



Unleash World Conference and expo 2019 – Paris - Takeaways

November 2019

Feedback Sophie Marchandise

unLeash
//WORLD
20-21 October 2020
Paris Convention Centre



Attended: Regis, Aurélie R, Sophie M, Siv-Sane, Maréva, Nathalie, Mirjana

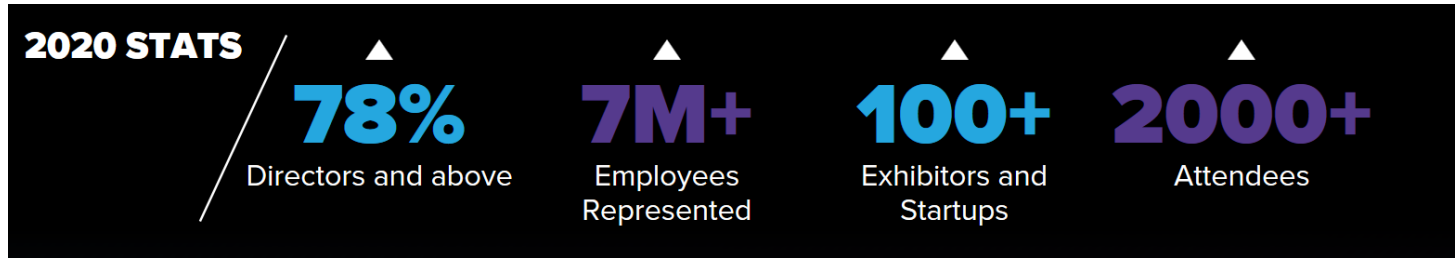
THE EPICENTER OF WORKFORCE REVOLUTION

UNLEASH World is the #1 event for senior HR technology buyers, the industry's top suppliers, startups demonstrating the next wave of tech evolution, visionary speakers, journalists, and analysts to connect and collaborate around the massive opportunities that HR tech offers. With the largest exhibition and network for Human Resources professionals and leaders looking to disrupt and innovate the world of work, UNLEASH World brings two days of carefully-handcrafted content from inspiring keynote and industry experts, and is the one show to attend if you want to find HR tech strategy, processes and tools.

unLeash
//SPRING
24-25 March 2020
London ExCeL



unLeash
//AMERICA
May 12 - 13 2020
MGM GRAND LAS VEGAS

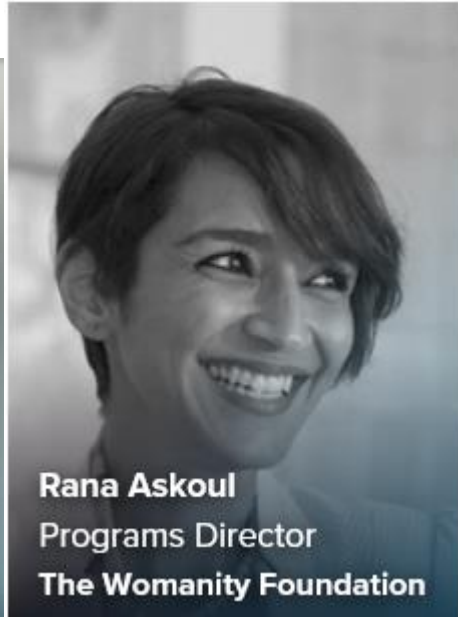


Agenda

- Digital
- HR Data
- Start-ups
- lots of « matching » tools



Janina Kugel
Chief Human Resources
Siemens



Rana Askoul
Programs Director
The Womanity Foundation



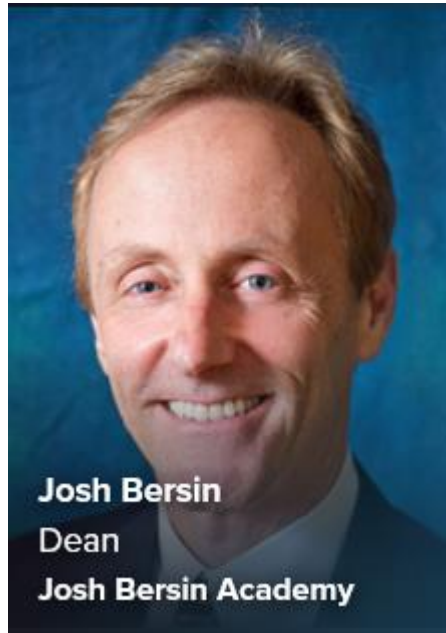
Bruce Fechey-Lippens
SVP Digital HR &
Innovative Ways of Work
Solvay



