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UPSKILL TO GET AHEAD AS A HR LEADER

1

FOCUS ON DISRUPTIVE THINKING

Rather than traditional, incremental thinking, HR leaders need to be disruptive in their ideas, leadership and initiatives. The world has changed, and will continue to evolve at a much faster pace than before. Disruptive thinking will allow your organisation to gain an advantage over competitors.

A key question to ask yourself is: if we keep doing the same things next year, will we thrive in our industry? Focus on ways of identifying, nurturing and retaining more disruptive leaders within the organisation.

2

ATTRACT & RETAIN 4.0 TALENT

Your employee value proposition (EVP) is the company's greatest asset in attracting the type of innovative talent needed to bring them into the future. HR leaders must evaluate the current talent pool and ensure it is sufficient to fuel the scale-up of the company's digital and analytics capabilities moving forward.

We must challenge ourselves to seek out the heart and soul of the company - and find attractive ways to convey the EVP to important hires, like those in the tech and data analytics field.

3

APPLY AGILE WHERE IT MATTERS

Being agile in the future of work is not just a talking point - it's essential for survival. HR leaders must familiarise themselves with agile ways of working - what it is, how it works, how it is structured and what new talent will be needed to spread this agility throughout the company.

It is our responsibility to support the company in a successful transformation into agile working: driving the right mindset, organisational structure, talent and capabilities.

4

BE DATA DRIVEN

Stay one step ahead by using AI and machine learning to model, predict and guide the planning and execution of your people strategy.

It will become essential for leaders in the organisation to use analytics within HR to make better people decisions and have strong, data-supported recommendations for the business, as well as protecting the interests of valuable employees.

5

SUPPORT ORGANISATIONAL RESILIENCE

HR must lend an active voice and hand in helping the organisation improve resilience throughout all functions. Leaders in our field must understand what makes our organisation tick, and how to prevail through ups-and-downs to emerge stronger.

This can apply to financials, people, capabilities, organisational reputation, credibility and corporate social responsibility.



ALEXIS PHAM CHRO, One Mount Group

With more than 16 years in HR, Alexis was previously the CHRO of Techcombank & Regional Head of Talent for British American Tobacco.

“ Companies and HR leaders need to not only survive, but thrive. They should think long term - reimagining customer journeys, upskilling the workforce and ensuring their organisations are increasingly resilient to keep up with the new normal. ”