




GOING DIGITAL

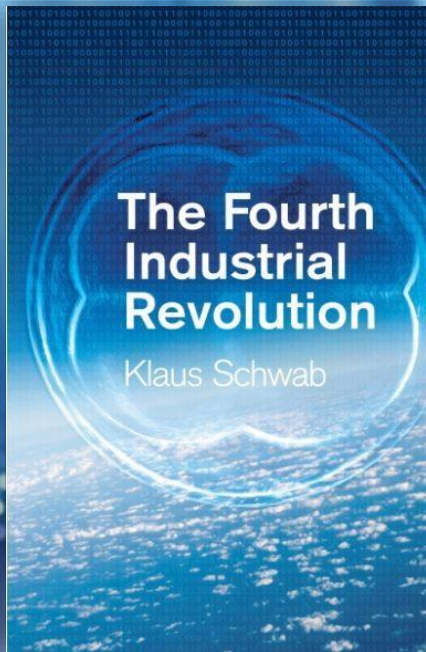
# Next Generation HR: THE DIGITAL EXPERIENCE

Rob Scott - Global Lead: Strategy & Innovation  
PRESENCE OF IT

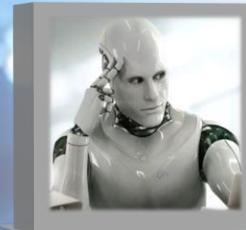


In every way, our world is changing....  
moving towards a digital space

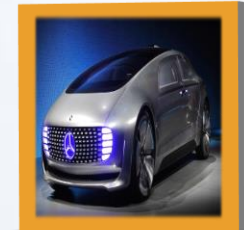
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Ubiquitous, mobile  
supercomputing



Intelligent robots



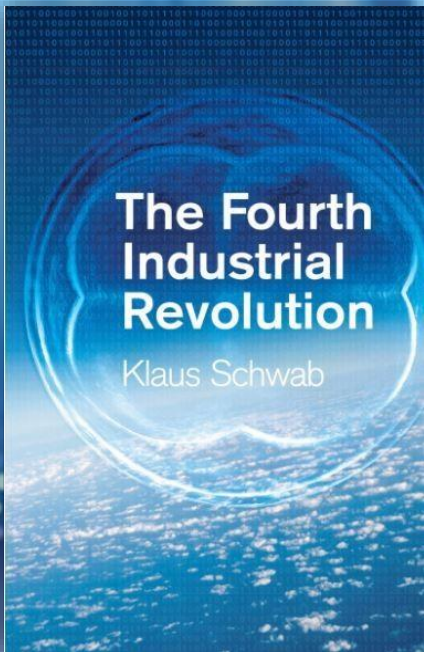
Self-driving vehicles



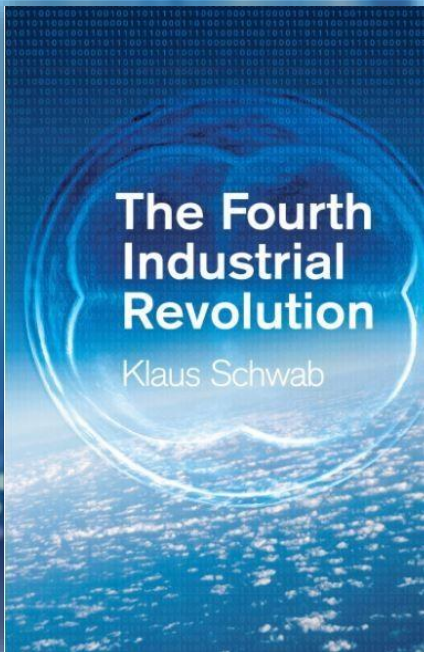
Genetic editing

The evidence of dramatic change is all around us and it's happening at exponential speed





We are at the beginning of a revolution that is fundamentally changing the way we live, work and relate to one another



These changes coincide with a new workforce which is increasingly diverse, demanding and mobile

# The result

The way we manage, lead, collaborate and  
organise ourselves is undergoing radical change