Erin Meyer
Author
The Culture Map



Heather E. McGowan
Future-of-Work Strategist



Josh Bersin
Dean
Josh Bersin Academy



Bob Geldof KBE
Irish Singer and Songwriter & Political Campaigner

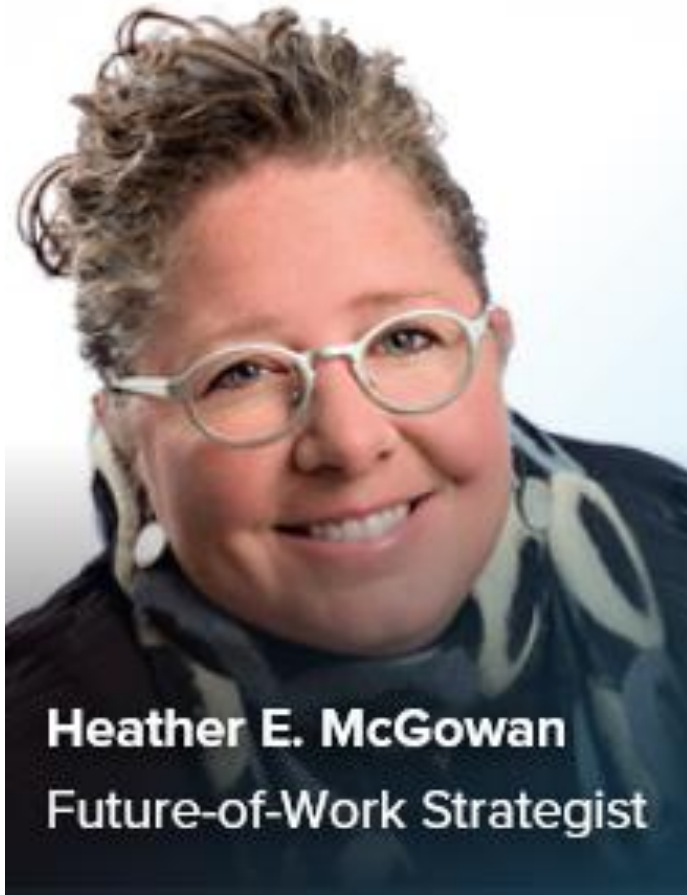


Céline Cousteau
Humanitarian and
Environmental Activist



Régis Mulot
Chief Human Resources
Officer
Ipsen

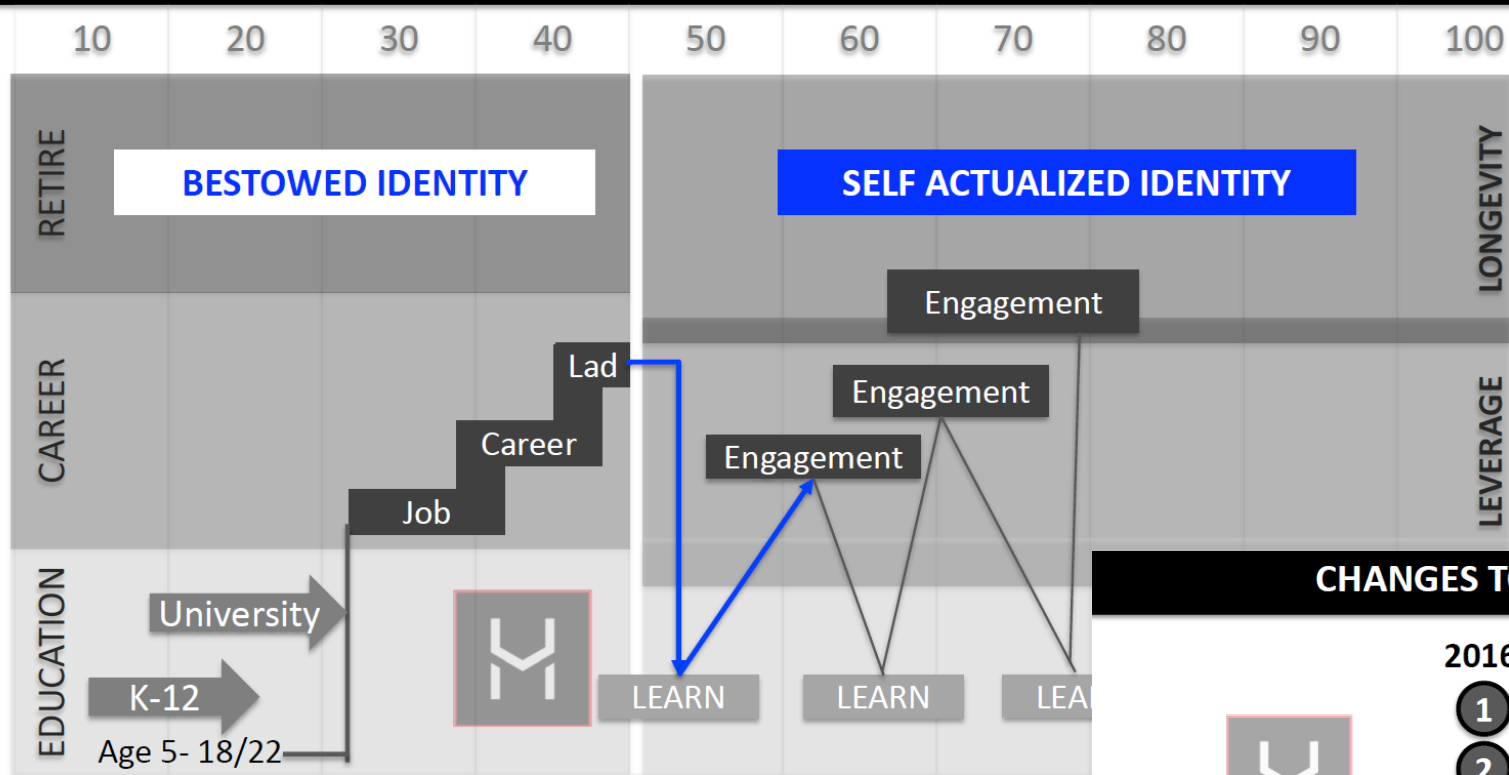
Future of work - Heather McGowan (HR Strategist)



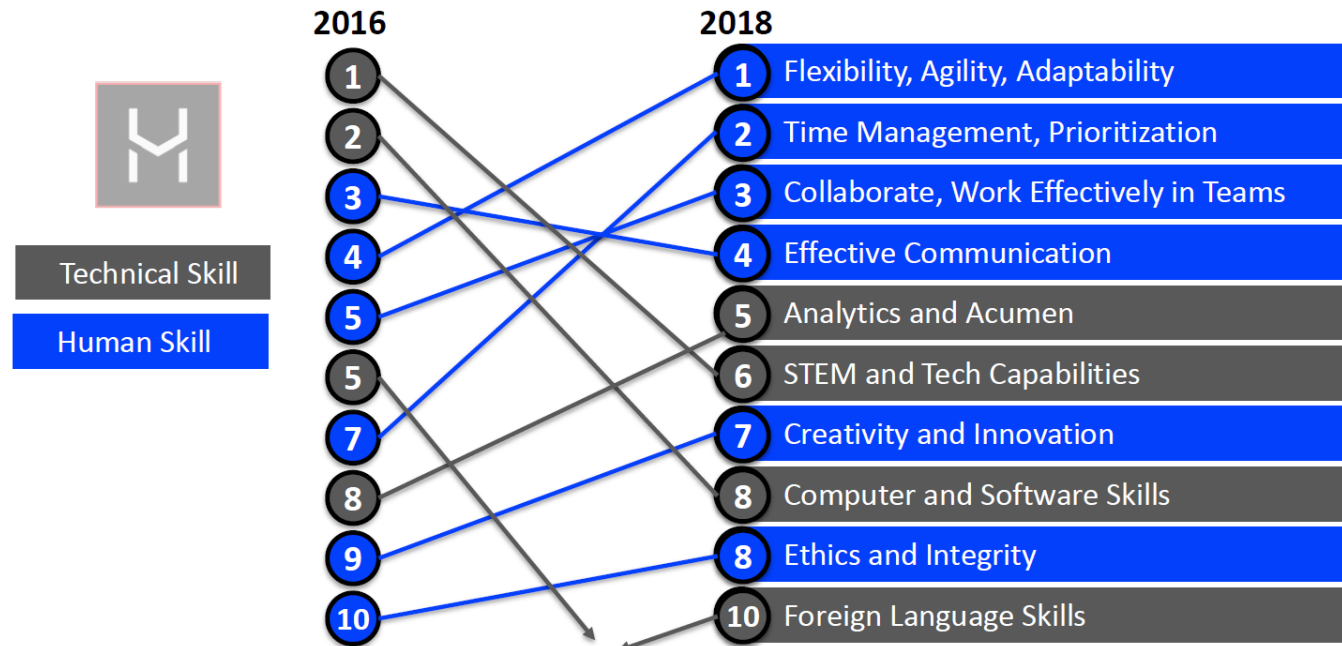
- We are not preparing for that acceleration of changes (economy-society-religion-technology)
- **As HR, helping people to adapt to change is now your number one job**
- Importance of networking
- The more digital, the more human skills are required
- We have to **optimize our learning**
- Soft skills are going to be more important
- **Learning** is the new pension
- Google found out that success in teams was most sustained when the teams promoted **psychological safety**

