are employees to recommend your company to a friend based on its rewards package?

What we discovered in Bersin's first High-Impact Rewards survey is troubling: The NPS of employee rewards, which we calculated from more than 1,100 survey responses, was negative 15 (-15)

New Horizons



Teams, Communities and Networks



Teams, Communities and Networks

External
orientation

Horizontal teams requiring
deep collaboration.
*Variable pay based on
team performance and
individual's contribution to
team*

Networks of individuals
cooperating with each
other.
*Funding based on friendly
competition between
network members*

Internal
orientation

Simple groupings of
people working largely
individually.
*Main motivators base pay
and functional progression*

Communities cultivating
relationships between
members.
*Investments in things
members are passionate
about*

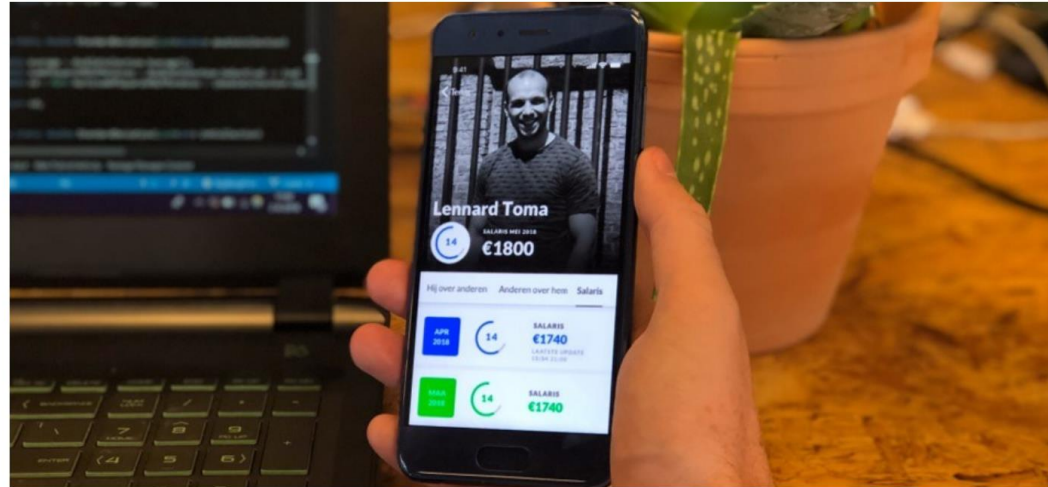
Task focus,
Extrinsic
motivation

Human focus,
Intrinsic
motivation

Pay Transparency

SETTING YOUR COLLEAGUE'S SALARY. EACH MONTH.
USING AN APP.

August 23, 2018



In this app, we can rate each other on a daily basis on one score only: how you feel about your colleagues. The score you receive, and the revenue and costs of the company for that month, determine your monthly salary, which fluctuates monthly.

Best Fit Strategy

People and
Organisation
Outcomes

Workforce Needs

and Values /
Principles

*Divergent
Thinking*

**Identify
Options**

*Convergent
Thinking*

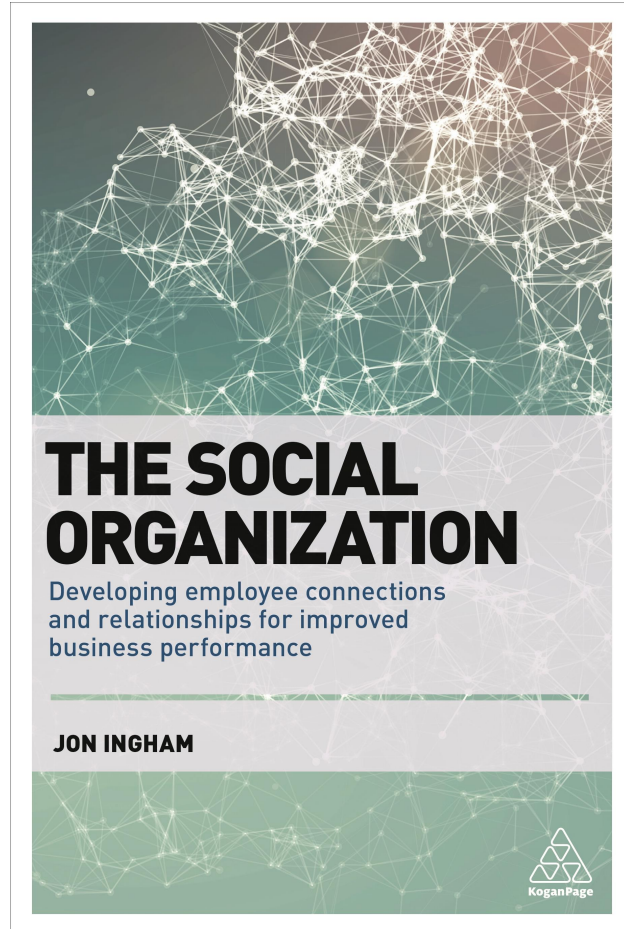
**Choose
Solutions**

**Implement
Solutions**

**and Manage
Trade-Offs**



For More Information



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