

Deloitte.



HR Innovators Community @Deloitte
Annual Event Award

24th of November 2021



MAKING AN
IMPACT THAT
MATTERS
since 1845

First things first...

Community Rules



We want to see everyone's smiling faces on this call!



Unmute yourself via Teams



Input your question into the Teams chat feature



Informal environment



Don't read slides. Listen to the speaker



Share your experiences and opinions



Connect with other participants on Social Network!



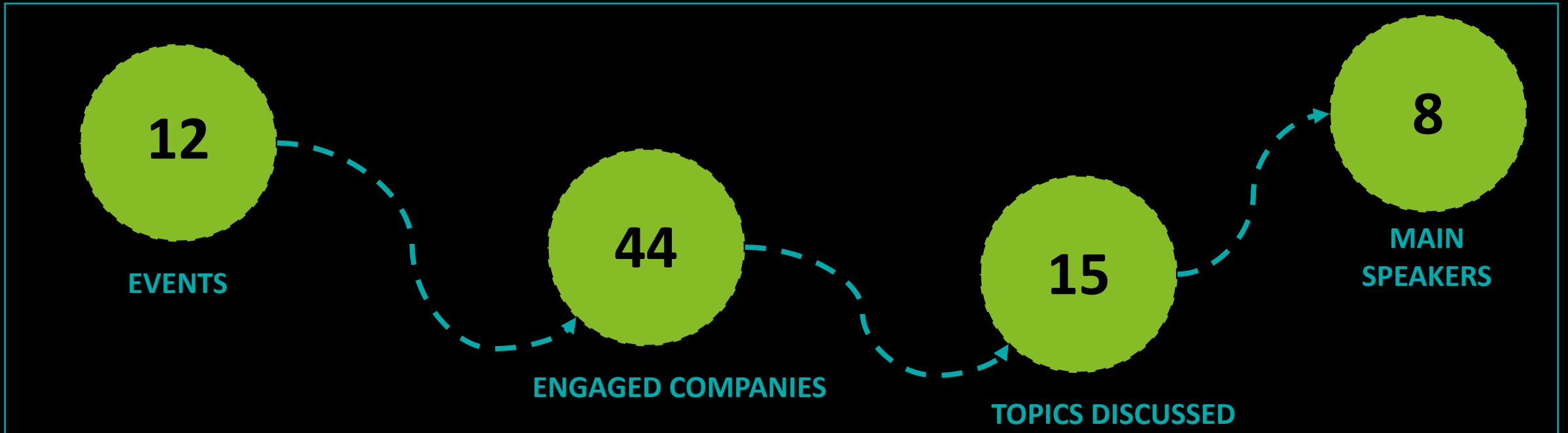
Agenda

<i>Topic</i>	<i>Speaker/Facilitator</i>	<i>Timing</i>
Welcome	Giulia Gentili , Community Team Member, Deloitte Federica Marchetti , Community Team Member, Deloitte	10:00 – 10:10
HRIC Community 1ST Birthday (Survey)	Sabino Pisano , Leader HR Transformation, Deloitte Federica Auricchio , Community Team Member, Deloitte	10:10 – 10:30
The Flexible World of Work	Maria Rosa Baglieri , Community Coordinator, Deloitte Andrea Bonanni Caione , Legal Director, Deloitte	10:30 – 11:00
Brainstorming Session	All Participants	11:00 – 11:20
HR Innovators Community @Deloitte Awards	Gianfranco Chimirri , Future of Work Micro-Community Ambassador Giovanni Iacobelli , Digital HR Micro-Community Ambassador	11:20 – 11:55
Closing	Barbara Ginocchietti , Community Team Member, Deloitte	11:55 – 12:00




HRIC Community 1ST Birthday

IN THE PAST YEAR:




[HR Innovators Community @Deloitte LinkedIn](#)

 29




[HR Innovators Community @Deloitte Website](#)

 35



[HR Innovators Community @Deloitte Subscription Request](#)

 76

HR Innovators Community @Deloitte 1st Birthday

Lessons Learnt from the past year spent together

- + Increase current member engagement
- + New members attraction
- + Keep high quality standard

Engagement

“Together with you and all our stakeholders, we will sense, develop, deliver, and sustain an enhanced way of working in order to accomplish your feedbacks and gain the best innovation results!”