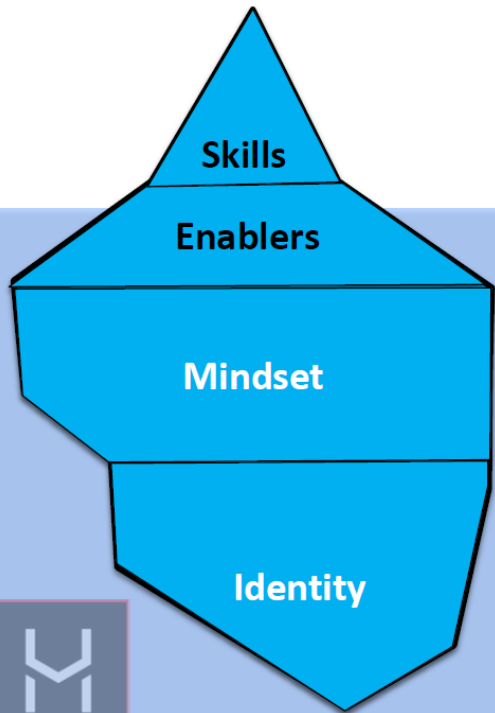
CHANGE FOR HUMANS: The Shifting Factors of Identity			
		FROM	TO
WHO	Race	White Majority	White Minority
	Religion	(Judeo) Christian Norm	Unaffiliated (Plurality)
	Age	Youth to Middle Age	Aging (Developed World)
	Family	Mom + Dad + 2.5 Kids	Fewer Kids, More Types
	Gender Identity	Fixed and Binary	Gender Fluid
WHAT	Education	Single Dose Degree	Continuous Learning
	Trust + Truth	Institutions	Ourselves + Peers (Bias)
	Consent + Power	Harassment Permissible	#MeToo, #TimesUp
	Occupation	Fixed Employee Identity	Portfolio of Self Expression
	Leadership+ Authority	(White) Male Patriarchy	Diverse + Female Leaders
WHERE	Expertise	Earned + Credentialed	Personal Brand + Network
	Human Relationships	Face to Face	51% of Time Online
	Populations	Countries	Social Media Platforms

LEAP: The Old Promise Meets New Reality



CHANGES TO WORK: Shift from Technical to Behavioral (IBM)





WHAT DO YOU DO?

(How Do You Apply Your Skills)

HOW DO YOU EXPRESS YOURSELF?

(Mindset, Superpowers, Enablers)

HOW DO YOU DEFINE YOURSELF?

(Identity + Mindset)

WHERE DO YOU BELONG?