01



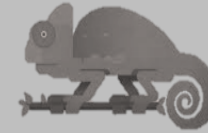
ENABLE

02



CULTURE

03



ADAPT

04

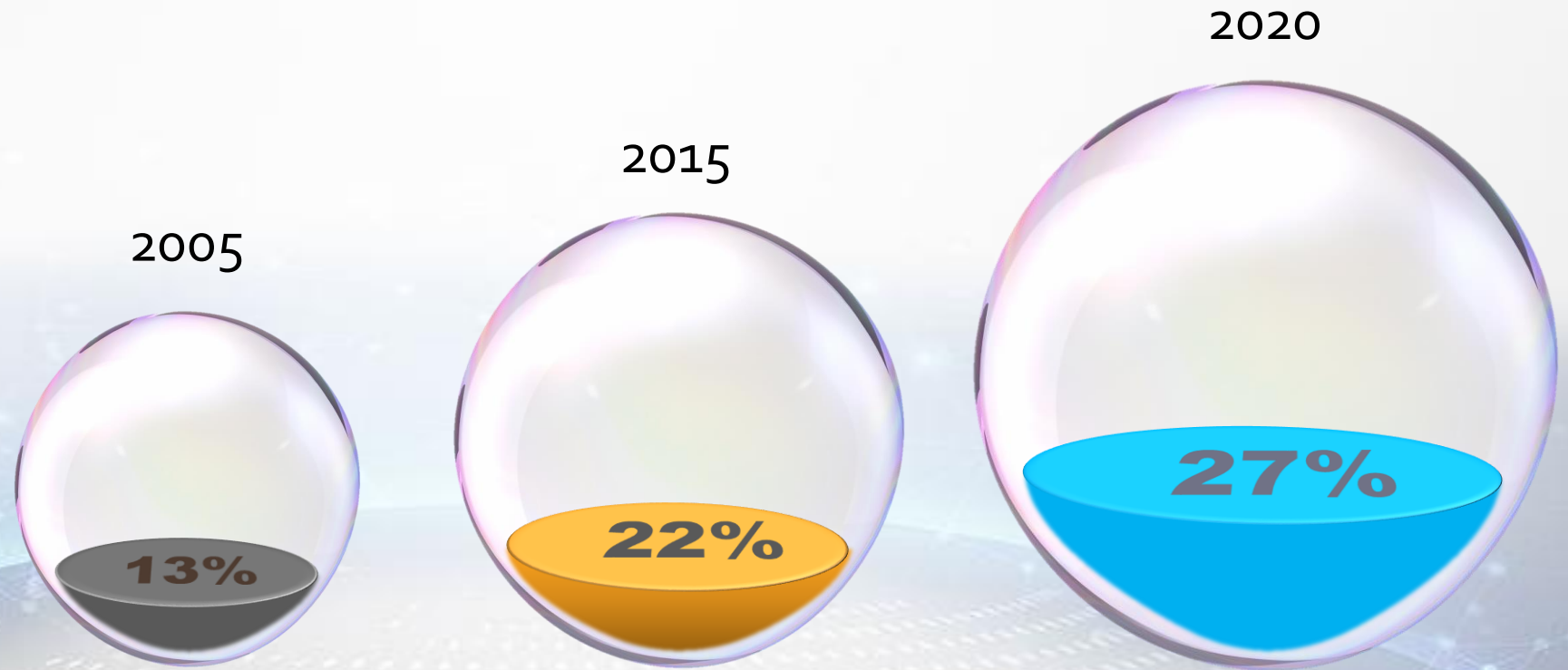


DISRUPT

Succeeding in today's digital world is a challenge that can't be solved simply by consuming more and more technology, or, as some fear, replacing humans with technology

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## The global digital economy



Growth is spurred by the 'Digital Native' generation who are demanding a world fashioned to its needs and new expectations about how work should be organised





