



# BUSINESS AGILITY CONFERENCE

Presented by ICAgile



## NEXT UP





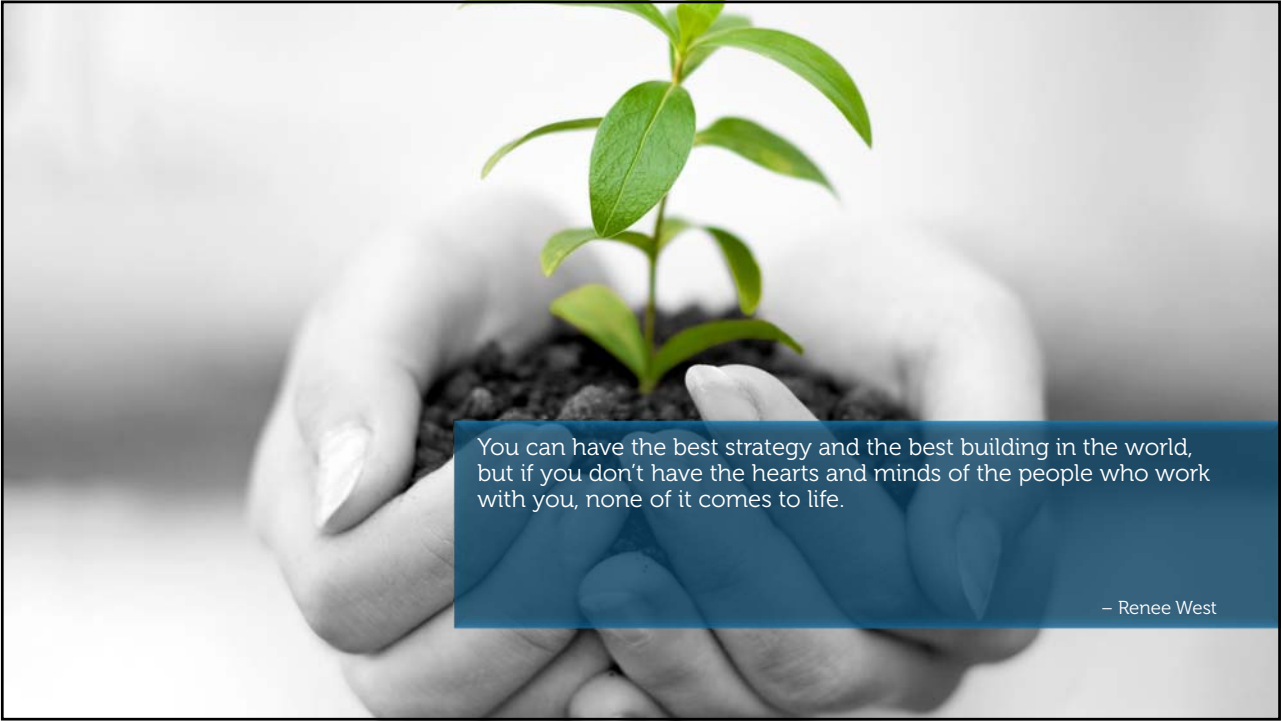
### People & Engagement

HOSTED BY CHRISTINA HARTIKAINEN

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FABIOLA EYHOLZER

## Boost Business Agility with Contemporary HR Practices



You can have the best strategy and the best building in the world, but if you don't have the hearts and minds of the people who work with you, none of it comes to life.

– Renee West

The Importance of People in VUCA Times

Fact is: We live in **VUCA** times and have to respond to its challenges

**V**olatility  
**U**ncertainty  
**C**omplexity  
**A**mbiguity

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The Importance of People in VUCA Times

What does digital transformation mean to you?

Technology

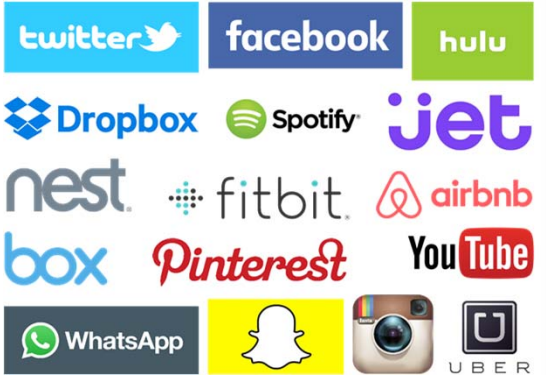
25 Years of Apps Eating The Work Desk by Vala Afshar



Evolution of the Desk

Disruption

Companies founded in the past 12 years



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The Importance of People in VUCA Times

The digital transformation has far-reaching consequences



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(Too) many challenges are a **ticking time bomb** for HR



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Traditional HR thinking will not solve 21st Century challenges.  
– It is time for a new **people approach**



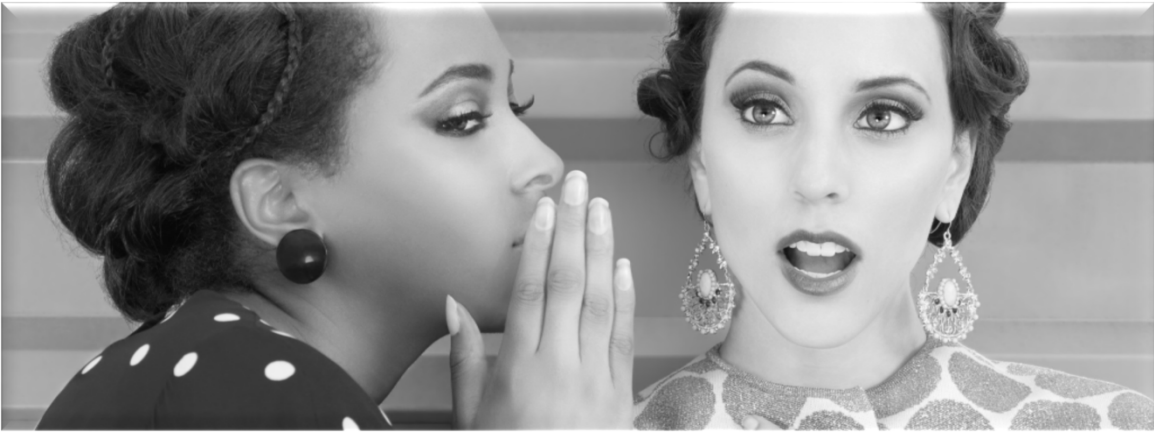
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HR may have a long way to go, but it is the key to Business Agility



