



HROD ROUNDTABLE

Repositioning HRD Role in OD / Innovative Solution

Speaker

- Subra
- Trainer /Consultant
- SMR Malaysia

Session Focus



- **CONCEPT OF 70:20:10**
- **Industry Revolution**
- **Key Trends Shaping The Future Of L & D**
- **Organizational Development**
- **OD Challenges**

Concept of 70:20:10



70% of our learning comes from **challenging assignments and on-the-job experiences**

20% of our learning is developed from our **relationships with other people, our networks and the feedback** we receive

10% of our learning comes from **formal training, such as courses, workshops and programmes**

Do your organization provides the following opportunities ?

70:20: 10 Activities	YES	NO
1. Problem Solving		
2. Challenging Tasks		
3. Deliberate reflection		
4. Stretch Assignments		
5. Resources		
6. Peer Coaching		
7. Giving and Receiving Feedback		
8. Action Learning		
9. Mentoring		
10. Communities of practice		
11. Courses and Workshops		
12. E learning Modules		
13. Problem Solving		
14. Seminars		
15. Virtual classrooms		

What Do 70:20:10 Activities Look Like?

70

- Problem Solving
- Challenging Tasks
- Deliberate Reflection
- Stretch Assignments
- Resources

30

- Peer Coaching
- Giving and Receiving Feedback
- Action Learning
- Mentoring
- Communities of Practice

10

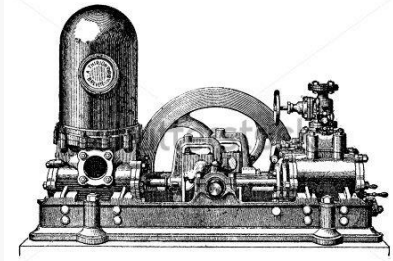
- Courses and Workshops
- E-Learning Modules
- Problem Solving
- Seminars
- Virtual Classrooms

Getting Started with 70:20:10

Key Questions	What To Do
1. How are people learning in your organisation?	
2. Will your organisation's most senior people get behind 70:20:10?	
3. Does L&D have the skills to promote all aspects of 70:20:10?	
4. Is 70:20:10 the right mix for your organisation?	
5. How can your managers best support learning?	

WHAT IS INDUSTRY 4.0?

1st Industrial

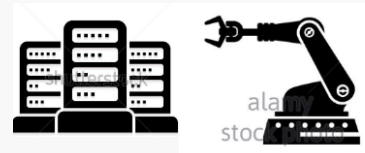


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2nd Industrial Revolution



3rd Industrial Revolution



Industry 4.0



Industry Revolution

Industry 4.0

Digitalization

**Engagement to
Experience**

**People
Analytics**

Gig Economy



WHAT IS INDUSTRY 4.0?

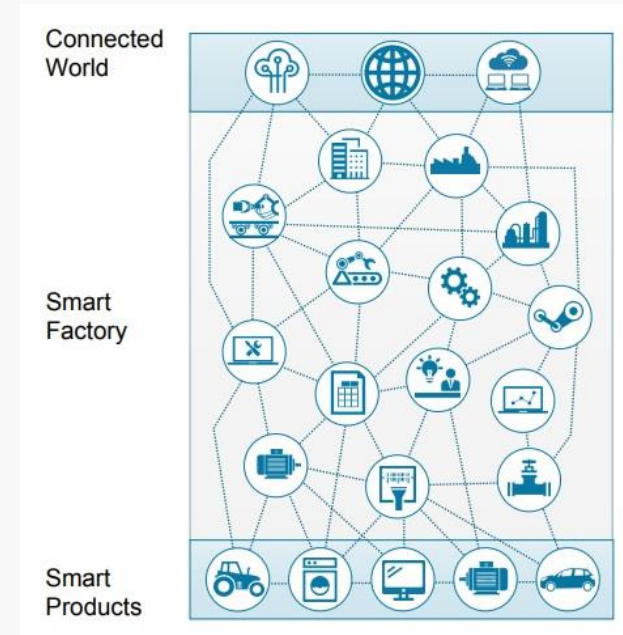
- **Production** with information and communications technology
- **Merging** of customer data with machine data
- **Communication** between machines
- Components and machines **autonomously** managing production in a flexible, efficient, and resource-saving manner



WHAT DOES INDUSTRY 4.0 MEAN FOR US ?

By analysing our large pool of data, making sense of it, and creating an integrated network vertically and horizontally, we can achieve:

- Higher quality assurance
- Minimised time-to-market
- Increased productivity
- Increased flexibility (in terms of job functions)



WILL WE LOSE OUR JOBS TO MACHINES?

Jobs that will be in constant demand:

- Traditional white-collar jobs (medical, legal, financial, etc.), content creators, data scientists and IT professionals

Jobs that will cease to exist:

- Easy, low skilled and non-revenue generating jobs.
- Middlemen, agents, entry-level accountants.

On the bright side....

