Future People Agenda

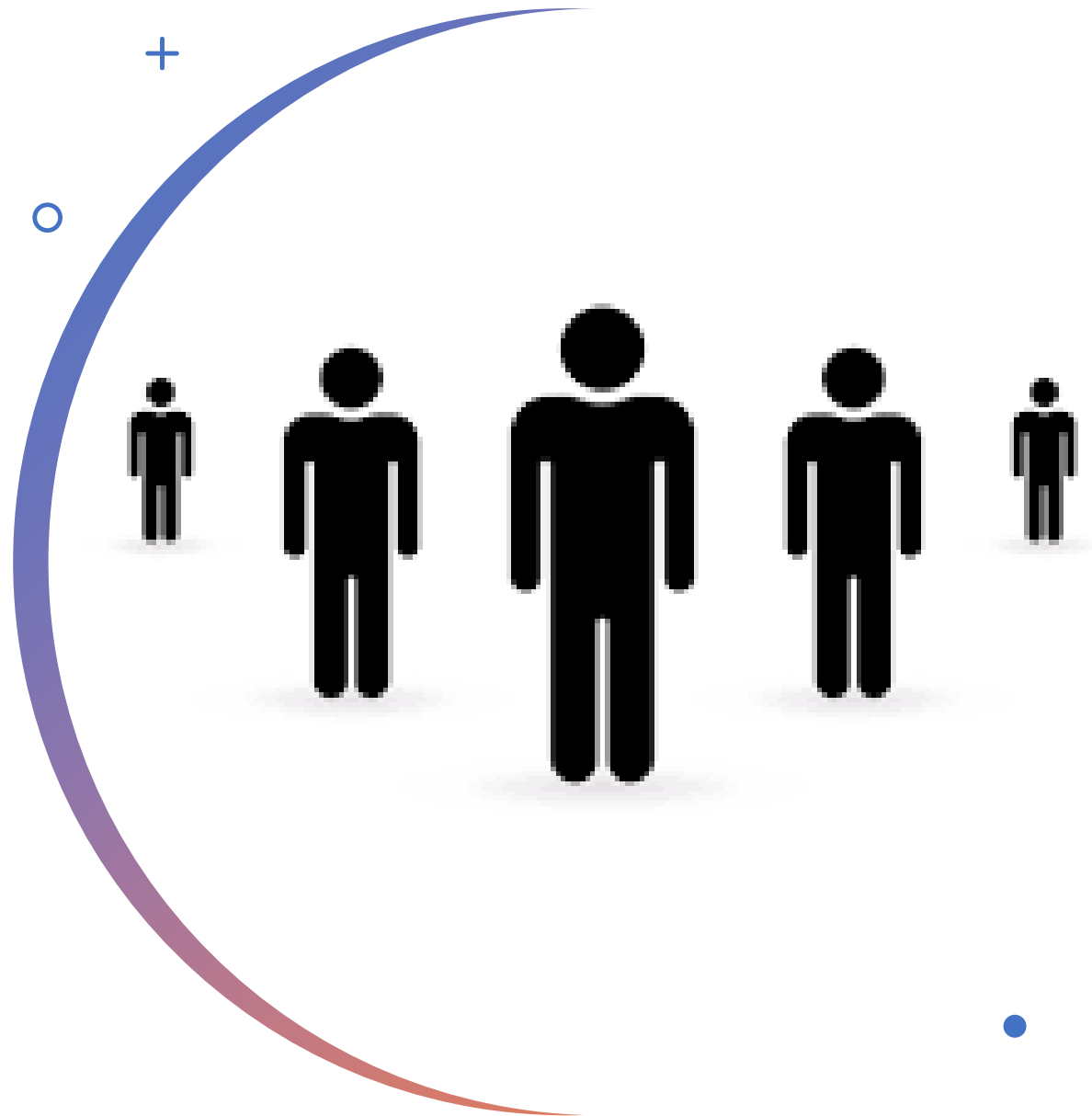**SHRM Hyderabad 11 th May 2023**

Shiv

Everyone has technology on their minds and its impact on HR and the organization.

Let's look at past predictions involving technology

- 1920s – Personal flying car

- 1920 s - Robots

- 1930 – Audio books

- 1950 s- Online shopping

- 1970s – NASA – We will live on Mars by 2000.