## Pillars of digital cultural success

# Emerging technology trends shaping our landscape

I

INTELLIGENT AUTOMATION

L

LIQUID WORKFORCE

P

PLATFORM ECONOMY

D

PREDICTABLE DISRUPTION

T

DIGITAL TRUST

# Emerging technology trends shaping our landscape

I

INTELLIGENT AUTOMATION

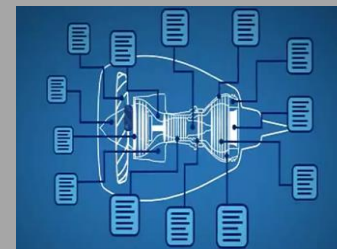


LIGHTS OUT MANUFACTURING

SIEMENS



HUMAN SUPPORT






# Emerging technology trends shaping our landscape



BY 2018 MORE THAN 80% OF ENTERPRISES WITH ADVANCED DIGITAL CAPABILITY WILL CREATE OR PARTNER WITH INDUSTRY PLATFORMS

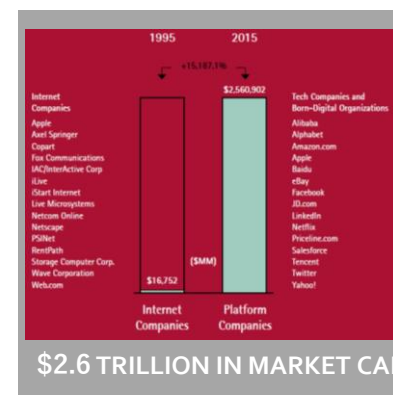



CLOUD SERVICES  
API STRATEGY  
OPEN-SOURCE

P  
PLATFORM ECONOMY



ADAPTABLE, SCALABLE & INTERCONNECTED

MOBILE DEV  
IOT  
PORTABILITY



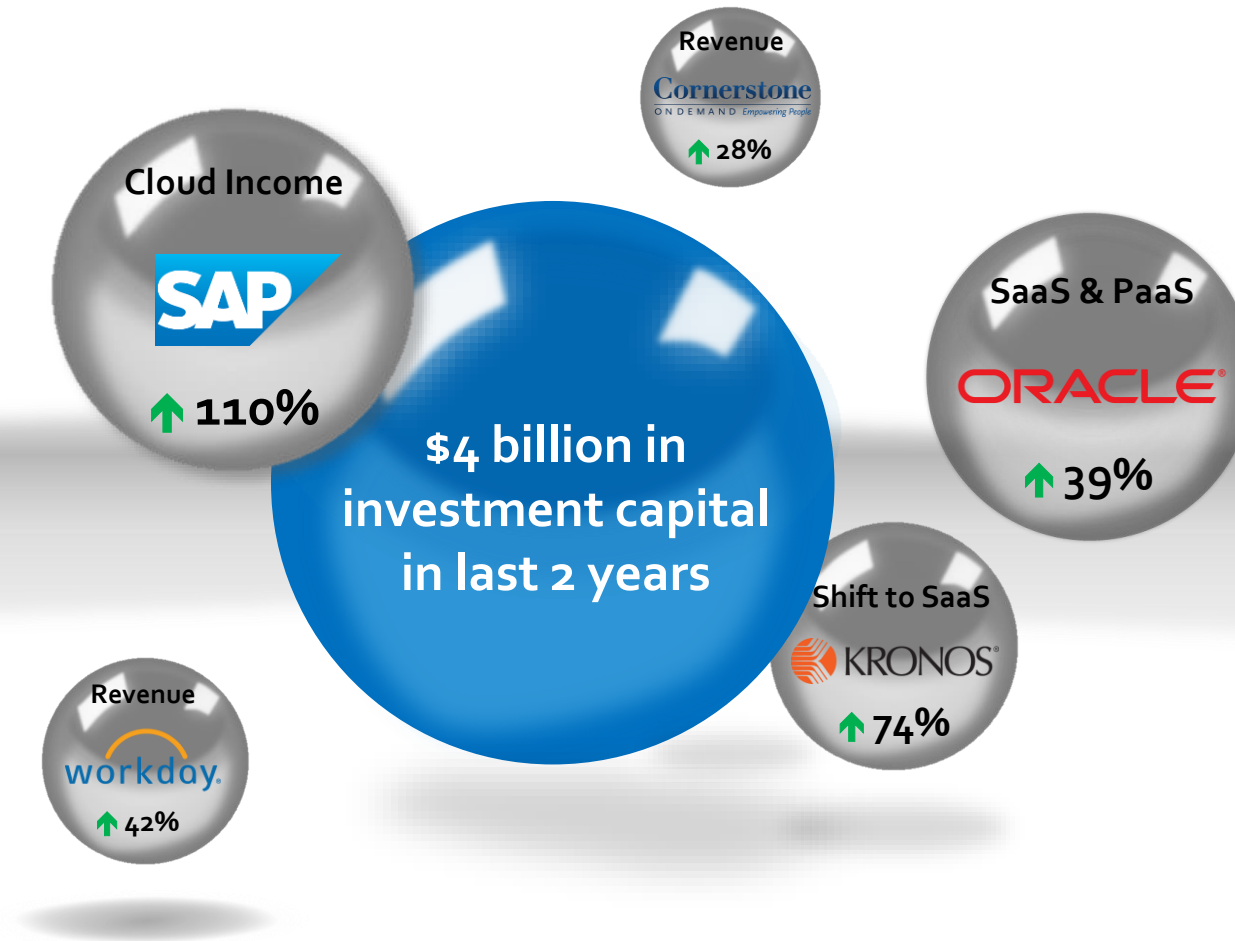
People remain  
the differentiator

There is always someone.....



....who will do it cheaper

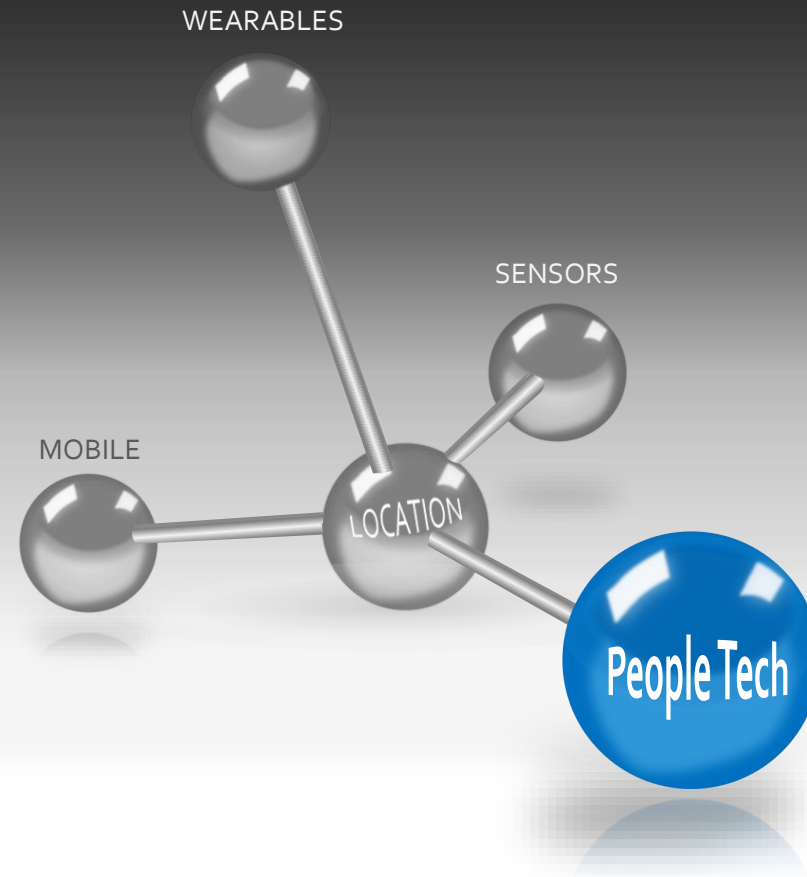
People  
technology is  
steaming  
ahead



