

Changing the world of work: one conversation at a time

PEOPLE +
INFORMATIONAL
HR



Centre for Transformational HR
CFT-HR



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People & Transformational
HR Ltd



Australian Institute of
Business

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

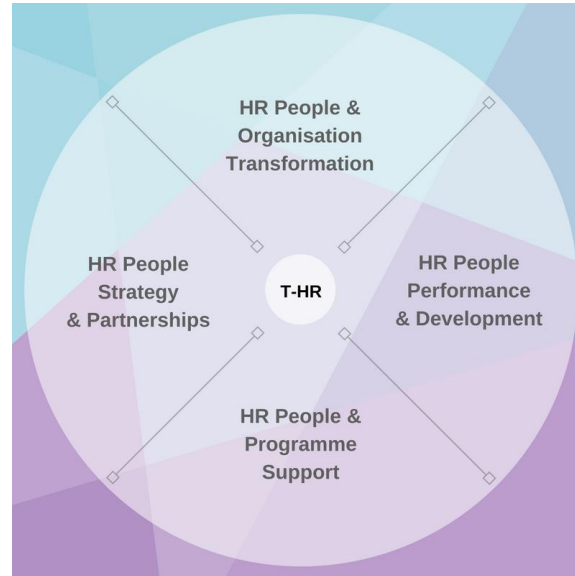
Four Zones Model for Transformational HR



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

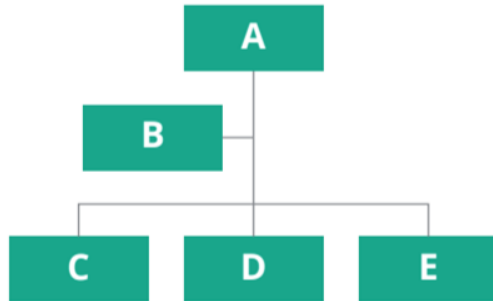
“the companies that are deploying agile at scale have accelerated their innovation by up to 80 percent”

McKinsey & Company

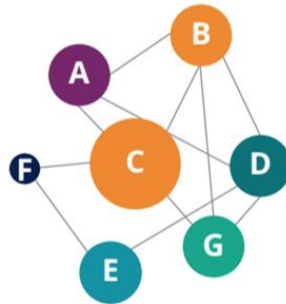
Traditional hierarchical models of the organisation are not working

Redesigning the organisation is the number 1 priority for companies in 2016 & 2017¹

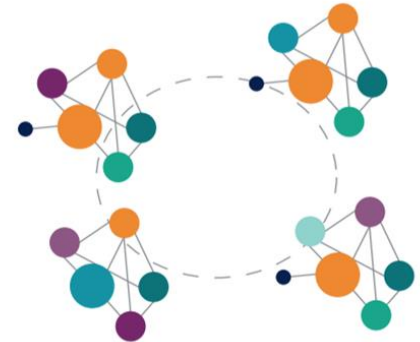
How things *were*



How things *are*



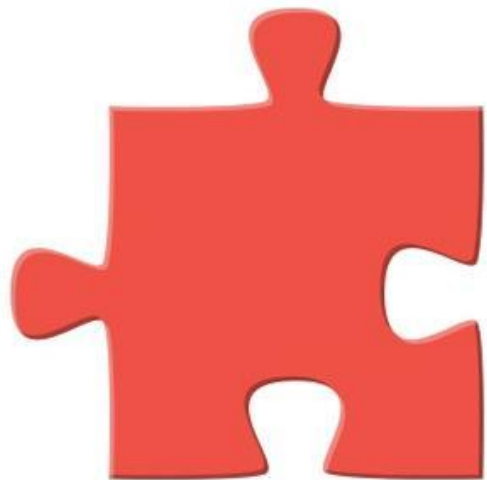
How things *work*



(1): Source: Deloitte "Rewriting the rules for the digital age";

(2): "[Organisational design: The rise of teams](#)", Deloitte Human Capital trends 2016

