HR will transform to talent procurement experts, key for the adaptability of the organization.

A POST-COVID19 WORKPLACE SCENARIO

Geographic borders will be removed from talent acquisition and putting employees in global competition.

1. The Corona crisis has forced us to let go our understanding of office culture.
2. The maturity of technology supports decentralised and remote collaboration.
3. With the learning curve from the “stay home” period, companies can start to decentralize and to optimize their workforce by including cost of living adjustments and arbitrage effects into HR hiring strategies.

OPPORTUNITIES FOR LOWER LABOR COSTS WILL BE A KEY FOR COMPETITIVE ADVANTAGE

REORGANIZE COSTS PER LABOR UNIT

by including cost of living adjustments and arbitrage effects into HR hiring strategies.

REORGANIZE SKILLED AND FLEXIBLE RESOURCES

through the flexibilization of knowledge and HR, adjusted to the current demand for projects and the organization.

REORGANIZE OR REDUCE FACILITIES

and downsizing of space and repositioning the remaining facilities to areas of collaboration.

MAKE OR BREAK - THE ROLE OF THE NON-EXECUTIVE BOARD

Is change embraced or is the organization reluctant to adapt to new market conditions?

Is HR seen as an administrative department, or a critical instance, to create the future?

Is the firm driven by a culture of accountability, as a basis for strong project management skills, critical for decentralized collaboration?

Is a strong vision in place, motivating and engaging employees, and creating trust between employees and executives?

TALENT WILL BE COMPETING IN A GLOBAL MARKET

Available platforms to access and coordinate freelancers beyond borders.

TALENT MANAGEMENT WILL BE LIKE JUST-IN-TIME SUPPLY CHAIN MANAGEMENT

Skilled and flexible talent available in other markets without labor law restrictions in other markets at low costs.

OFFICE SPACE WILL BECOME OBSOLETE

With an increasing decentralization of the workforce, demand for office space will decrease.

3 MAIN DRIVERS

1. The Corona crisis has forced us to let go of our understanding of office culture.
2. The maturity of technology supports decentralised and remote collaboration.
3. With the learning curve from the “stay home” period, companies can start to decentralize and to optimize their workforce.

MAKE OR BREAK - THE ROLE OF THE NON-EXECUTIVE BOARD

Make- or breakpoint is the culture of a firm, under the influences and responsibility of the non-executive board.

In the new reality, HR can become a broker of talents, globally available.

It elevates from an administrative pain for line managers to a strategic asset for the CEO.

Talent will be competing in a global market.

Talent management will be like just-in-time supply chain management.

Office space will become obsolete.

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