HAPPINESS AT WORK
WHY WE NEED MODERN HR FOR A MODERN WORKFORCE

• Engagement at work is low
• Poor Mental Health
• Change in the composition of the workforce
RECRUITMENT

• Authentic approach from potential new hire
• Authenticity from employer
RECRUITMENT

• Authentic approach from potential new hire
• Authenticity from employer

= Team recruits them
= Engage with the right person, not the right answers
= Cultural fit, vision and mission of the organisation
INDUCTION

- Maintain the “courtship” from the recruitment
- What’s going to help them grow to understand our culture?
- Everyone playing their part in their “whole”
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= What’s brought you here, what are you looking to achieve and how does that align with the organisation?
= Bring the whole person into the workplace
= Train in key areas of the business not just their job
= Work on gratitude and appreciation
TRAINING

• Allow training for the sake of curiosity or to nurture a strength
• Autonomy over how and when they learn
• Holistic training that flows rather than “one offs”
• More “whole person” centred
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= Training is autonomous and self managed
= Training is split into 1) cultural alignment & 2) personal development
= Skill based training is delivered on the job by internal experts
JOB DESIGN & DESCRIPTIONS

• The JD does not define you
• Stress is avoided by not being too many things to too many people
• Strengths based approach
• Coaching and appreciative inquiry at the core
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= Job titles and roles are removed
= Enables collaboration
= Whole person approach, to the whole organisation
PERFORMANCE MANAGEMENT

- Create a culture of feedback - was my contribution useful?, was it worth the effort I put in?
- Conversations happen organically
- No awkward moments
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= No Appraisals!

= Coaching at the core, moments of exploration

= Everyone exists to help each other
COACHING CULTURES

More than 100 big companies are ready to let their appraisals go.
MODERN HR PRACTICES

Recipe of three things:

Curiosity

Connection

Collaboration
ENGAGE FOR SUCCESS SAYS

64% of people state they have more to give, but nobody has asked - they have solutions to problems that you don’t even know you have.
WHAT’S THE BEST QUESTION YOU’VE BEEN ASKED?
“Let your question take flight, you never know where it may land”
How are you going to “move differently”, to create a more modern HR approach?

Thank you.

Email: hello@ordinarilydifferent.co.uk

Sophie Bryan

Ordinarly Different