

Unleash World 2024

My Take – to empower your Talent work

2024

www.foresight-now.com

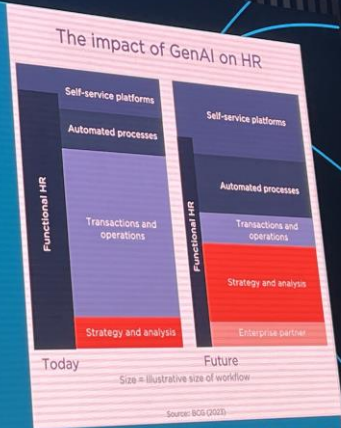
*Nothing can replace the actual experience and knowledge you absorb at an exciting conference such as UnleashWorld yet, **anywhere further is the place to be.** This is my service to you, the HR community.*

Get the right Context

Trends

1

Harness AI to lead transformation for the organisation and the HR function



2

Prove the value of investing in a fairer, healthier and more humane organisation

12.6%

making investments in 11 areas of EX inc. wellbeing can yield savings equivalent to 12.6% of revenues

Source: PwC (2022)



3

Help CEOs by challenging them on the human side...
Don't forget the 'H' in HR...

WHERE THE HR WORLD MEETS

INSIGHT insight222.com [in /in/davidgreen](https://www.linkedin.com/in/davidgreen) david.green@insight222.com #UnleashWorld

4

Don't forget ourselves:
Prioritise upskilling HR professionals too

Upskilling the HR Profession
Building Data Literacy
insight

Consulting

Storytelling

Influencing Stakeholders

5 Key Skills to Build Data Literacy in HR

Recommend Actions

Data Interpretation

Source: Insight222, Upskilling the HR Profession (2023)

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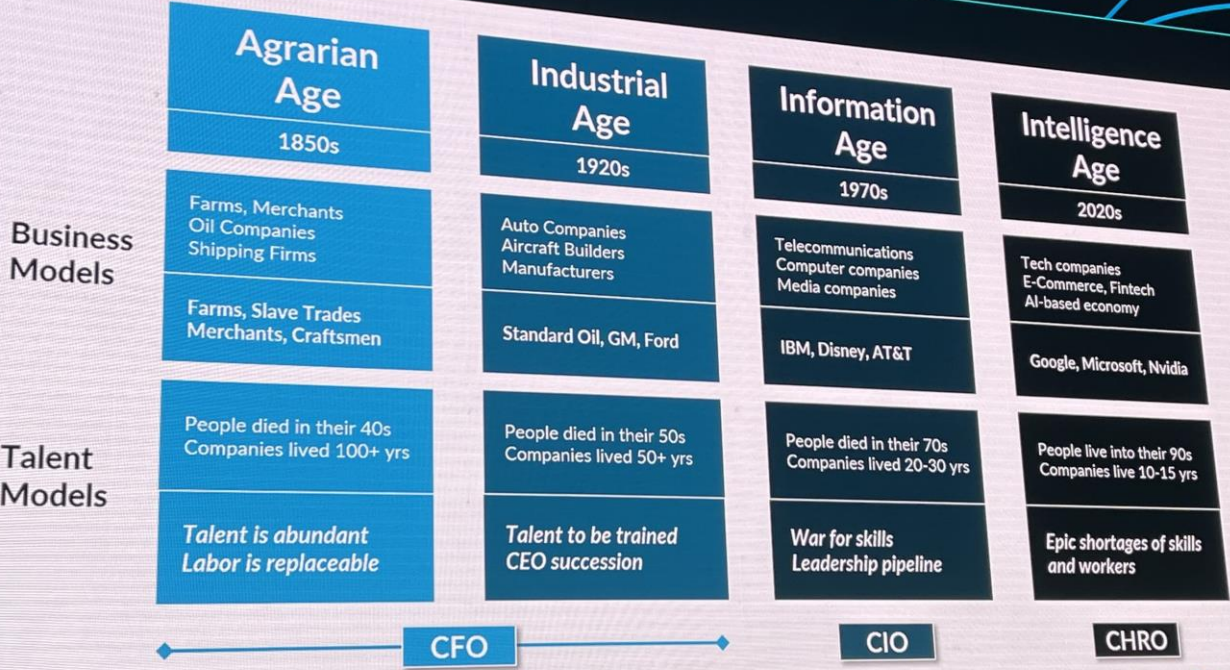
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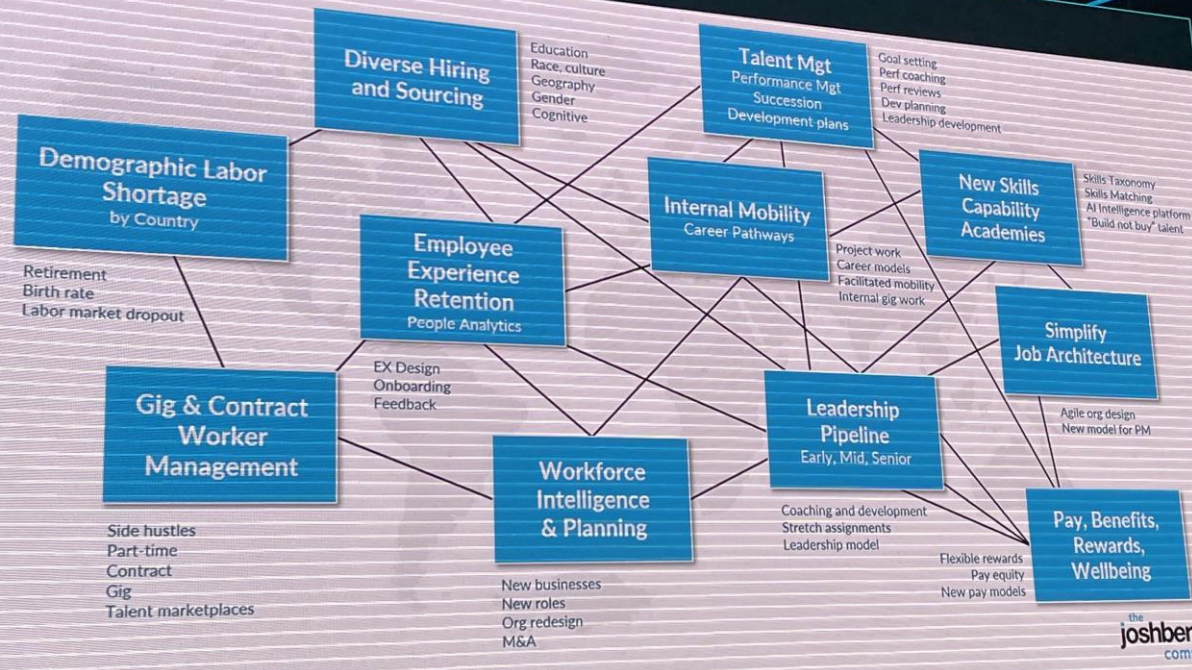
Source: Insight222, Upskilling the HR Profession (2023)

