

Anja van Beek
CONSULTING & COACHING



Are you ready for the Agile Workforce?
How to be a Chameleon Whisperer



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Current HR Themes

- Human centric, Personalization & Employee Experience
- Wellbeing market exploded
- New marketplace is about teams and communities of practice
- Diversity & Inclusion remains a priority
- Gig economy & contingent workforce
- Reskilling of workforce



Connection [one size doesn't fit all]



Currency [psychological safety]

Curiosity, Comfort Zone [experiment & learn]

Connection [one size doesn't fit all]



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FROM

TO



FROM

Having an HR recipe

Recruitment: HR only, when needed

Reward: Salary is a motivator

Reward results

Performance: Annual reviews and rating

Forced ranking

TO

Experiment & Learn

Cross functional teams, always

Salary is a hygiene factor

Reward behaviour

Continuous Feedback and Coaching

No ranking



Profit is the
applause for
taking care of
PEOPLE in your
ecosystem

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Currency [psychological safety]



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*Are you intentional
about*
Psychological Safety?

Psychological Safety is a shared belief that the ***team***
is safe for interpersonal risk taking.

~ Amy Edmondson ~



If we want people to fully show up – so that we can innovate, solve problems, and serve people – we have to be vigilant about *creating a culture in which people feel safe, seen, heard, and respected.*

~ Brené Brown ~

Psychological Safety Game



Get your set www.agilepeople.com



- Tolerance for failure but no tolerance for incompetence.
- Psychologically safe but brutally honest.
- Willingness to experiment but highly disciplined.
- Collaboration but with individual accountability.

Curiosity [experiment & learn]



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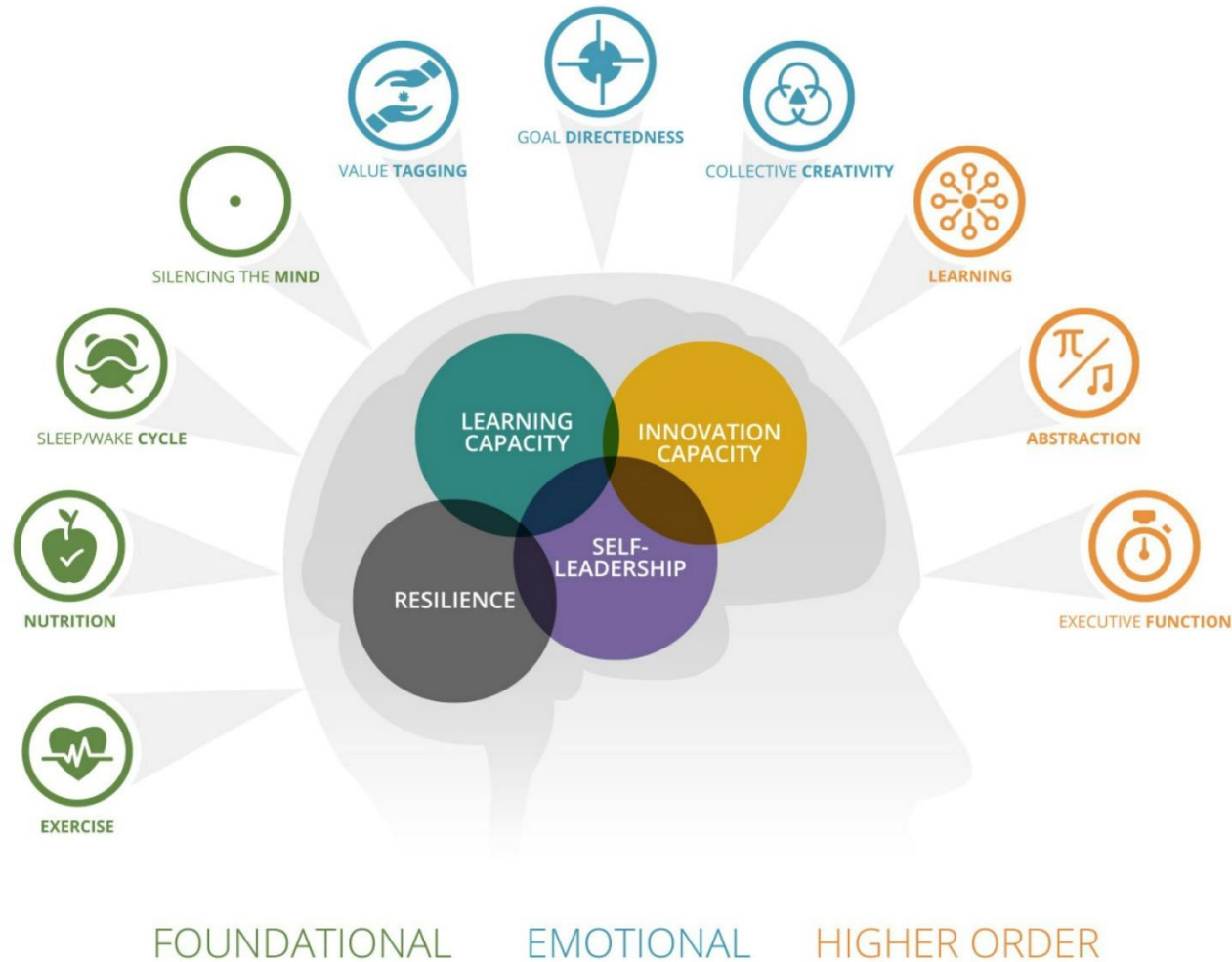