(Identity)



LEADERSHIP: Key To High Functioning Teams

- 1 PSYCHOLOGICAL SAFETY**
Take Risks + Be Vulnerable
With Each Other
- 2 DEPENDABILITY**
Get It Done
- 3 STRUCTURE + CLARITY**
Clear Roles, Plans, Goals
- 4 MEANING**
Personally Important
- 5 PURPOSE**
Passion + Impact

“Trust Is The Only Human Performance Enhancing Drug”

Dov Siedman, LRN

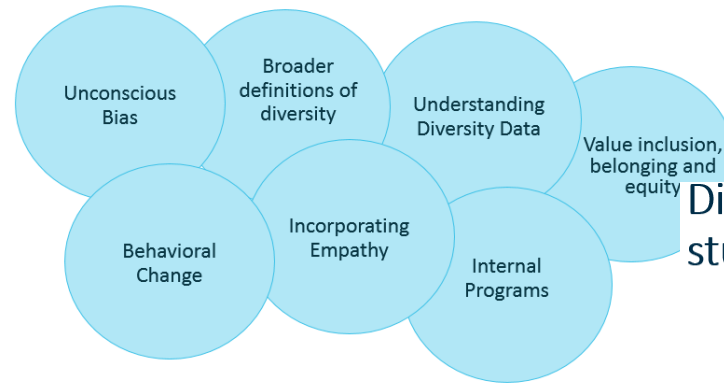
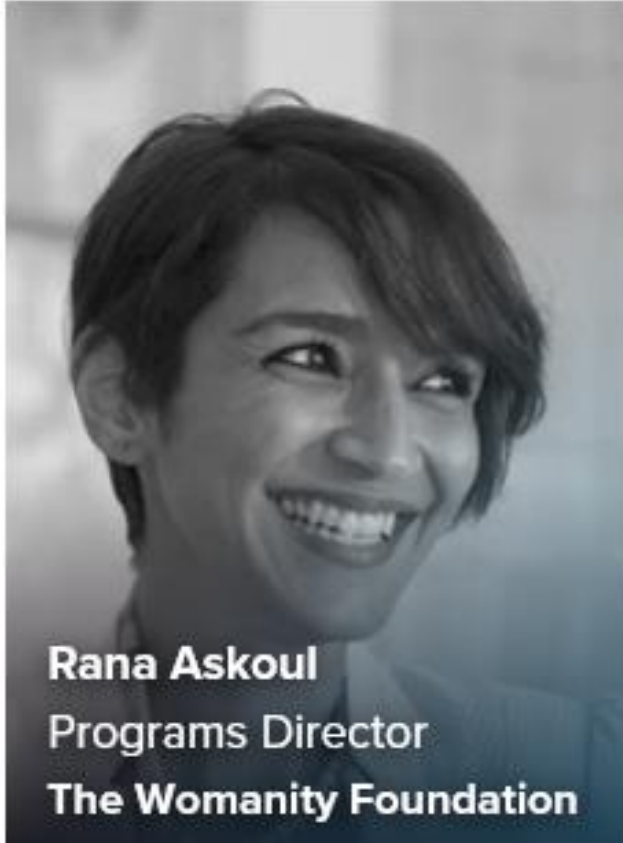


Janina Kugel
Chief Human Resources Officer
Siemens

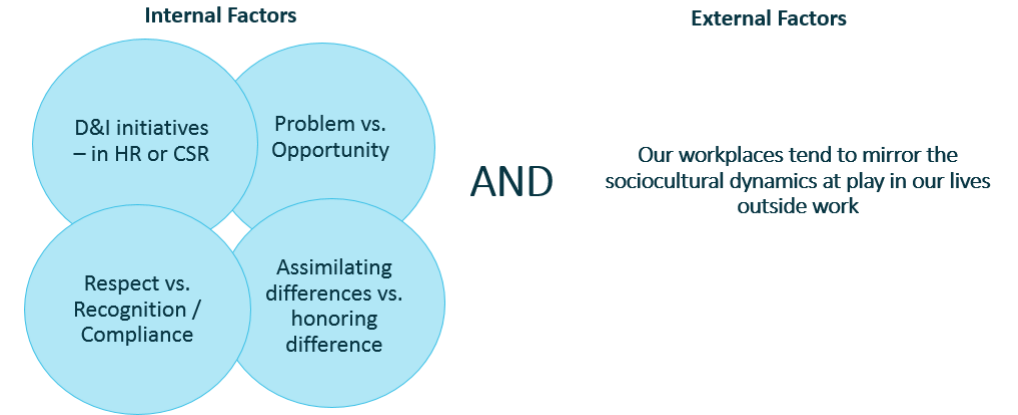
Janina Kugel – Siemens CHRO – the digital transformation of HR: cutting through the hype to deliver real business value