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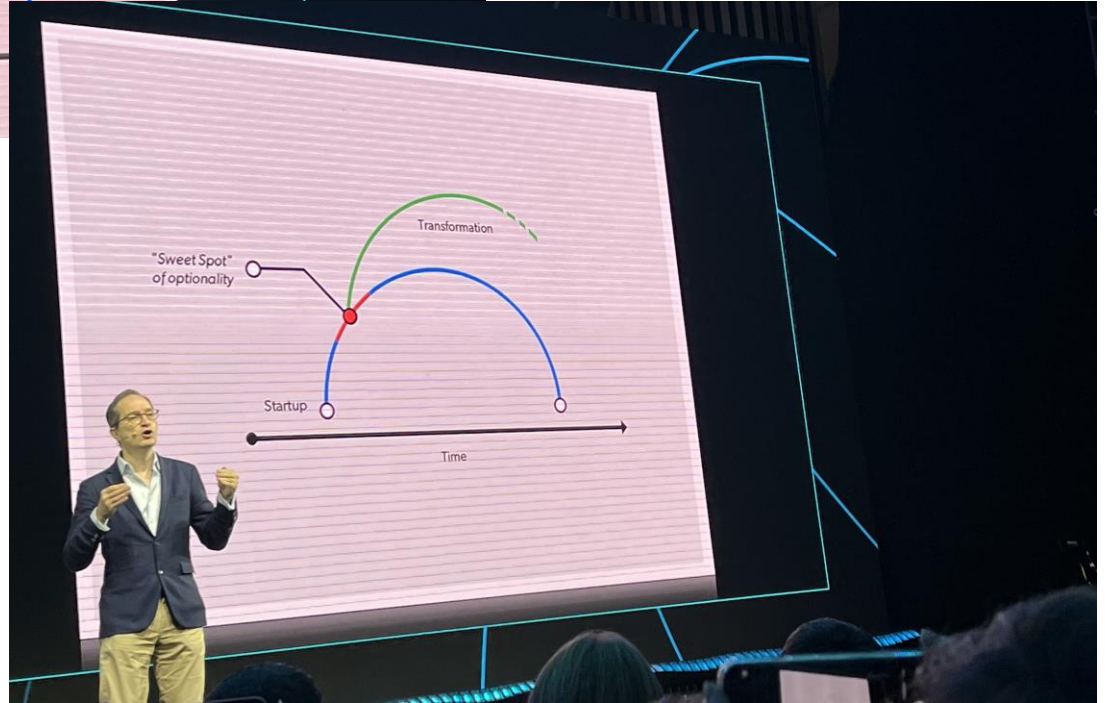
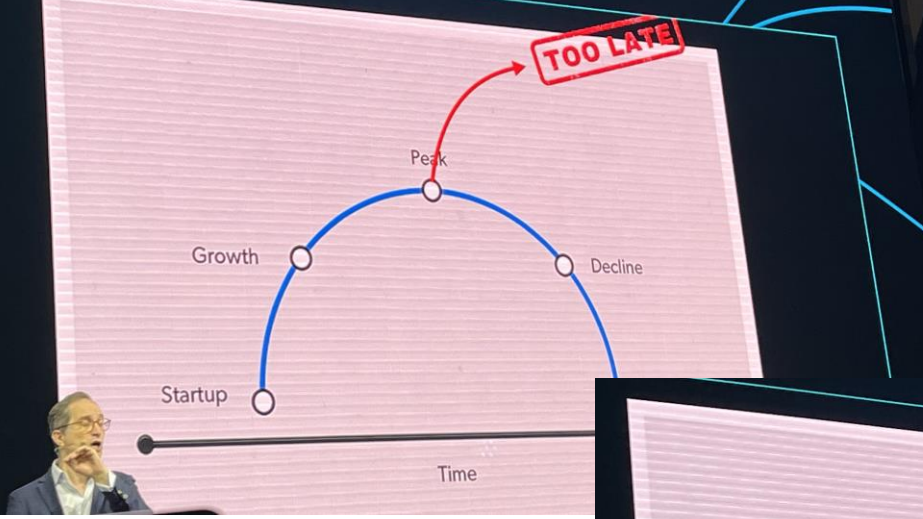
How We Arrived At Post-Industrial Economy

