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#HRInnovatorsCommunity @Deloitte

Launch Event - Debrief | 17 November 2020

Why an HR Innovators Community?

- What is the Community: a safe environment for HR Leaders driving Innovation, where you can discuss about HR challanges, network with other members and share your expertise
- Importance of Flexibility: the community goal is to evolve together with members' needs and feedbacks thanks to the bottom-up approach
- Micro-Community Options: Micro-Communities are groups of HR Leaders interested in a same topic who meet virtually every 2 months to share and learn together. Members can join 2 Micro-Communities: Digital HR and Future of Work. More Micro-Communities will be created in the future based on members' needs
- **Ambassador Role:** ambassadors are active player in the Micro-Communities management and engage members to participate and share their precious expertise the entire group
- **Speaker corner:** an informal moment where HR Leaders can talk, network and share their thoughts

How HR leaders can make an impact during an emergency?

RESILIENCE is the ability to adapt to change through a positive contribution. How can we get value from a crisis situation?

There are **five fundamental qualities** of resilient leadership that distinguish **successful C-level**:

- 1. Design form the heart...and the head
- 2. Put the mission first
- 3. Aim for speed over elegance
- 4. Own the narrative
- 5. Embrace the long view

Source: The heart of resilient leadership: Responding to COVID-19

How remote work could develop after the emergency period?

Between **2009** and **2019** there was an increase of about **4%** in remote working. How can we actively develop the **remote working patterns**?

The best practices Deloitte recommends are:

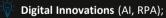
- Help transition to who have never done remote working
- Encourage productivity and wellbeing
- Activate policies for digital and green transformation
- Training for generations in difficulty

Key drivers that facilitate this change are: Empathy, Use of heuristics to find solutions quickly, Create a sense of trustworthiness for your people.

Join the Micro-Communities

Digital HR

What topics will be covered?



Digital Talent (Talent Acquisition & Integrated Talent);

Digital Organizations (SSC);

Digital Cloud Solutions



Ambassador Giovanni Iacobelli Head Digital & HR Business Process Framework, TIM



Enabler
Valentina Mirra
Senior Manager
Human Capital – HR
Transformation,
Deloitte Consulting

Future of Work

What topics will be covered?



Operating Model and HR Service Delivery;



Harnessing a networked enterprise of Human Resilience



Ambassador Gianfranco Chimirri Global HR Director, Unilever Food Solutions



Enabler
Valerio Floriani
Director Human Capital
– HR Transformation,
Deloitte Consulting



Save the date of December 15th on your calendar and participate @Speaker Corner & ChristmasEvent!

To discover more about the HR Innovators Community, click on our website

For any questions or feedbacks send an email to: hricommunity@deloitte.it