- People never fit the JDs
- Let people own their career
- At Siemens, created a tool where people can tag a job they're interested in
- Also created a chatbot for HR
- The new role of HR:
 - Invest in continuous learning and personal growth
 - Foster a culture for open collaboration across levels and teams
 - Teach our managers that people (and not processes, deadlines...) are at the center

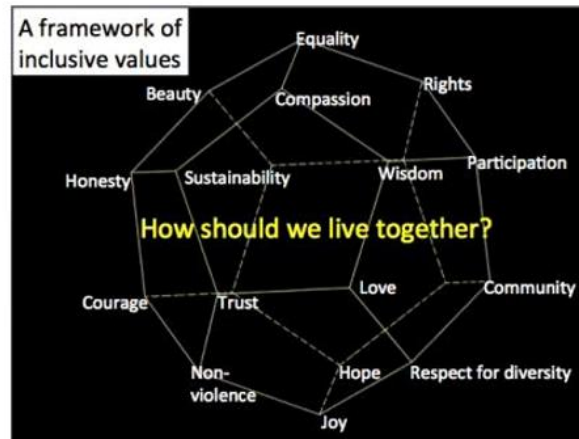
Diversity and Inclusion Efforts: Where are we today?



Diversity and Inclusion Efforts: Where are we getting stuck?