Ambassadors

- + No more micro communities
- + One Ambassador for each topic (event and month)
- + Community members Empowerment

Events

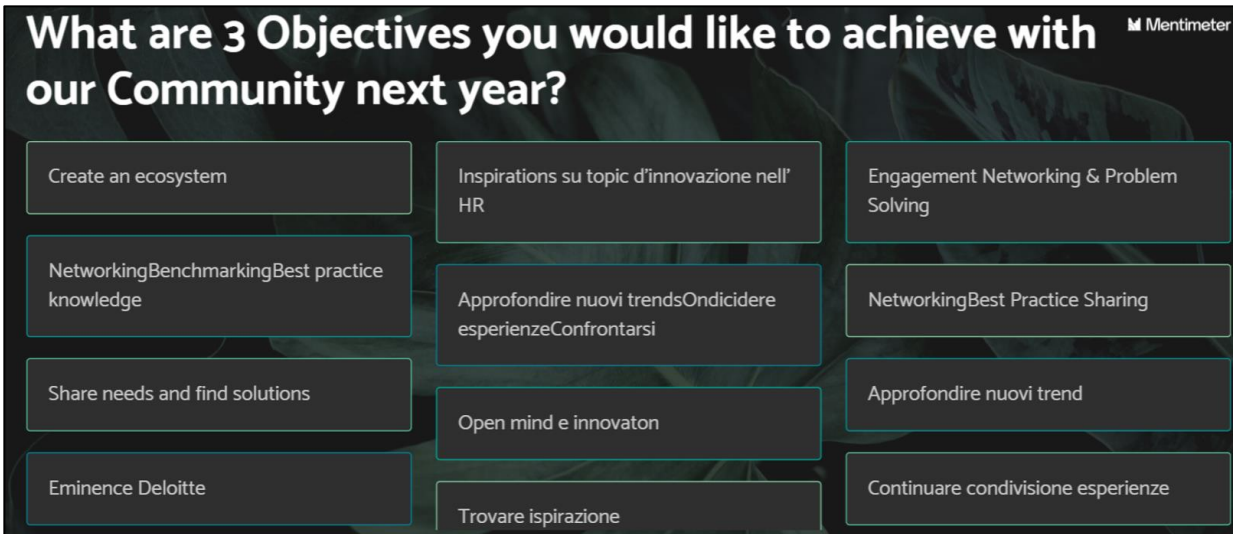
- + Ambassador for Event
- + No more than one event each month
- + 2 Speaker Corner in a year

- + Your Event, Your Choice!
- + Topic assessment for your needs
- + Flexibility Driven

Topics

HRIC Surveys

Survey Outcome



Top Ten Topics for Next Year Innovation





The Flexible World of Work

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THE FLEXIBLE WORLD OF WORK

La sfida della flessibilità è compatibile con quella della sostenibilità?

Il diritto del lavoro come strumento riequilibrio contrattuale

La libertà di iniziativa economica tra utilità sociale e tutela della persona

La sfida della sostenibilità

La distinzione tra precarietà e flessibilità

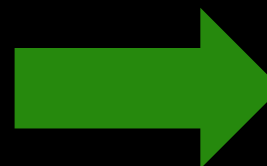
La flessibilità sostenibile

Creare flessibilità sostenibile riscrivendo le regole

NEEDS



ECOSISTEMA



**IL JOB ON CALL
DEREGOLAMENTATO**

Creare flessibilità sostenibile utilizzando le regole esistenti

NEEDS

Variabilità della domanda



Esigenza di utilizzare forme contrattuali flessibili



Mancanza di retention



Perdita degli investimenti in formazione sulle risorse flessibili

ECOSISTEMA

Grande flessibilità normativa



Somministrazione di lavoro acausale



Sistema consolidato di relazioni territoriali



Autorevolezza dei players coinvolti



AZIENDE IN "RETE"

Creare flessibilità sostenibile riscrivendo il contratto di lavoro



Deloitte.