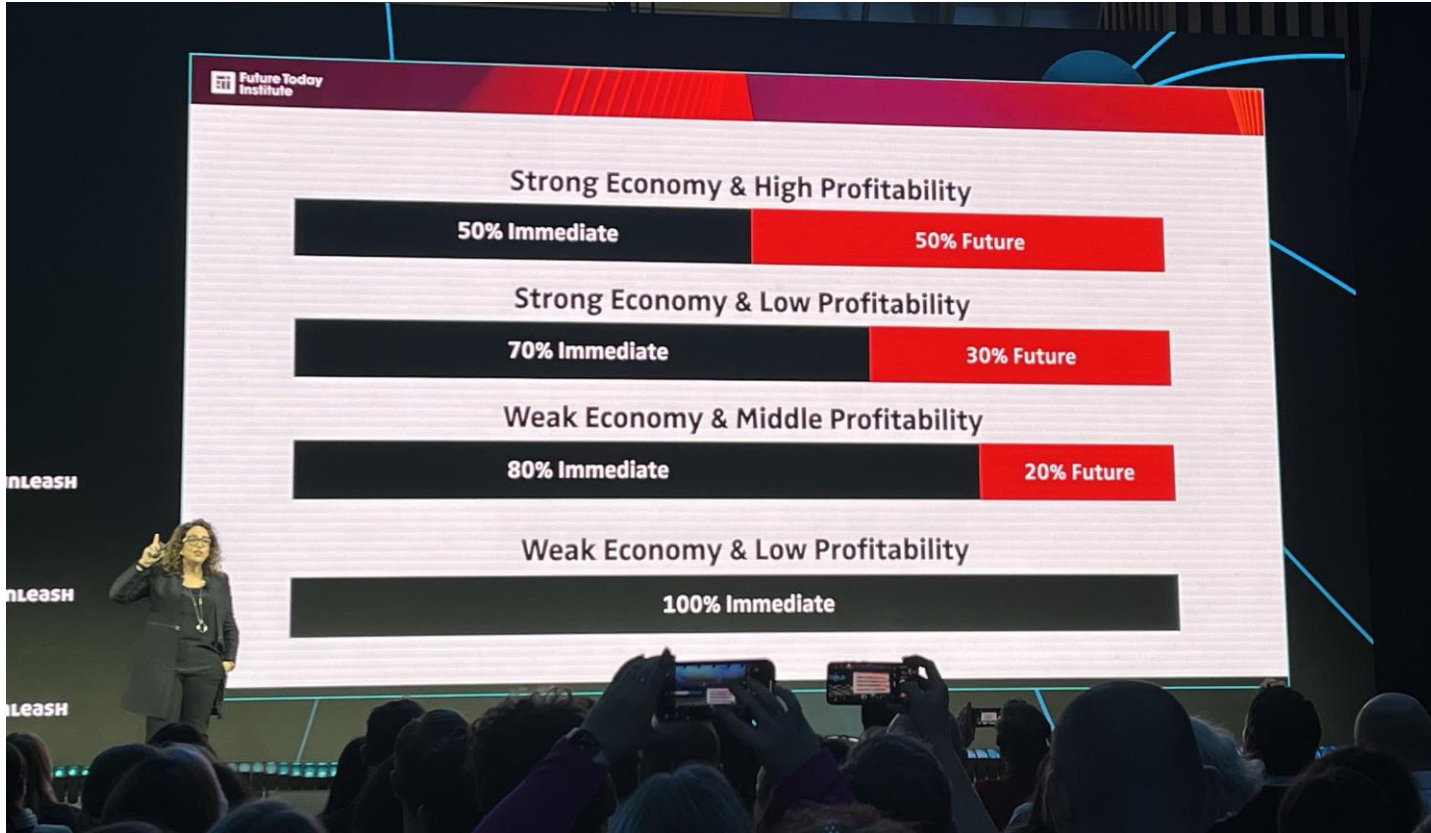


Everything Is Now Connected



New approaches to strategy and reinventing paths





Future strategizing in different economic contexts

Bystander Organization

- Static view of their Value Network
- Planning = financial vs long-term strategic
- Won't challenge cherished beliefs
- Want known ROI, concrete answers
- Don't invest in HR, in HR tech, in their people
- Believe they can control the future

Pathfinder Organization