The things we all know as People leaders

- **Engagement levels are dropping**

- **Trust in leadership is dropping**

- **We have more collaboration tools on our desk but the mind isn't moving at the same speed**

- **Every employee is a brand in his/her own right**

- **Metaverse at work and home**

- **Insecurity is higher**

Which is the most digitized institution or the institution that has driven digitization the most in India?

The
Government
of India.

Goverment Of India

Lets look at what technology has done in 4 other areas :

Armed Forces

Law Enforcement

Pilots

Cricket Umpires

What AI will do to HR

Performance management

Payroll processing

Recruitment and hiring

Artificial Intelligence in HR
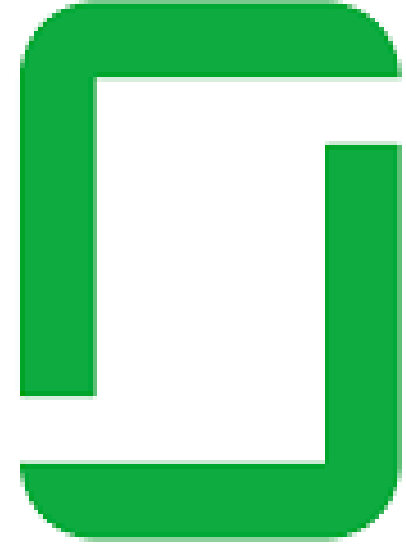
Induction

Employee records management

CAGE - Challenges Organizations face

- **Costs**

- **Agility**

- **Growth**

- **Execution**

1.Technology allows you to work in silos and also in massive virtual teams.

2.Tech companies are scoring better in Glassdoor.

Glassdoor Ratings

Company	Rating
Cisco Systems	4.4 ★
Apple	4.4 ★
The Hindu	4.4 ★
Dell	4.3 ★
Colgate	4.2 ★
Procter & Gamble	4.2 ★
IBM	4.2 ★
HP Inc	4.2 ★
Coca Cola	4.1 ★
Aditya Birla Group	4.1 ★
Hindustan Unilever	4.1 ★
Nestle	4.1 ★
Lenovo	4.1 ★
Tata Group	4 ★
Marico Limited	4 ★
PepsiCo	4 ★
Britannia	4 ★
Reliance Industries	3.9 ★
Mahindra	3.9 ★
Adani Group	3.9 ★
The Times of India	3.8 ★
Indigo	3.7 ★

3.Location of work is not the issue, flexibility is over schedule is the issue.

4.The reality of Inequality
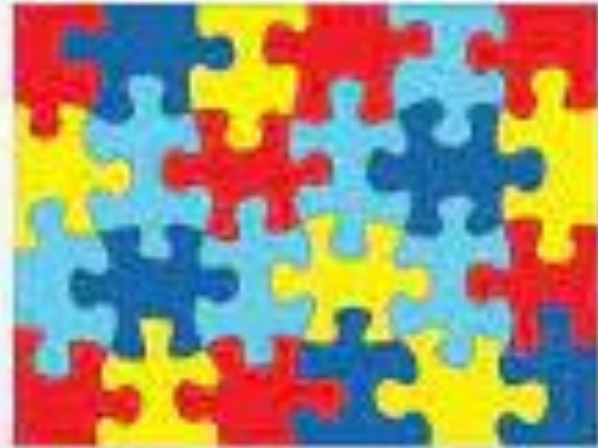
Leading to White Collar Unionism

5.Emphasis shift from Individual learning to organizational learning.

6.Issue is
Inclusion, most
 companies have
some
Diversity ratio

7.Parliament proceedings are live streamed, Supreme Court session are live streamed, so..

SUPREME COURT LIVE-STREAMING FOR THE FIRST TIME

RAJYA SABHA
YOYO TV · LIVE

Why can't management team meetings be live streamed?

8.EVP to GVP

9.Soft skills compensation for more hard skills

10.HR G&A to HR BP to HR Tech to HR BA

HRBA.. HR Business Architect

- **Predictions of the past**

- **10 %, 20%, 30 %, 70 %**

- **Tech use highest by Govt of India**

- **Lessons from armed forces, Enforcement, Pilots, Cricket Umpires**

- **10 Thoughts**