Success depends on equipping the next generation with
human skills that even AI cannot emulate

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Build Resilience, Prevent Burnout, Maintain High Performance

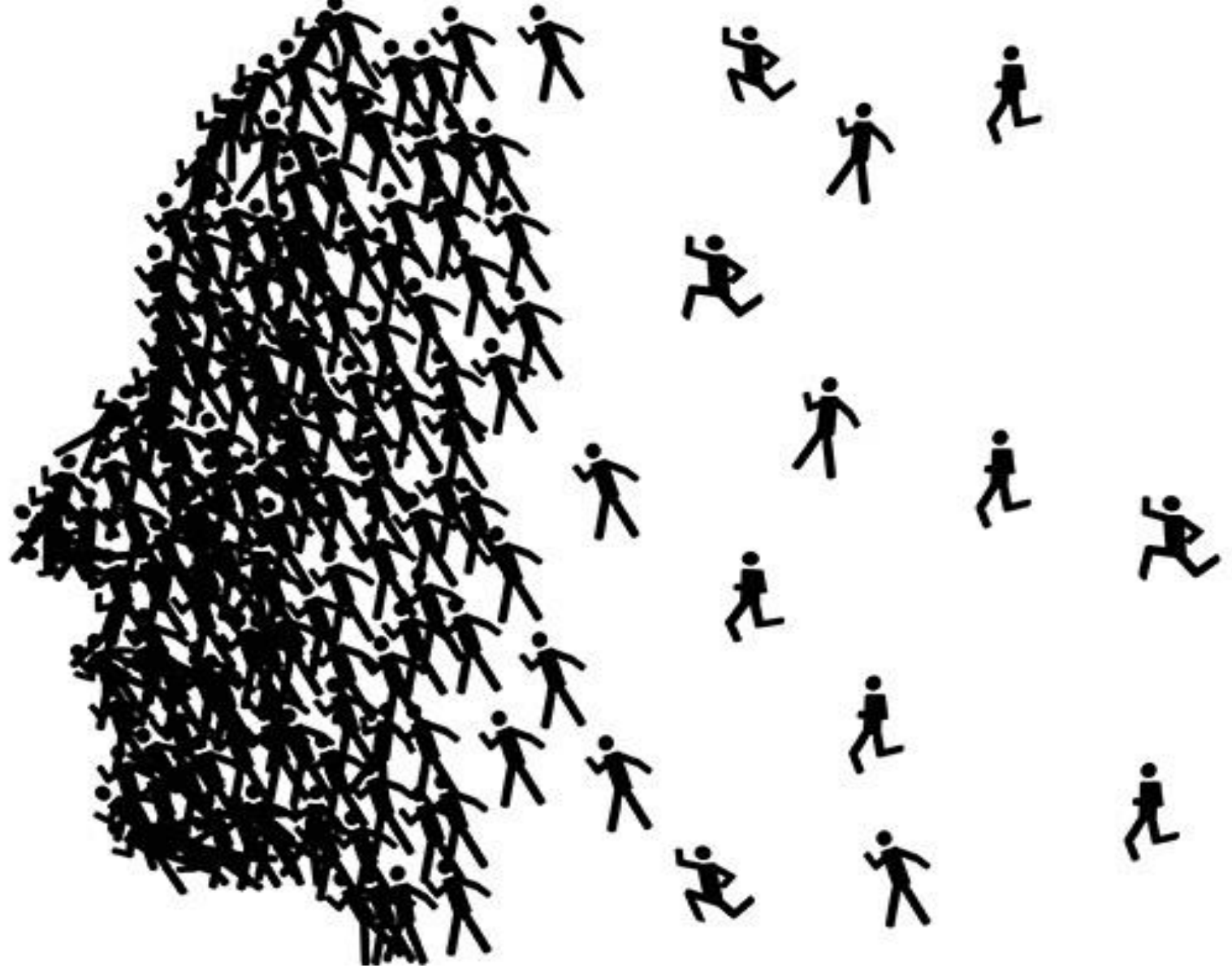
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Adapted from Conscious Leadership

<https://conscious.is/video/locating-yourself-a-key-to-conscious-leadership>

Your *currency*
[psychological safety]
to *connect*
[one size doesn't fit all]
through *curiosity*
[experiment & learn]



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Anja van Beek

CONSULTING & COACHING



+27 82 883 1022



in/anja-van-beek/



hello@anjavanbeek.co.za



@anja_vanbeek



www.anjavanbeek.co.za



Anja van Beek





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Thank you!

