

CHROs need to push beyond HR Boundaries

NHRD Keynote Kolkata 5 th April 2024 Shiv

small rate type based policy operations analysis terms officer director global including minister check #Crypto support reach development working follow insights at form India accounting power exchange level strong making eadershir working leadershir revious product national growth making visit executive comprehensive previous sales

Mentions Engagement

Sales

5.8M 29.9M



Marketing

3.2M 9.7M

expected project experts governn trends financial indiaprovide industry ceo on postations. initiatives businesses

bwork businesses

open technolo

providing management helps stro

increasing growthincluding solutions

buy design teamproduct create grow skills projects current high offers approach working technologies post 2.1M 6.2M

Mentions



Supply Chain

481.5K 1.2M security largest forecast president access future leading country efficiency future

continue environment application presence

Why do other functions have better engagement?





Great Resignation

Quiet Resignation

QUIT Tok

Work from hometown

New Normal

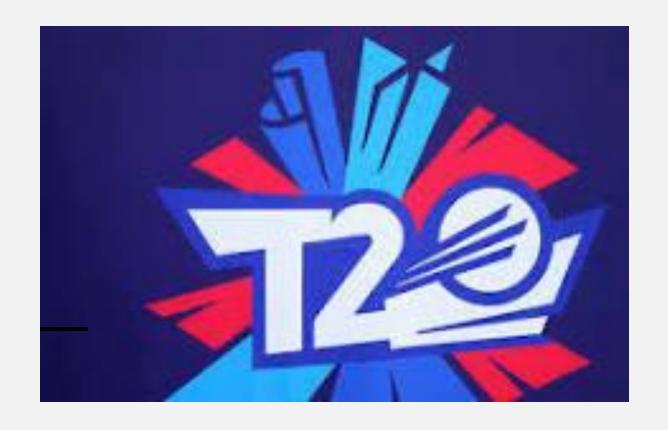
What's the company stand?



Things have changed/are changing

Opportunities EMI Risk taking ability Savings vs Investments **Distractions Technology Skills Professionalization of Family Bizs** Personal branding/Social media







Where do we push the boundaries?

Nothing is Business as usual anymore!



1. Start with an outside in view, not an inside-inside view. Business 1 st, HR 2 nd





2. Seek Insights, not information, we have too much information we don't use.





3. Push for

Effectiveness

>> Efficiency





4. Do more for the first time manager. He/she needs it most.





5. Agility comes from horizontal collaboration, push that and measure that.





6. Start with SD – skills description, not a JD – Job description

Soft skills in the new battleground for talent. Talent needs a skyscraper of skills now.





7. Flexibility has become a fundamental right now, how flexible is the only question!

Asking people to return to work means higher attrition, especially amongst women.



8. Al is the new elephant in the room

- 33 % of employees fear AI will replace them
- USA had 720 layoffs per day in 2023, in 2024 it is 780 layoffs per day
- Al releases 30 minutes to 2 hours per day for anyone who uses it.
- The real threat is HR not using Al

Jobs won't change first, TASKS will change



9. Focus on gender parity salary, today women earn 84 % of men's salary!





10. Beware of driving loyalty, loyalty, loyalty degenerates into sycophancy which becomes feudalism.

An organization wins when it has capability, not loyalty.



11. Tamasha
Engagement is
not HR, it belongs
in a circus.



12.Above all, pls remember your colleagues want to enhance CV value.



Over to you now!