

THE
PREPARATION
COMPANY[®]



Solution Overview

THE FUTURE WORLD HR[®] WORKOUT

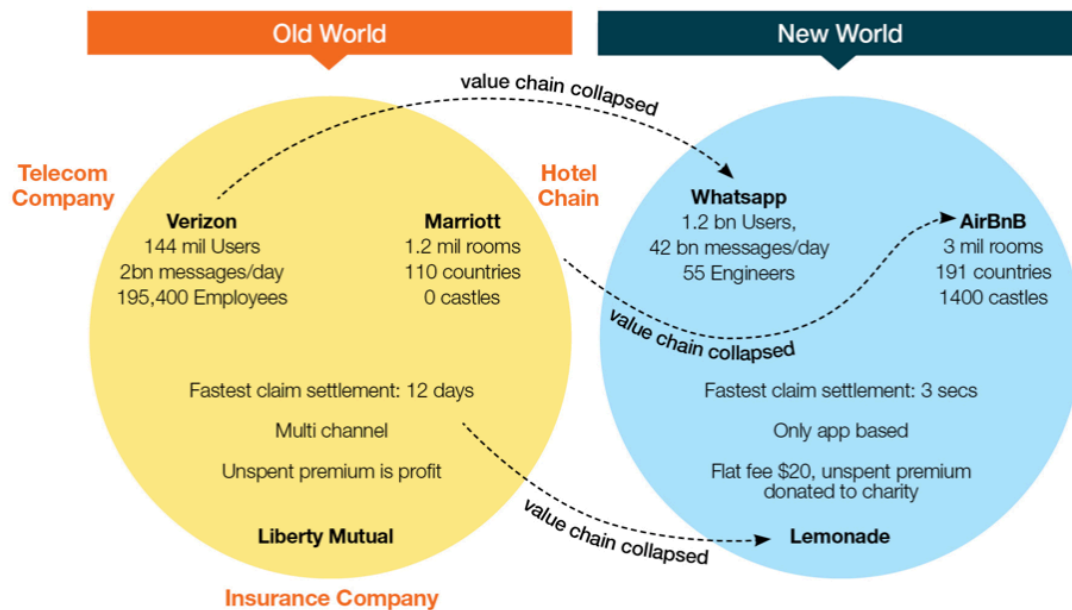
Reimagining everything on people strategy

The Why

HR Agility = Business Agility

The need for agility

- 56% of CEOs anticipate that their company would likely be disrupted by a non-industry player
- Technology allows non-traditional service providers to disrupt established players
- Ideas don't die, companies do, the most obvious of customer needs are turned into Unicorn businesses
- New work models and methods are redefining a workforce
- A business model based on 'interfaces' is reinventing customer engagement and in turn driving big data



Source: © 2017 EXL Service Holdings



What is your People Strategy in a disruptive world?

Solution Overview

A workout used by companies to rally HR Teams around purpose and future centric thinking

1. **Disruption Centric:** Understanding the new business models, technologies and people strategy for the new world
2. **Global Case Studies:** Go inside truly futuristic and disruptive people practices from companies across the world
3. **Understand Agility:** The workshop is structured on three elements of agility: Intersections, Interfaces and Insights
4. **Online Diagnostic:** The participants use an online diagnostic to test ideas and their application in your strategy context
5. **Agility Network:** Option to join other Companies and HR Professionals on the journey toward agility via online and in-person round tables. Come share perspectives, learn insights and co-create ongoing strategy with other forward-thinking HR leaders across industry

We bring your HR Team together on key questions on Future of People Strategy

1

What is an agile people strategy?

- How does a multi-industry organization model and talent strategy look like?
- What is your talent strategy at the intersections to drive innovation?
- What is the future positioning for HR Business Partners?
- How can Strategic Workforce Planning integrate human AI & Automation and Gig talent?
- How will Performance Management be in an Agile world?
- What shifts do you need in your succession management?
- What is the future of leadership capability and development?

2

How do we design intelligent interfaces that blur the lines between customers and employees?

