



Change in a world where
growth in tech & data
means HR is increasingly
exposed

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Change is not something most
people are comfortable with



 **BlackBerry**

Kodak



What does this mean for HR and
Reward Professionals?

A cosmic background image featuring a dense field of galaxies and stars. The galaxies are primarily blue and red, with intricate filamentary structures. The stars are numerous, appearing as bright white and yellow points of light against the dark space. The overall composition is a vast, deep-space scene.

Everything

HR has become more accountable
than ever before



The role of HR has become bigger
than ever

Pensions	Childcare Vouchers	Cycle to Work	Long Service Awards	Maternity Policies
PMI	Life Insurance	Financial Wellness Assistance	Stock Options	Mental Wellness Programmes
Paternity Policies	Retail Discount Programmes	Reward & Recognition Programmes	Bonuses	Tuition Assistance
Car Leasing Programmes	Volunteering Policies	Technology Salary Sacrifice	Employee Assistance Programmes	Holiday

The complexity only increases

Employee Retention	Learning & Development	Recruitment	Compensation & Benefits	Talent Management
Onboarding	Training	Payroll	Performance Management	Executive Development
Critical Skills Gap Analysis	Legal Issues	Disciplinary Issues	Job Design	Reward & Recognition
People Strategy	Stakeholder Management	Employee Welfare	Employee Relations	Organisational Development





Summary



**Love change,
nothing great
happens without it**



**Small,
sharp & iterative
changes**



**Fail fast
Fail early
Fail often**