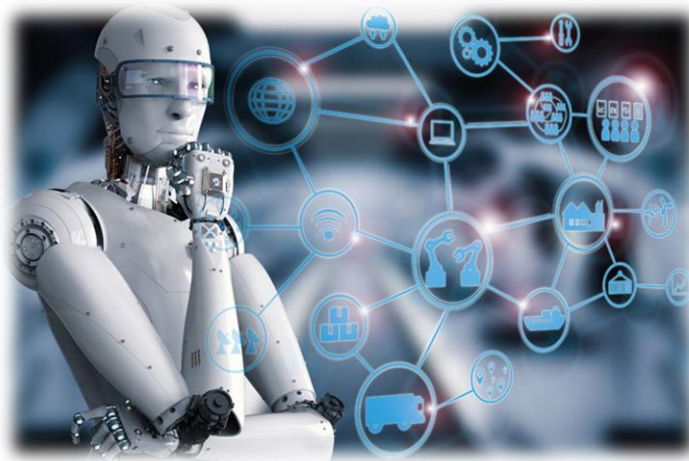# HR CHALLENGES DECADE- 3

"Challenge is an act to counter the degree of complexities of a situation of variable/s"

This article consists of -

1.0   Changes we will see in Decade 3

2.0   What does Digitization offer to Humanity?

3.0   Therefore, the HR challenges of Decade 3

1.0 Changes we will see in Decade 3

1.1   We will see the changes in the type of products & services that will transform the lifestyle of people at all levels of economic strata.

1.2   Average income level or the earning capabilities will go up, which will create a push for wants to become needs- technology gadgets for time optimization like laptop with multiple applications will become the basic need or a sophisticated washing machine with dryer, Ironing, sorting out according to type of fabric etc. will become a need and no longer a want, similarly high speed internet, Wi-Fi, Automobiles- cars & two-wheeler will become needs not wants.

1.3   We will see an exponential growth of production & production capacity build up.

1.4   People will seek comforts at home & work, less efforts & more output.

1.5   The number of working couples will increase & the family problems will get expressed at workplace.

1.6   Man will reach a level of normlessness, meaninglessness, powerlessness.

1.7   The number of people who look for retirement before retirement age will increase.

1.8   People will seek for the job of their interest.

1.9   Neglected childhood resulting into junk food consumption, will have a physical issues & issues of self-centredness, difficult to adjust to teamwork, will emerge.

1.10 Most of the organizational peripheral activities will be outsourced.

1.11 Secured generation with digitalized mindset.

1.12 Increased locus of control by external factors.

1.13 Growing digitalization tools, yet bullock carts & robots will exist simultaneously.

1.14 Speed of digitalization will enhance the organizational competitiveness.

1.15 Continuous skill upgradation, training new generation for new skills.

1.16 Working from home will be the new preferred choice

1.17 Upsurge of SMEs, with change in technology.

1.18 New category of people- the creators of technology & another group- the implementor of technology will emerge.

1.19 Secluded, machine friendly, uninvolved emotionally, wants to know why, challenging & seeking change type of emerging employees.

1.20 Evolution & application will be accelerated in the following areas-

- Science

- Technology

- Artificial Intelligence

- Internet of things

- Block chain

- Big data management

- Cloud

- Research & development of new products & technology

- New applications

1.21   Man will continue to be in search of happiness, from external factors.

2.0   What does Digitization offer to Humanity?

2.1   Innovative products & services

2.2   More on less time

2.3   Enhanced comfort zones

2.4   Seeing life & work as two different entities

2.5   Exponential output

2.6   Produce more on less input

2.7   Shortened Product lifetime, use & throw

2.8   Aging human beings will experience the level of discontinuity in life & workplace more & more

2.9   Technology use can be for personal comforts, safety & security like sitting in office one can monitor what is happening at home, the multiple locations of office, tracking field staff, tracking performance simultaneously through technology thereby creating an exponential efficiency in the life & work system.

3.0 Therefore, the HR challenges of Decade 3

Focusing on transformation of people & organization to cope with the changing business challenges.

3.1 People Transformation through-

3.1.1 Creating Joyous people - Creating New Context for work & life for employees.

3.1.2 Coping with new models of business – HR must become aware & transform the mindset to cope with the new business narratives.

3.1.3 Enabling HR Professionals to develop technical competencies & behavioural competencies & design new roles.

3.1.4 HR goals & strategies must be derived from Corporate goals & strategies, SBU goals & strategies & functional goals & strategies.