- Believe their Value Network will evolve
- Planning = financial AND long-term strategic
- Want to challenge beliefs and will take action
- Explore uncertainty to find risk/ unlock opportunity
- HR: Always developing, always transforming
- Strong vision of the future, flexible on path to get there

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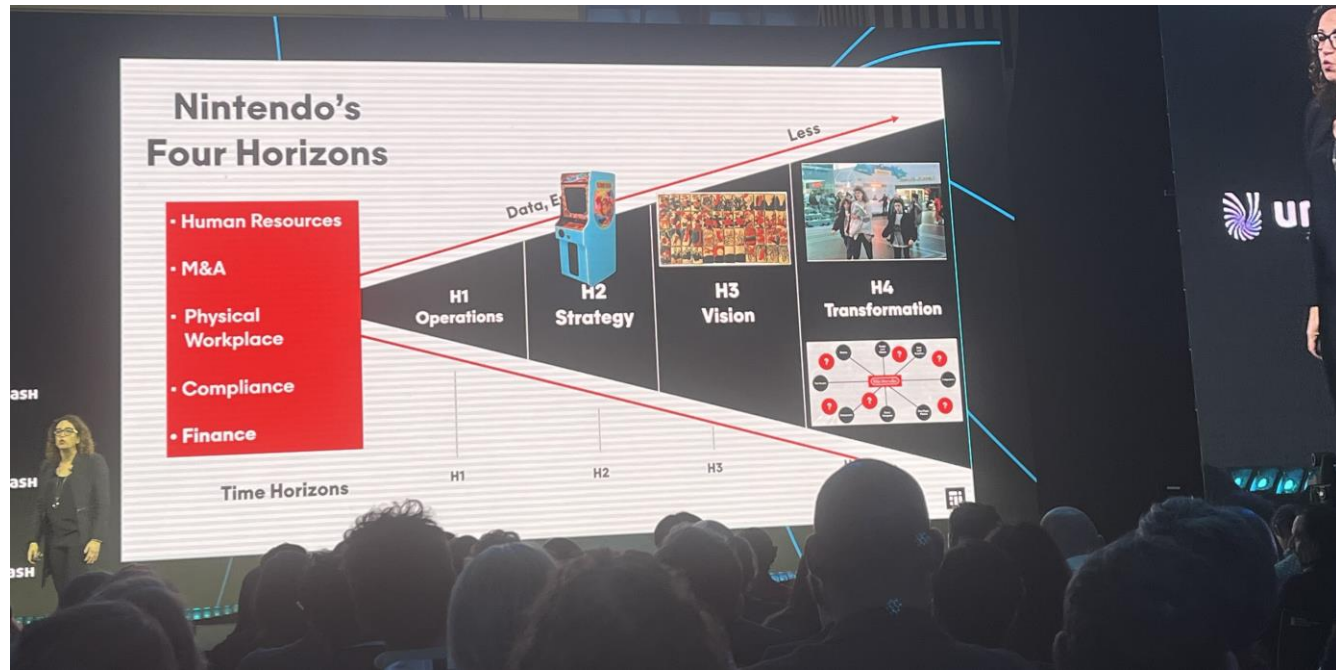
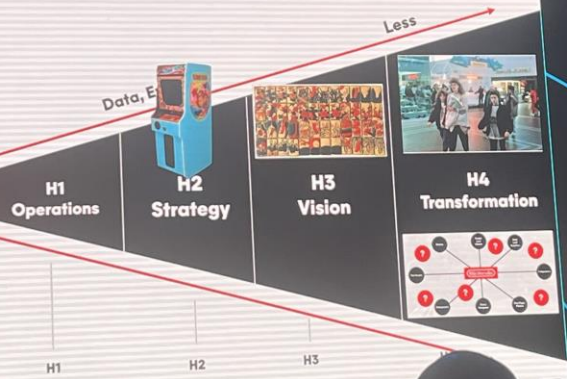
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Nintendo's Four Horizons

