



CITY HR COMMUNITY CHAT – 26th January 2021

City HR and Oracle AI and Analytics Club Workforce Scenario Planning



STOP PRESS: PLEASE SEE LINK BELOW FOR RACE EQUALITY WEEK DETAILS

Hi there,

Our HR Community Chat this week looked at the impact of the last 12 months on Workforce Planning, and we were delighted to be joined by **Kerry Nutley**, HCM Strategy Director at **Oracle**, **Jim Berry**, the Director of the **UCLA** MBA Programme, and **Peter Davies**, Master Principal Solutions Consultant at **Oracle**.

Kerry kicked off the session looking at the recent factors that have caused environmental disruption, from the pandemic causing us to adopt fundamentally different ways of working and increased reliance on technology to the economic impact of Brexit, and what that means in terms of changing our approach to workforce planning. She underlined the need for us to collaborate across functions to align our people with strategy and changing market needs. She reminded us that technology is a fundamental enabler of strategic workforce planning and how HR Business Partners are becoming the first super job - needing to define the organisational vision through analysis, assessment, modelling possible scenarios and defining a plan.

As well as demonstrating workforce planning – both within the attached slides and as a demonstration by Peter Davies – Kerry coined a lovely phrase as to how to align people strategy, functional collaboration and market needs through **Strategy, Values, Purpose, Policy and Law**.

Jim then went on to contrast traditional planning and future forecasting with the unexpected radical change we need to make in the time of crisis. He explained that scenario planning is not a forecast but an examination of possible futures to plan for, how it is our role to reduce the scope of uncertainty and HRs role being central to this.

Peter gave us a demonstration of the technology available to HR to inform both supply and demand for resources.

In Breakout Groups we discussed the impact on HR and how we as a function can use scenario planning as a tool.

All of the slides are attached. Could we also remind you that it is Race Equality week next week and there are some fabulous external events going on which can be accessed here:

<https://www.raceequalitymatters.com/race-equality-week/>

If you missed this week's session and would like to receive the recordings – please email sambailey@cityhr.co.uk

The next HR Community Chat will be on the 2nd February, looking at a the issues facing our Small & Medium Bank members but of course all are welcome. If you have any issues you would like us to include, please let us know. Andrea will also be sharing highlights from the City HR Benchmarking Survey.

If you have not already signed up for our weekly webinars please email sambailey@cityhr.co.uk

Andrea and the Team

Andrea Eccles
Chief Executive
City HR Association