"Ciò che si piega è molto più difficile a spezzarsi"

(Pensiero buddista)

THE FLEXIBLE WORLD OF WORK

**La sfida della flessibilità si vince solo
insieme a quella della sostenibilità**

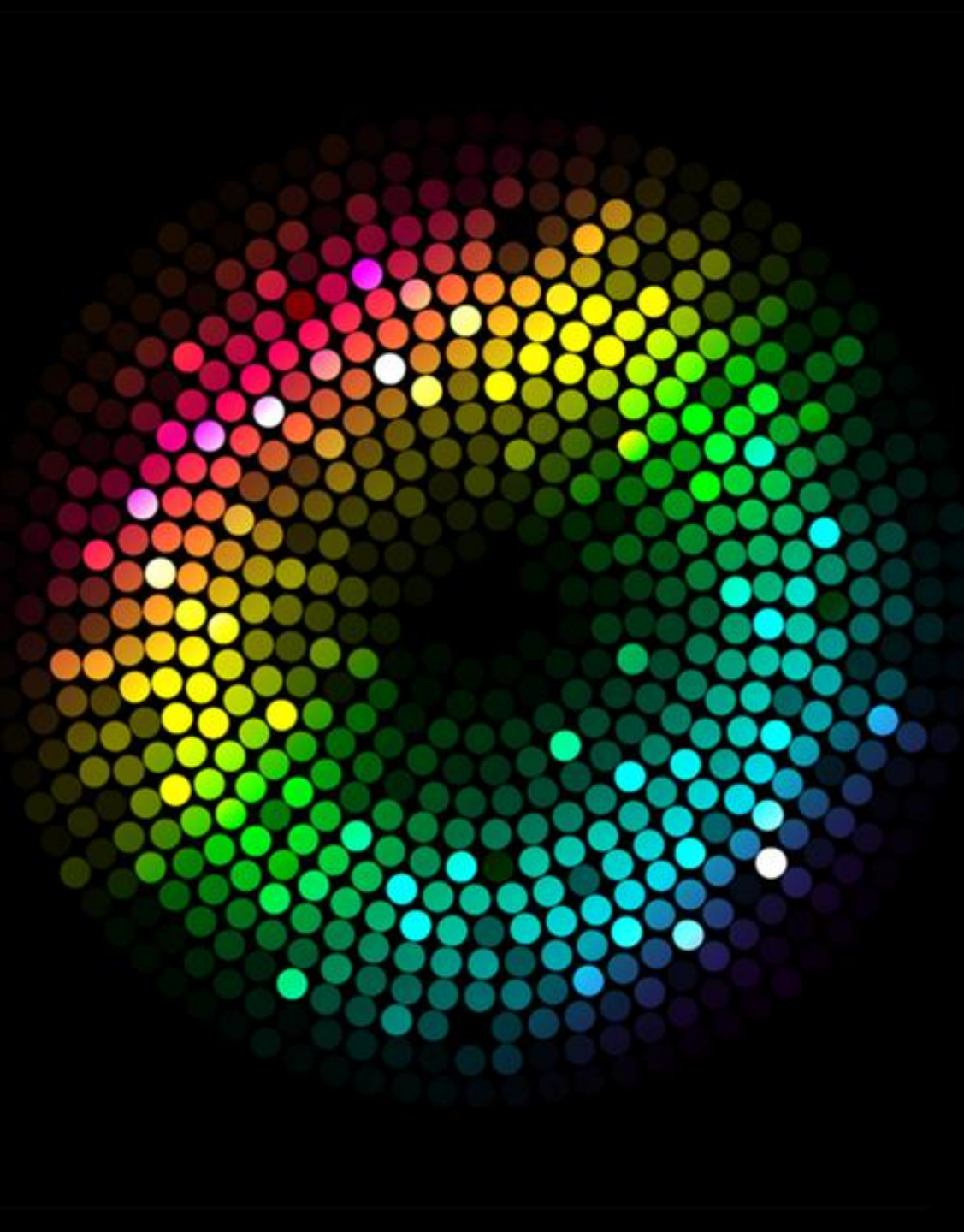




Brainstorming Session



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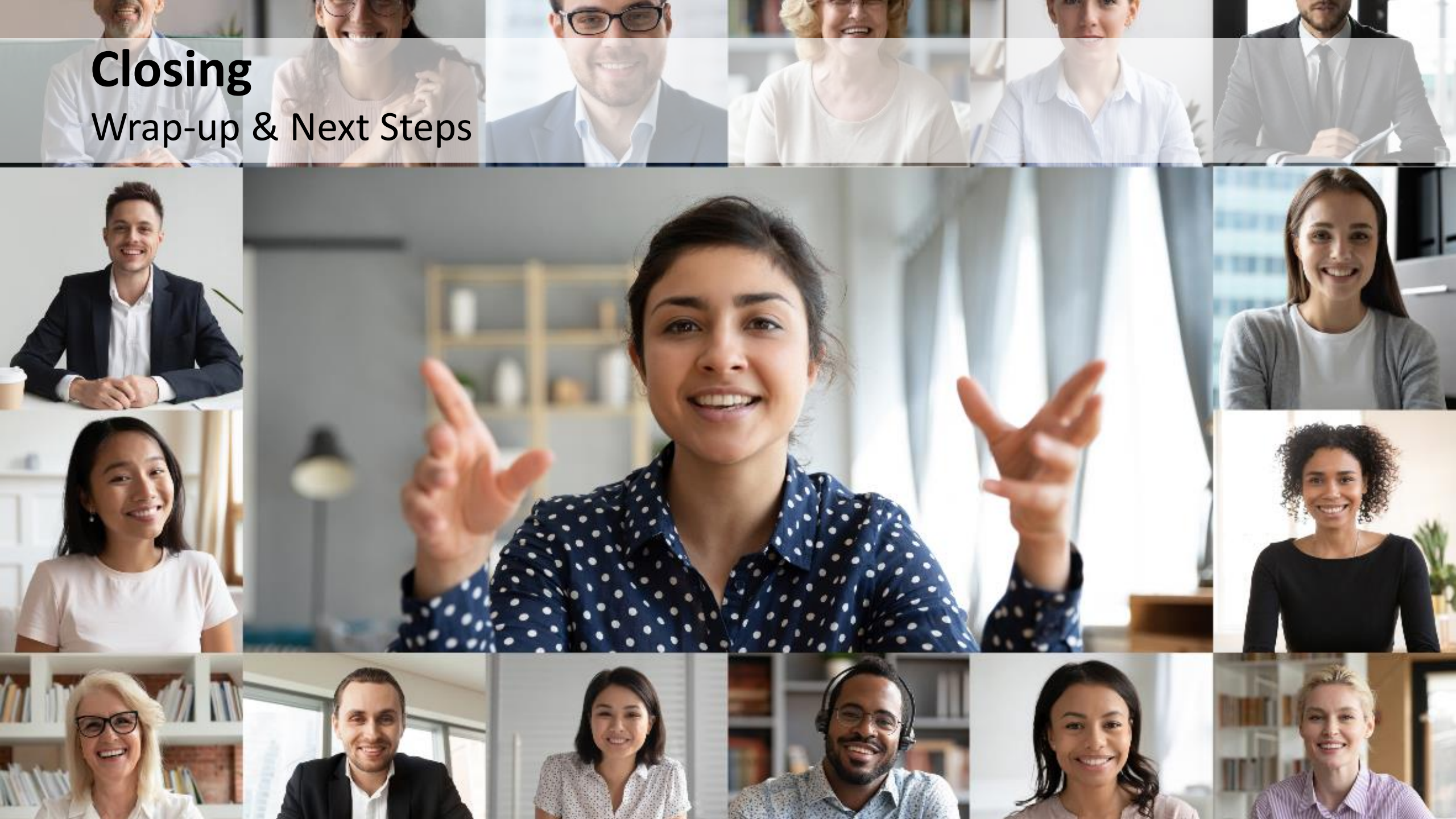
HR Innovators Community @Deloitte Member

Keep leading
the Innovation together!

#LeadTheChange #HumanCapital

Closing

Wrap-up & Next Steps



Our next **Speaker Corner** is foreseen
for the **15th** of **December** where we
will share our next year Calendar!



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Thank you!