- Human Resources
- M&A
- Physical Workplace
- Compliance
- Finance

Time Horizons

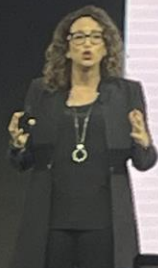


Get inspired

**The greatest danger in times of turbulence is not the turbulence—
It is to act with yesterday's logic."**



**Leaders must ask
“what if” now so they
never need to ask “now
what” in the future.**



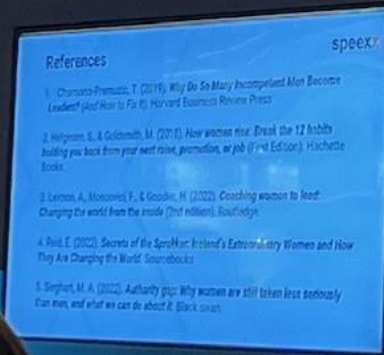
**The problem with the
future is that it always
shows up.**



nature

**“The real problem of humanity
is the following:
We have Paleolithic emotions,
Medieval institutions and
Godlike technology.”
Edward O. Wilson**

DEI



The original at
the top, and
AI reading it
on the right-
Magic 😊

References

1. Chamorro-Premuzic, T. (2019). *Why Do So Many Incompetent Men Become Leaders? (And How to Fix It)*. Harvard Business Review Press.
2. Helgeson, S., & Goldsmith, M. (2017). *How Women Rise: Break the 12 Habits Holding You Back from Your Next Raise, Promotion, or Job* (First Edition). Hachette Books.
3. Lennon, A., Mossman, F., & Goodwin, H. (2022). *Coaching Women to Lead: Changing the World from the Inside Out* (2nd edition). Routledge.
4. Reid, E. (2022). *Secrets of the Sparkler: Ireland's Extraordinary Women and How They Are Changing the World*. Sourcebooks.
5. Sieghart, M. A. (2021). *Authority Gap: Why Women Are Still Taken Less Seriously Than Men, and What We Can Do About It*. Black Swan.

Get Educated - AI

Explosion in AI Use-Cases

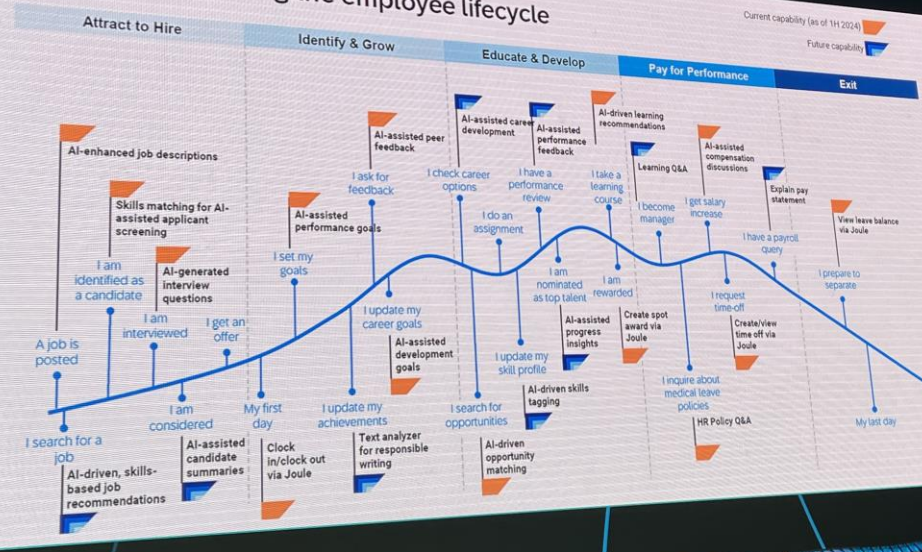
Recruiting <ul style="list-style-type: none">Skills inferenceCandidate matchCareer matchCompany fitJob fit	Employee Self Service <ul style="list-style-type: none">Copilots, chatbotsSystem simplificationEmployee portalsNudges	Learning & Development <ul style="list-style-type: none">Content generationKnowledge MgtOnline coachingPrecision learning	Performance Management <ul style="list-style-type: none">Business metricsTurnover retentionSystemic analyticsRisk identification	Career Mobility <ul style="list-style-type: none">Career pathsAdjacent skillsPathway optionsHybrid careers
Pay & Rewards <ul style="list-style-type: none">Pay equityPay for performancePay transparencyReward Optimization	Employee Experience <ul style="list-style-type: none">Skills velocitySentiment analysisTurnover analysisJob fit	Leadership Succession <ul style="list-style-type: none">Leadership coachLeadership readinessLeadership pathwaysReadiness	Org/Job Design <ul style="list-style-type: none">Productivity driversReduce layersOptimize teamsJob Architecture	