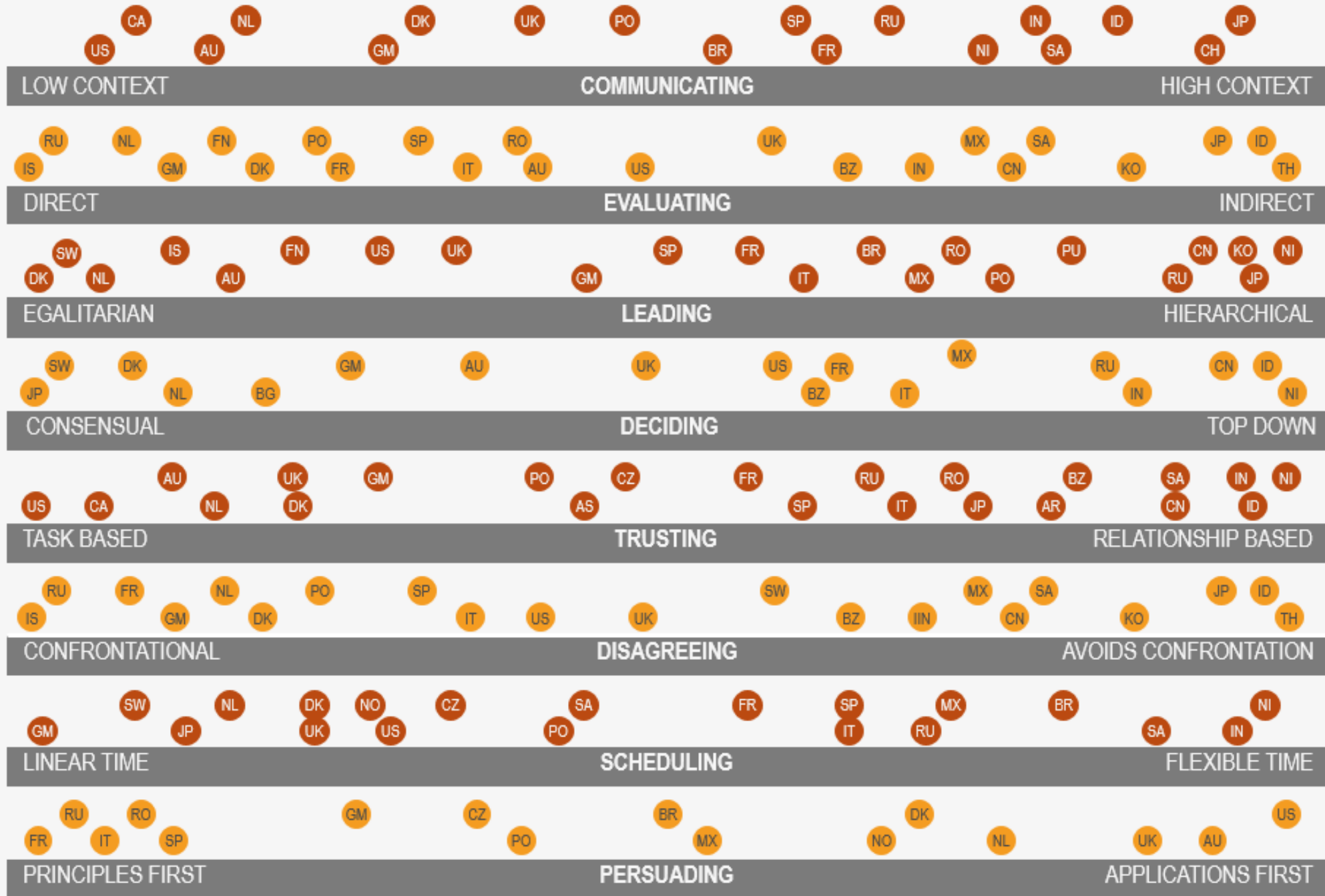


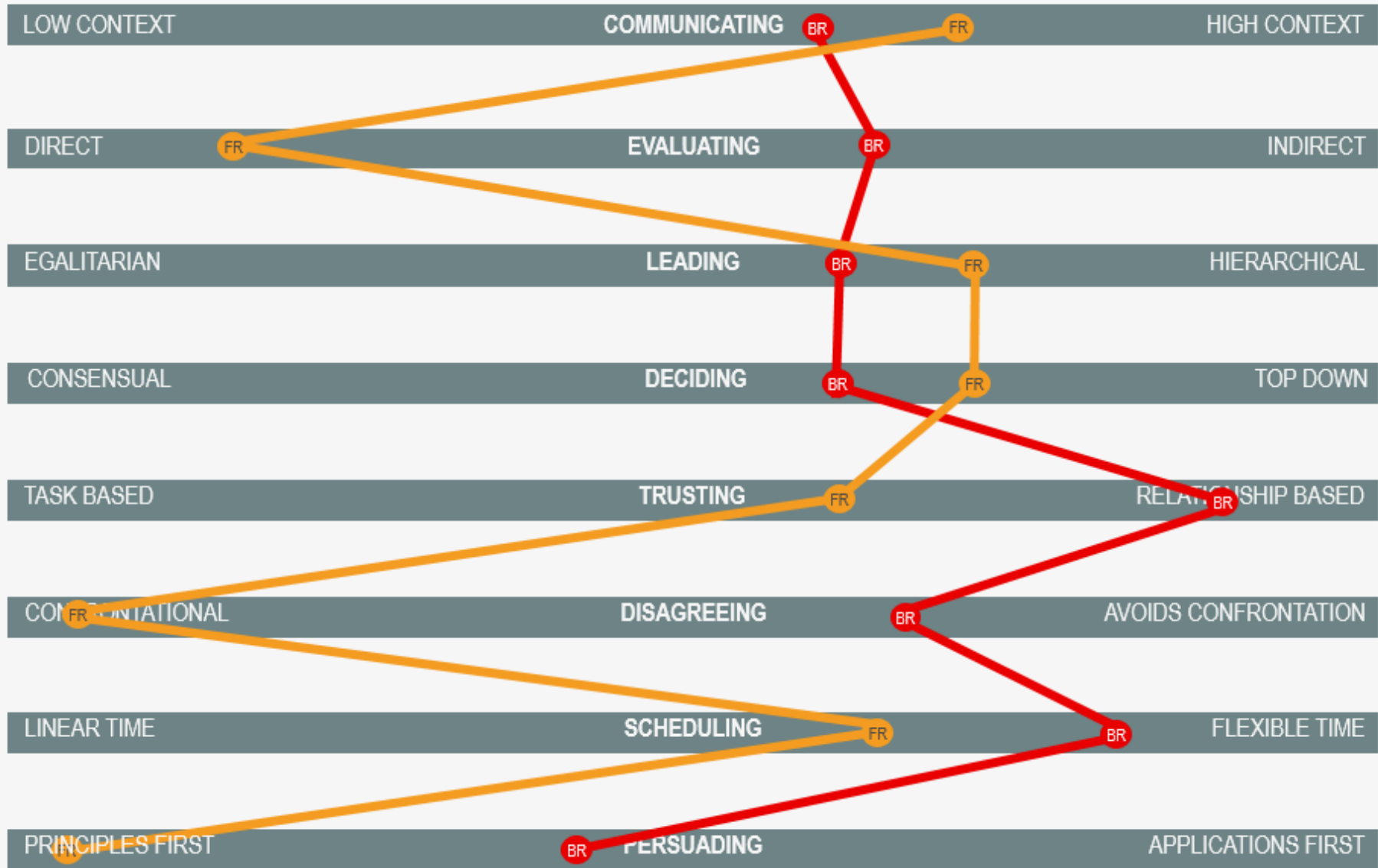
How do we create a culture rooted in a sense of connection, belonging and community