Why should we care about people and engagement?



Lean | Agile People Operations

An engaged workforce leads to greater success and smarter investments

Goal

Engaged, Talented & Vigorous Workforce

Revenue Boosters

Business Performance

Efficiency & Productivity

Leadership & Inspiration

Collaboration & Buoyancy

Creativity & Innovation

Customer Satisfaction

Information & Communication

Motivation, Morale & Loyalty

Company & Employer Brand

Cost/ROI Improvers

Human Resources Investments

Processes & Tools

Hiring & Onboarding

Tension, Stress & Burnout

Absenteeism & Sick Leave

Accidents & Safety

Supervision & Micro-Management

Misbehavior & Attrition

Complaints & Law Suits

Source: Value Proposition «Employee Engagement», Just Leading Solutions LLC, 2015

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Lean | Agile People Operations

Interesting key facts

Business Performance

Benefits of High Engagement

Enterprises with highly engaged employees ...  
... have a 9% higher shareholder returns  
... make 2.5x more in revenues  
... achieve 2x the annual net income than their competitors with low levels

9%

2.5x

2x

Source: Torben Rick, Infographic 2014 | Employee Engagement 2014, Daily Infographic

Source: Whitepaper «Aligning Key Themes in Human Resources to Lean | Agile Values & Principles», Just Leading Solutions LLC

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The mandate: Create inspiring, engaging & fun places of work, where people can thrive



From being and doing to supporting the Agile Enterprise  
– How Agile HR is delivering value



Agile trusts people



Agile empowers people





Translating Agile Values

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Agile is being **honest** and **authentic**



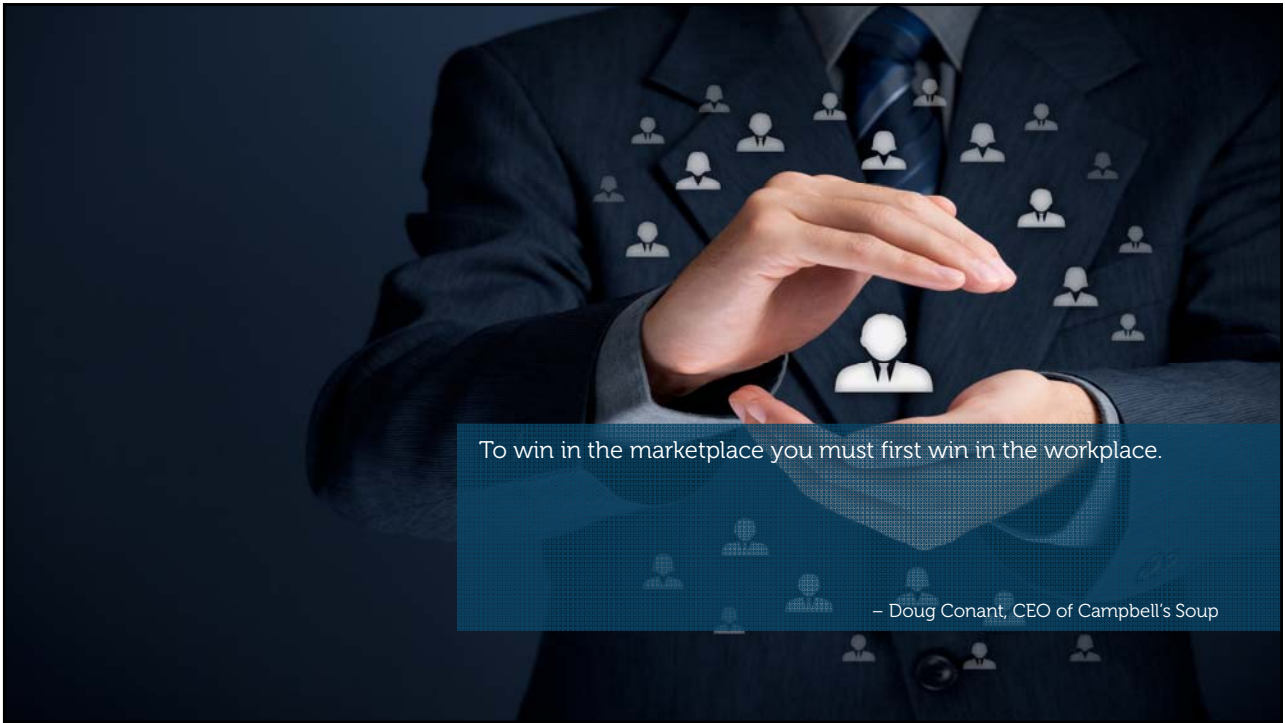
Translating Agile Values

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Agile **respects** individuals and individuality



Agile is a team sport



To win in the marketplace you must first win in the workplace.

- Doug Conant, CEO of Campbell's Soup

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Thank you!



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