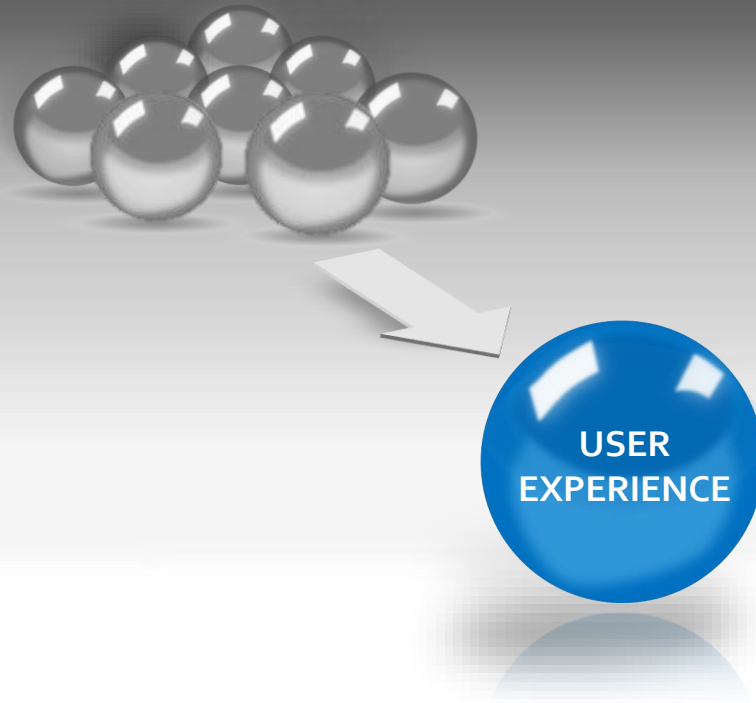


# Digital workplaces demand new thinking in people technology

- THE WAY WE DESIGN SYSTEMS
- THE TOOLS WE USE
- THE TYPE OF DATA WE USE
- THINK 'PLATFORM'
- WHAT SUCCESS LOOKS LIKE
- 150M USERS ON CLOUD HR

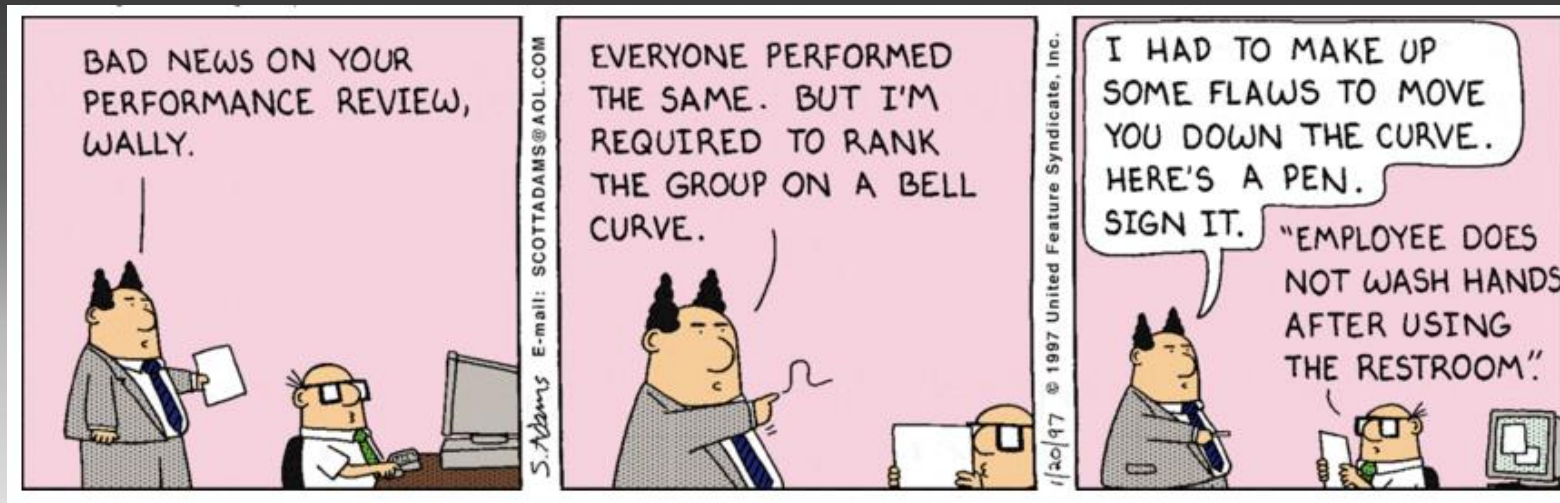


# Automation has peaked, it's now about the user experience & empowerment



- Focus is now about facilitating new ways of working – being connected, continuous change, collaboration and predictive analytics
- Companies are rethinking people management and concepts of the workforce
- Significant disruptive innovation by vendors taking place