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AI and Joule Designed Into Employee Lifecycle - SuccessFactors

AI use cases along the employee lifecycle



1. AI is disrupting industries and the very nature of WHAT organizations do

It is a general Blockbuster/Polaroid moment. We must reimagine our vision and products to thrive in the AI world. The question will often boil down to *how to solve a business problem with AI?*

2. AI will transform HOW organizations operate and organize work

AI will reshape every facet of organizational operations, from HR to finance, marketing to manufacturing. AI integration needs to be imagined across all departments based on core use cases.

4. There is a significant shadow use of Artificial Intelligence at work

Businesses need to quickly adapt policies to integrate AI officially, encouraging **transparency** and **experimentation** to build on workers' experience and redefine job roles.



5. Workers adapt faster to AI than the organization they work for

You can not fit a transformative technology into an outdated system. It requires a systemic overhaul. It is not just about adding new AI tools, but fundamentally re-inventing processes, structures, and cultures.



6. Reshape workflows and task allocation by focusing on UHI

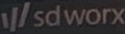
A new division of labor is needed where humans systematically focus on tasks that require unique human intelligence (UHI) in collaborating with their new **AIssistants**.



7. Balance AI-driven productivity with well-being at work

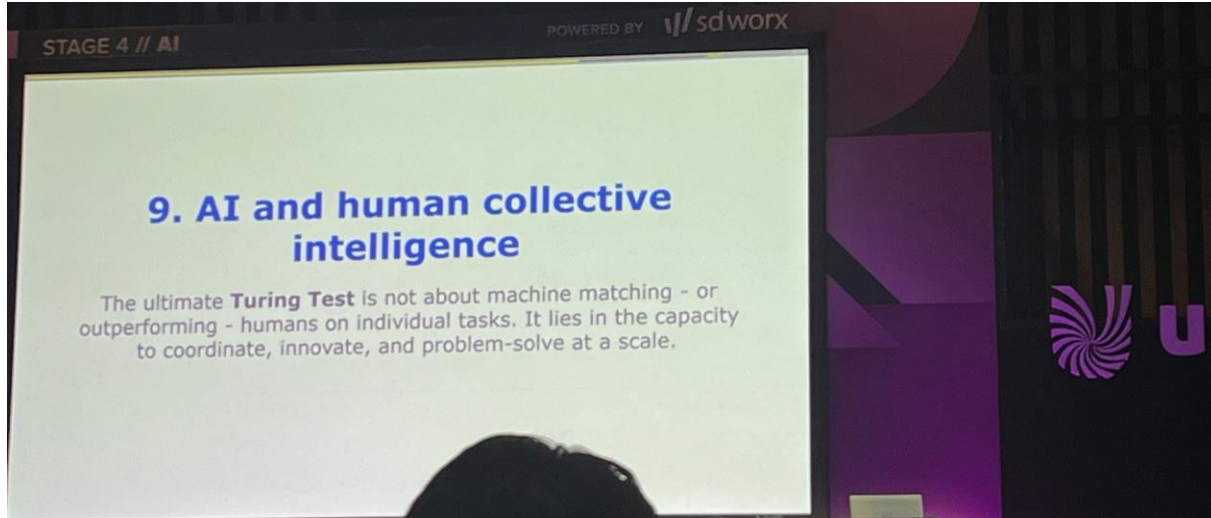
Organizations will have to re-evaluate workflows to ensure that AI tools are used to increase output **without** increasing overall demands and work anxiety. This is the great rebalancing challenge.

STAGE 4 // AI

POWERED BY  sdworx

9. AI and human collective intelligence

The ultimate **Turing Test** is not about machine matching - or outperforming - humans on individual tasks. It lies in the capacity to coordinate, innovate, and problem-solve at a scale.