3 THINGS THAT MOTIVATE US BASED ON INTRINSIC MOTIVATION



AUTONOMY
MASTERY
PURPOSE

MADE FAMOUS IN DAN PINK'S **TED** TALK
"THE PUZZLE OF MOTIVATION"

High

Alignment

Managed*"I'm told what to do and why I do it."*

Directed by management

Self-Managed*"I'm given guidance on what to do,
and I decide how to do it."*

Directed by self

Scrutinised*"I'm told what to do without compromise."*

Enforced by management

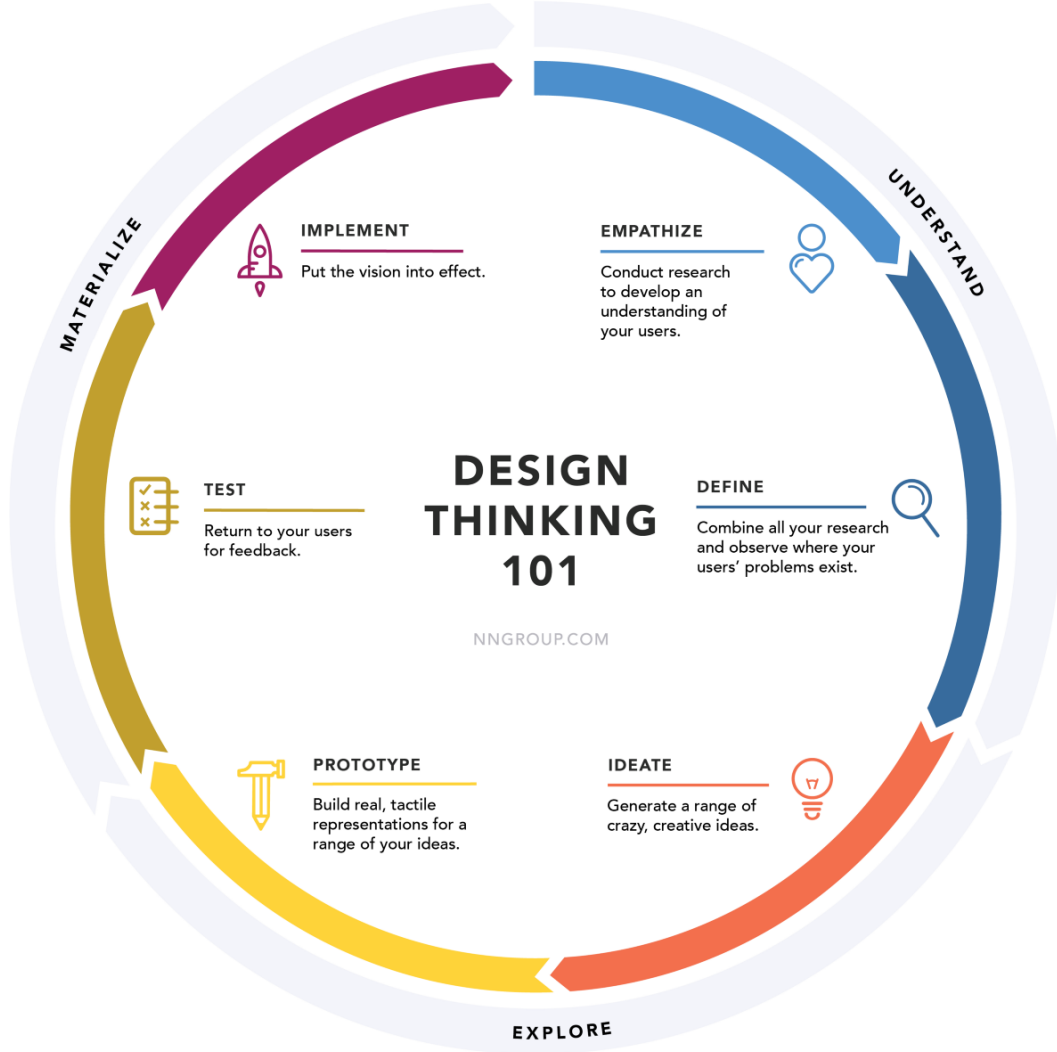
Unmanaged*"I do what I want."*

Determined by self

Low

Autonomy

High



