

#HRInnovatorsCommunity @Deloitte

Launch Event - Debrief | 17 November 2020

Why an HR Innovators Community?

- 1 What is the Community:** a safe environment for HR Leaders driving Innovation, where you can discuss about HR challenges, network with other members and share your expertise
- 2 Importance of Flexibility:** the community goal is to evolve together with members' needs and feedbacks thanks to the bottom-up approach
- 3 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
- 4 Ambassador Role:** ambassadors are active player in the Micro-Communities management and engage members to participate and share their precious expertise the entire group
- 5 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 Innovations** (AI, RPA);
- 💡 **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?

- 💡 **Exponential HR**;
- 💡 **Operating Model and HR Service Delivery**;
- 💡 **Employability for all: utopia or reality?**
- 💡 **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