- What are the interfaces HR can use to deliver outstanding experiences?
- How can smart interfaces make HR present everywhere yet invisible?
- How can you apply design thinking to employee interfaces?
- What is a Customer Experience based Employee Experience?

3

How can an employee experience-based analytics link up to customer data?

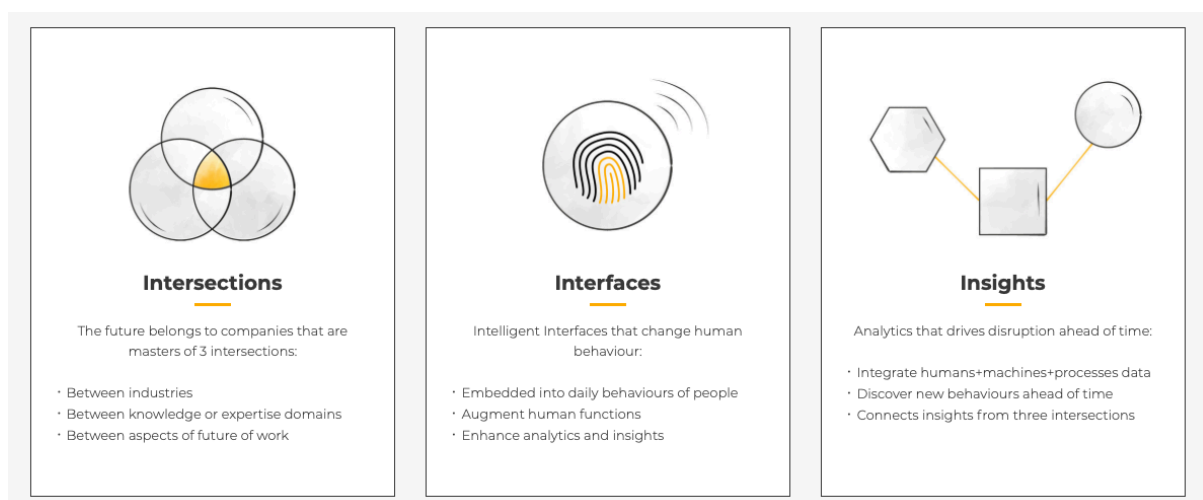
- How can you drive analytics at the intersection of people and machines?
- How to design HR Analytics to be at the intersections?
- How can employee experiences design create powerful analytics and insights?
- How can HR Analytics be delivered through integrated voice + touch?

Structure of the Workout and Scope

Agility is 70% how we do things and only 30% or less in how we are organized

3 Part Structure of the Workout

We define agility as being 'At the Speed of the CustomerSM'. This is an outcome of three elements: Intersections, Interfaces and Insights. The diagnostic and report is structured on these three elements of agility:



Scope of the Workout

Intersections	Interfaces	Insights
1 Industry specific talent strategy	1 Employee accessibility	1 Employee experience design
2 Key organizational capabilities	2 HR Services delivery	2 HR analytics approach
3 Strategic workforce planning	3 Smart digital interfaces	3 HR Analytics organization
4 Future of work planning	4 Interfaces and data link design	4 HBRP HR Analytics capability
5 Succession and leadership	5 Employee experience metrics	5 Analytics delivery approach
6 Performance Management	6 Integration of HR services	6 Line manager user design
7 New workforce models	7 Simplification opportunities in design of HR processes	7 Link business & HR data
8 HR & HRBP Capability	8 Link customer systems and employee systems	8 Data warehouse structure

We help you **discuss** **Strategy choices** to **be agile**



A simple, well rounded, structured Workout

- 1 to 2.5 days based on client customization
- Offered as a 20-hour certification course spread over 6 months through virtual presence or a mix of virtual and in-person sessions
- Use of proprietary Agile People Strategy© Diagnostic either as pre-work for the workshop or in the workshop based on customization
- Global agile HR practices, examples and insights
- Case exercises to test agility of people practices within your company
- Design thinking as the basis in all discussions (Proprietary Imagine.Design.Prepare.LeadSM approach)