3.1.5 Creating HR Products & HR Product Technology

3.1.6 Creating a pleasant place of work

3.1.7 Enable Individual to blossom for peak performance- Enable discovering capabilities

3.1.8 Building Innovation & Creativity

3.1.9 Enhancing comfort zone – work & life

3.1.10 Outsourcing to Insourcing

3.1.11 Building Corporate Personality

- Corporate as a personality
- Creating positive energy
- Culture of positive thinking
- Creation of organizational context
- Energizing Vision, Mission, Goals, Strategies, Values, Organization Culture Creation
- Emotional & spiritual index
- Joyous people at work

3.1.12 Building Strategic Human Resource Management

- Designing Corporate Goals & Strategies
- SBU Goals & Strategies
- Departmental Goals & Strategies
- International Business Goals & Strategies
- Creating Innovative Goals & Strategies for HR to enable achievement of Goals & Strategies of the total Organization


3.1.13 Nesting Talent Development in Organization

- Designing framework for Nesting Talent
- Organization Structure
- Organization Values with respect to people development
- Innovative Talent Acquisition
- Performance Enhancement System
- Performance Analytics
- Setting up Assessment/ Development Centres
- Grouping based on high performance & currently demonstrated potential
- Identifying fast trackers
- Sustaining, Nurturing, Developing, Retaining

3.1.14 Productivity Enhancement Centre

- Enhancing individual performance quotient by introducing proper context
- Technical know how enhancement
- Process Innovation
- Creating a great place of work
- Building innovation & creativity
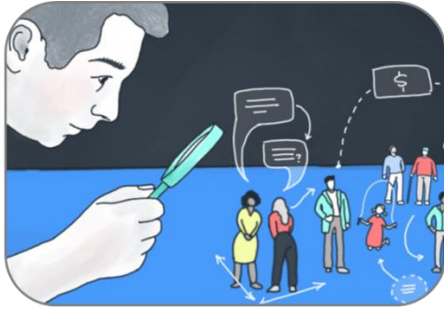
3.1.15 Research in HR

- Building research data for decision making
- Validating HR hypothesis
- Conducting experiments on HR areas
- Creating Innovative HR functions

3.1.16 HR Digitalization

- Impact of Digitalization of HR
- HR Digitalization purpose
- Process flowchart
- Technical partnership
- Application of Automation, DMS, Cloud, AI, IOT, Machine Learning, Block Chain etc.

3.1.17 People Development Centre

- Setting up PDC in organization
- Creating employee development framework
- Developing fast trackers
- Coaching & Counselling
- Upgrading skills to cope with digitalization
- Management development plans

3.1.18 Human Resource Gurukul

- Building HR Technical know how & know how of related areas
- Building know how applications
- Developing Specialists
- Developing Experts
- What are 100 HR Functions?
- Enhancing HR awareness of non-HR professionals
- HR level wise certification for self-renewal

3.1.19 Developing Leadership Pipeline

- Development Centre for certification of high performers & currently demonstrated high potential
- On the job evidence of potential
- Inventory of high performers with levels of demonstrated potential
- Nurturing, training, developing & retaining
- Career growth plan, succession plan

3.1.20 Psychometric Testing

DG Psychometric Tests for-
- Selection of candidates for different levels
- Identification of the current level of potential
- Coaching & Counselling
- Assessing culture
- Creating psychograph
- 360º Feedback
- Employee Engagement
- Measuring Culture
- Use as one of the tools for Development Centre

3.1.21 Breakthrough Performance System

- Development centre as a tool to enhance Organization Performance
- Designing tools for enhancing performance of individual & organization
- Designing self assessment system
- Identifying barriers to performance
- Research on performance enhancement
- Emotional quotient & engagement

3.1.22 Assessment Centre for Right Selection & Development Centre to Grow Talent

- Developing competencies - technical & behavioural
- Creating factor manual
- Designing simulations & validating
- Digitalising the process
- Training the facilitators
- Conducting A.C./ D.C. process
- IDPs

3.2 <u>Organization Transformation through-</u>

3.2.1 Accelerated Organization Development

- Organization insight process
- Developing purpose
- Internal change agent
- Intensive retreat
- Intensive workshops
- Large scale interactive process
- Project teams with internal & external members
- Transformation processes

3.2.2 Scaling up SMEs

- Insight into 12 Business Accelerators
- Identifying development points for each Business Accelerator
- Actions through specialist teams
- Resource management
- Entrepreneurial/ Top management development
- Digitalization

3.2.3 Building High Performing Organization

- Organization Architecture
- Corporate Personality
- Process Reengineering
- Productivity Enhancement Centre
- Performance Enhancement Centre
- Digitalization of processes & products

3.2.4 Building Quality & Business Excellence Model

- Insight into Quality Management tools & techniques
- Quality certification
- Choosing Business Excellence Model
- Implementation of Business Excellence Model

3.2.5 Change Management

- Identification of change areas
- Insight into change impact
- Identifying breakthrough ideas
- Conflict management
- Different processes of inclusiveness
- Success factors

For additional information please contact –

jayaram@vcgconsulting.net