Erin Meyer, the Culture Map







Novartis, L&D and D&I

Novartis

- Realized that one of the main reasons for leaving the company was the lack of learning opportunities
- Objectives: associates to spend 100hrs/employee/yr learning (5% of their time)
- Use Cornerstone: Issue of data cleaning – use Carousels
- Tools: LinkedIn courses / Coursera / Cornerstone on Demand
- Curiosity Charter:
 - be curious as a child – “curiosity drives discovery” - People shared some books on their top list
 - Countries created “curiosity hives » brought to life by volunteers / curiosity walls
 - Create a psychologically safe environment
 - Use playlists

Organizational change starts with individual behavior change

3500+ leaders are ...



Increasing self-awareness

through upward and 360 feedback



Building “Unboss” skills

through focused leadership journeys



Role modeling & held accountable

through developmental practice

Our approach to culture change

KNOW

Country and site engagements
Crowdsourcing
Townhalls
Transparent dialogue
Social and traditional media

MEASURE & SUSTAIN

Workplace analytics
OurVoice survey
Culture pulse “data bank”
Program management



APPLY

Increasing self-awareness
Unboss skill-building 3,500+ leaders
Team/Leadership perspectives (360°)
Team skill-building for ownership
Role modelling for accountability

EXPERIENCE

Symbols matter
Processes are simplified
Continuous learning
Performance management

Note: Novartis culture transformation framework is based on the CEB Gartner Model

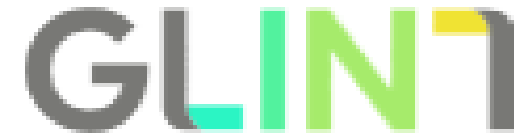
6 Business Use Only

 **NOVARTIS** | Reimagining Medicine

GLINT (with the testimony of FIS as a customer)

Main question is: How do we empower managers to take action on survey results?

- GLINT shows an automatic mapping of the words that come up most frequently via the survey – whether negative or positive
- Capacity to filter the results by the people who resigned
- Includes guides for managers to take action
- Combined with training resources
- GLINT also includes a predictive module
- 35 different languages



Phenom People

- Internal mobility – same kind of tool as the external mobility



Startups

TA CRM	Job sync	<ul style="list-style-type: none"> • get candidates and feed into the ATS – custom questions to candidates – best practice is not to ask too many questions in the first stage because those to answer are the “professional job seekers”
Quality of life at work	Mailoop	<ul style="list-style-type: none"> • people can “rate” the emails they receive and, once the month each employee receives analytics on their emails and how they’ve been perceived – the tool provides analytics – development tool and not performance tool • Benefits 2 hrs freed per month – -25% emails outside of working hours - -10% on general stress felt -10% less internal emails
TM Career growth	Paddle	<ul style="list-style-type: none"> • career growth - AI and machine learning on a ww database of career path –analyze internal mobility to see the actual paths have been taken by people – • also matches skillsets of employees and position. • Question : what is the relevance of proposals made as they are based on a global DB?
TM development	Moovone	<ul style="list-style-type: none"> • personalized development – integrates existing system • Provides on-line assessment, coaching, personalized contents
TM Coaching	Sparkus	<ul style="list-style-type: none"> • brings coaches to everybody – digital coaching with questionnaires – Analytics on coaching sessions – not available in French at the moment
TA	Talent Alpha	<ul style="list-style-type: none"> • matching talents in IT that are available – get data from partners – market place

Thank you