<http://aiworld.eu/>

How to Lead, How to enable change

STAGE 4 // AI

POWERED BY 

Key Levers of a Successful Organizational Transformation

By Andrew White, Michael Wheelock, Adam Conwell, and Michael Deets

Harvard Business Review

1 Shared Vision & Ownership } Mindset

2 Willingness to Change } Mindset

3 Trust & Psychological Safety } Skillset

4 Experimentation > Execution } Skillset

5 Toolset as Rapid Enabler } Toolset



<http://whatboxpartners.com>


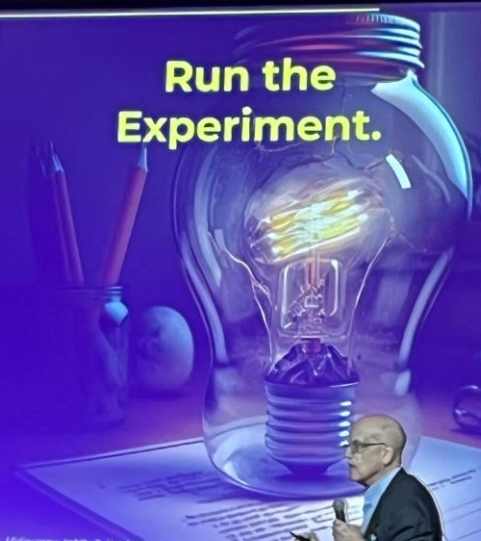
STAGE 4 // AI

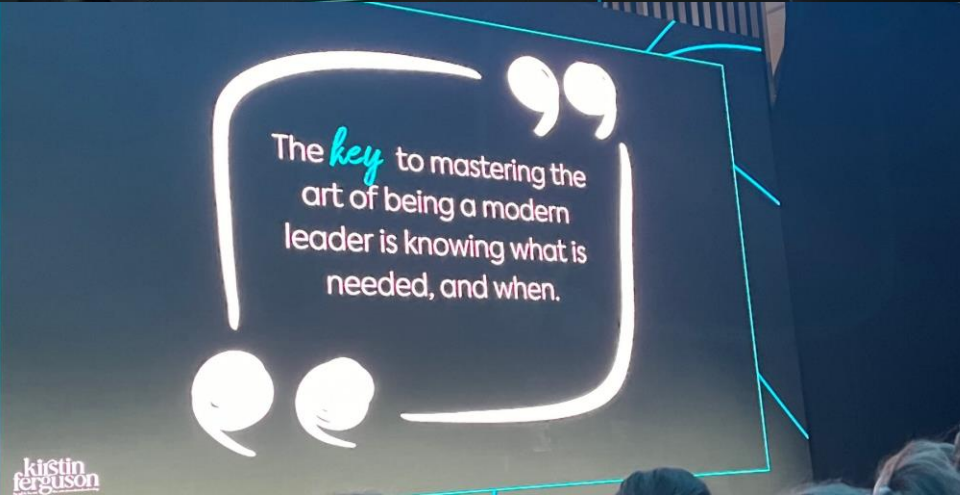
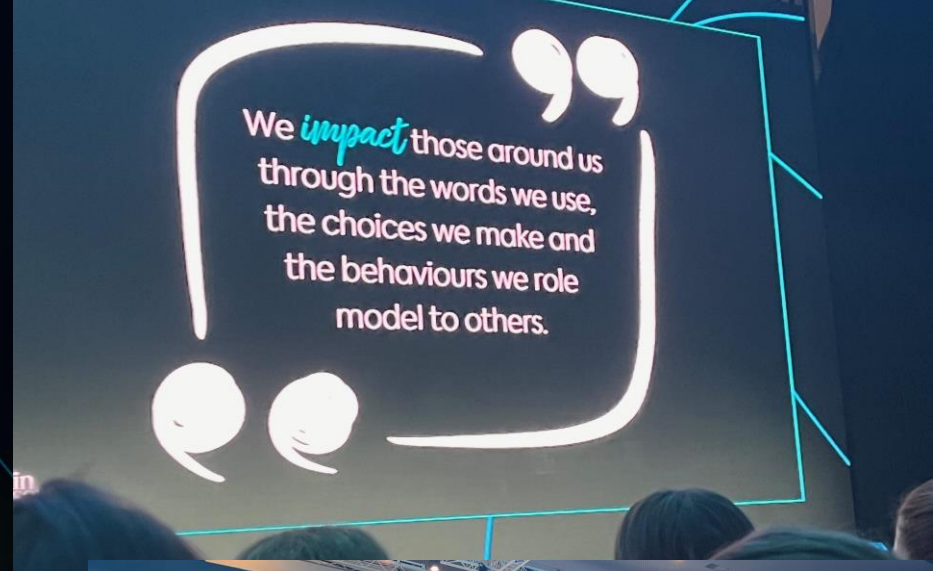
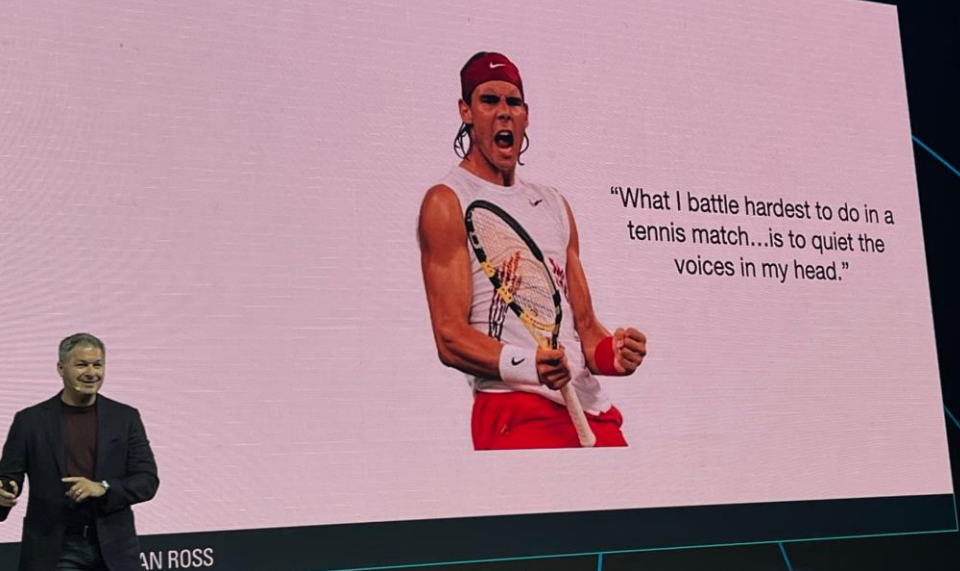
Let's stop focusing on "Best Practices."