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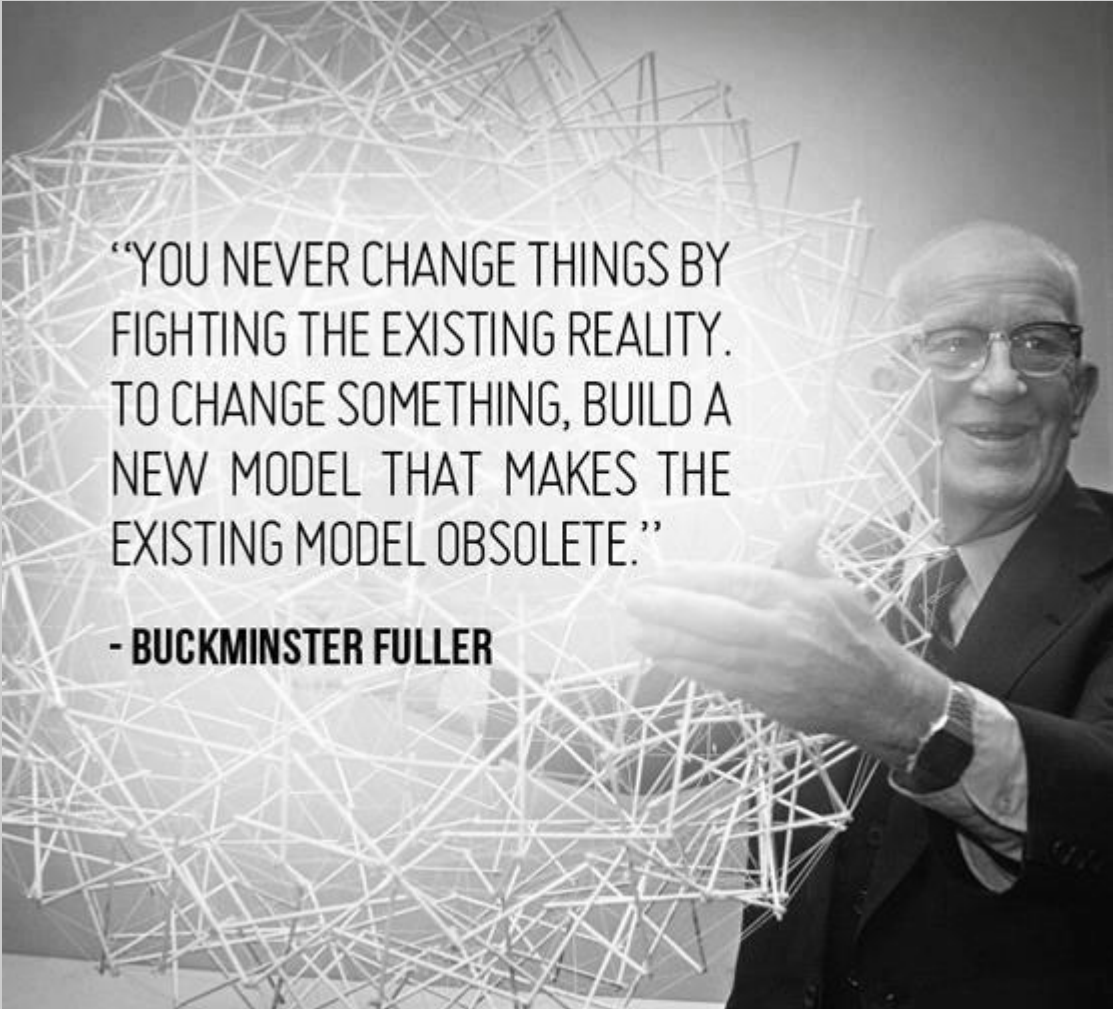
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A black and white photograph of Buckminster Fuller, an older man with glasses, wearing a suit and tie. He is smiling and gesturing with his hands towards a large, complex geodesic dome structure made of thin white rods. The dome is the central focus of the image, with Fuller positioned to its right.

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

- **BUCKMINSTER FULLER**