# Performance management re-invention is creating ripple effects

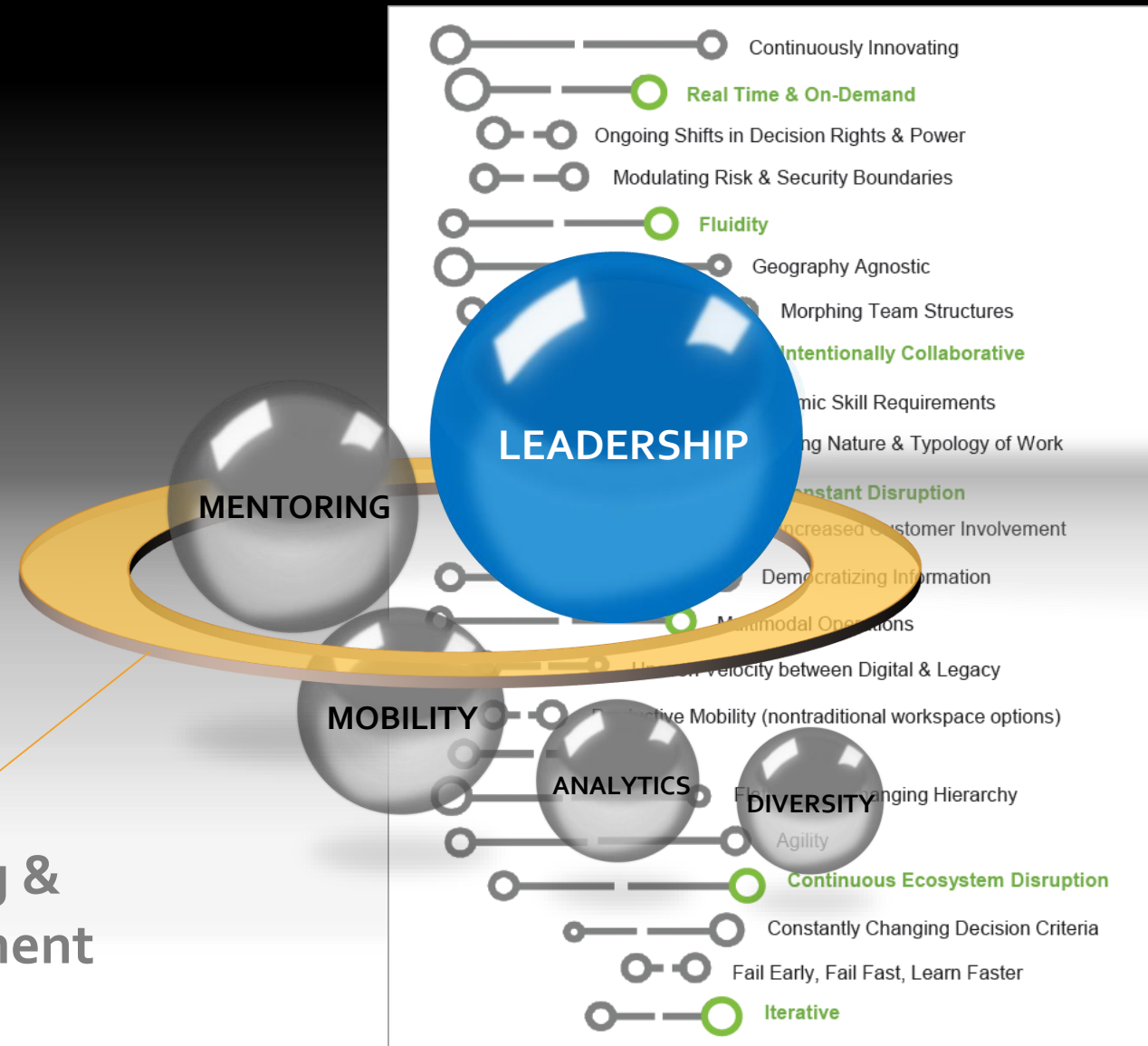




# Leadership challenges creating down-stream opportunity

- Traditional leadership is still important, but we need an open mind in a digital world

Learning & Development



# SAY 'BIG DATA'

## A

Analytics skills &  
experts appearing in HR

## V

Vendor tools moving  
into Version 2.0

## I

Internet of everything  
and wearables adding  
new data

## R

Human Governance in a  
digital workspace

# ONE MORE TIME

# Thank you

ROB SCOTT  
GLOBAL LEAD: STRATEGY & INNOVATION



[rob.scott@presenceofit.com](mailto:rob.scott@presenceofit.com)



<https://au.linkedin.com/in/robscottinsyd>



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