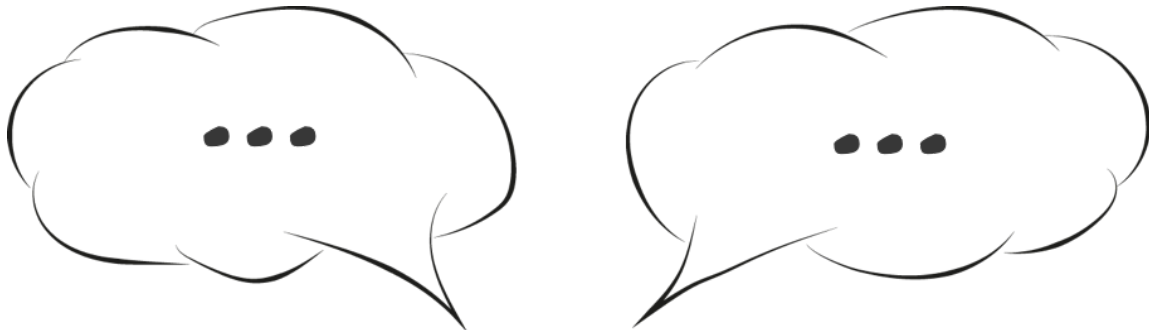


The best thinking & research on future of People Strategy & HR

<https://preparationcompany.com/thinking>

<p>2019-04-24</p> <p>VIDEO CAN YOU LEARN 100 YEARS OF KNOWLEDGE IN 0.39 SECONDS? DISRUPT HR SAN DIEGO</p>	<p>2018-10-28</p> <p>LEADING IN A WORLD OF INTANGIBLE ASSETS</p>	<p>2018-05-31</p> <p>VIDEO WHY SIMPLICITY EVADES HR DISRUPT HR SAN FRANCISCO</p>	<p>2018-03-25</p> <p>HOW GIG TALENT CAN MAKE HR AGILE</p>
<p>2018-02-20</p> <p>HOW AGILE IS YOUR HR?</p>	<p>2017-12-03</p> <p>THE POWER OF EIGHT EMPLOYEE EXPERIENCES E8®</p>	<p>2017-11-08</p> <p>VIDEO HOW AGILE IS YOUR HR?® DISRUPT HR ZURICH</p>	<p>2017-10-26</p> <p>VIDEO ENGINEERS CAN DANCE HR FEST BUDAPEST</p>
<p>2017-09-20</p> <p>YOU WANT AN AGILE COMPANY. BUT IS YOUR HR AGILE?</p>	<p>2017-09-04</p> <p>GIG IT UP HOW TO INTEGRATE GIG TALENT INTO WORKFORCE PLANNING</p>	<p>2017-06-05</p> <p>IMAGINATION, WATSON. NOT HR STRATEGY.</p>	<p>2016-09-18</p> <p>EMPLOYEE ENGAGEMENT IS AN OUTCOME OF 'THE WAY WE DO BUSINESS EVERYDAY'</p>
<p>2015-07-04</p> <p>A SHIFT FROM ENTREPRENEURIAL LOCAL GROWTH TO GLOBALLY INTEGRATED GROWTH HARVARD BUSINESS PUBLISHING</p>	<p>2015-06-05</p> <p>LEADING NOW: CRITICAL CAPABILITIES FOR A COMPLEX WORLD HARVARD BUSINESS PUBLISHING</p>	<p>2011-11-01</p> <p>THE PREPARATION GAME STUDY</p>	<p>2011-09-17</p> <p>WILL TO PREPARE IS MORE IMPORTANT THAN WILL TO LEAD</p>
<p>2011-06-04</p> <p>TRANSFER OF EXPECTATIONS</p>	<p>2011-05-05</p> <p>VOICE OF EMPLOYEES ON LEADERSHIP STUDY</p>	<p>2010-12-19</p> <p>THE TALENT ECONOMY WITH-IN</p>	<p>2010-05-11</p> <p>STRATEGIC HR. ANTICIPATING THE FUTURE</p>
<p>2010-03-31</p> <p>HUMAN CAPITAL WEB</p>	<p>2009-11-01</p> <p>SKILLS FOR LIFE MISSION</p>		

the best **ideas** come from conversations



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