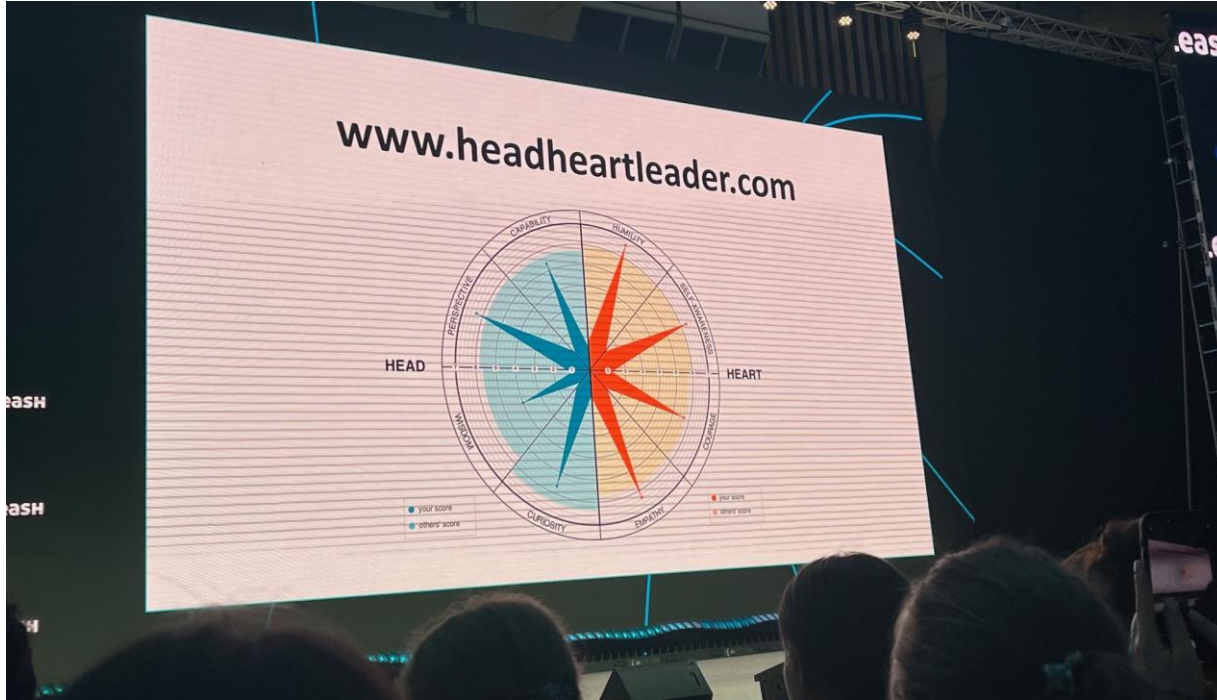
We need to continually co-create

Next Practices.

Run the Experiment.







tool

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