- New and higher skilled jobs will be created.
- Looking at manufacturing for instance, job functions in the future will include:
 - Energy data management (managing energy costs)
 - Mobile maintenance
 - Overall machine effectiveness

ACTIVITY



Looking at your organization , what job functions do you think will/ can be replaced and what new job functions will emerge?

WHAT DOES HRD LOOK LIKE IN THE FUTURE?

- More strategic
- More integrated

What's going to change?

- Flow of people
- Flow of performance management
- Flow of information
- Flow of work



CHALLENGE IN FINDING THE RIGHT TALENT

According to Manpower Group, 40% of employers surveyed (across 43 countries) said they can't find suitable talent.

How can we resolve this?

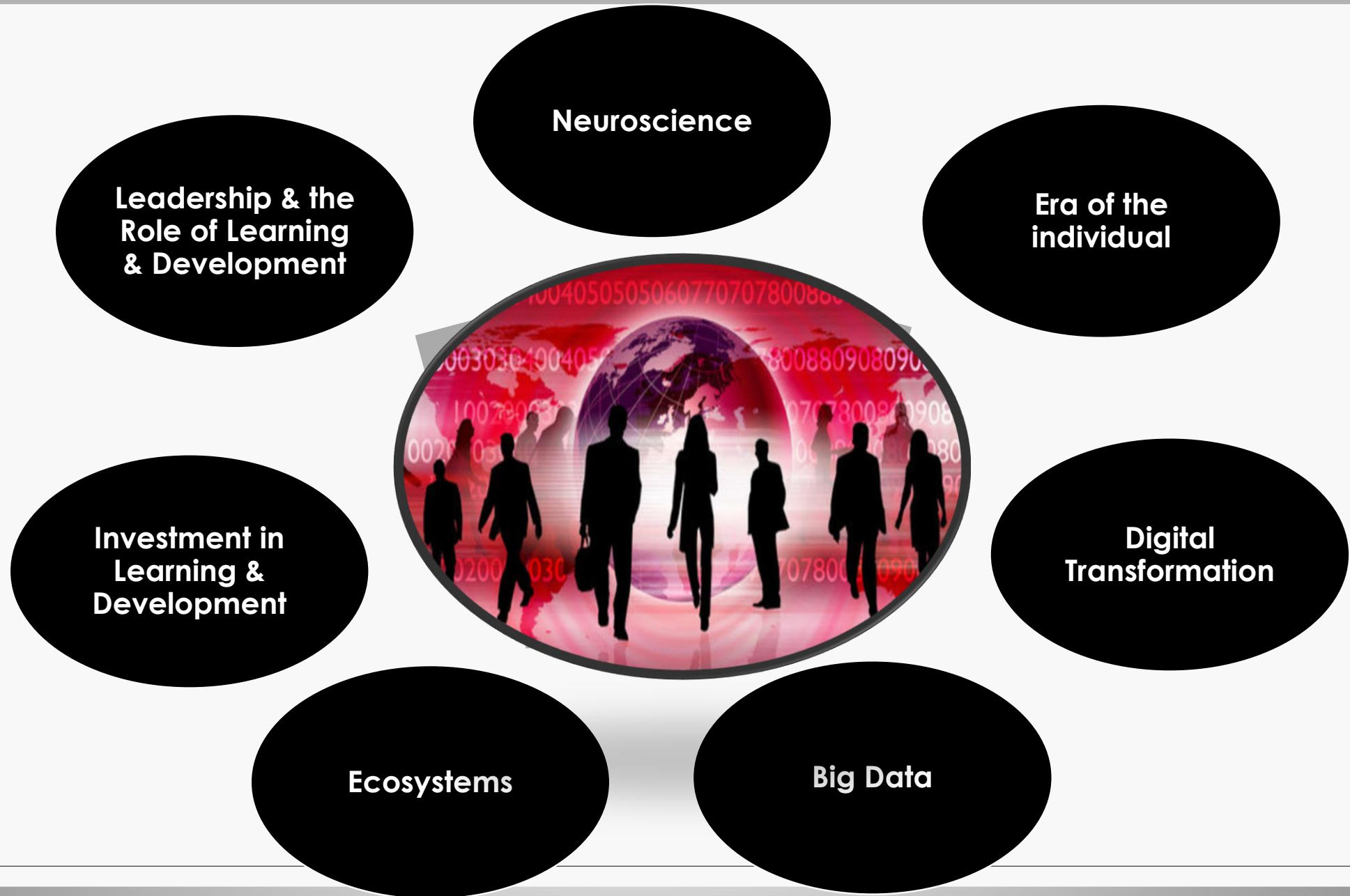
1. **Look beyond traditional pools of candidate**

- Look for new collared professionals
- Embrace neurodiversity

1. **Retrain and re-deploy** (place in diff departments) existing employees



KEY TRENDS SHAPING THE FUTURE OF L & D



Organizational Development

- To help organizations improve individuals and systems.
- OD's goal is to help people function better within an organizational context.
- Purposeful and meaningful change for the better.
- An OD practitioner uses two primary tools in his or her work:
 1. Assessment
 2. Interventions



OD Challenges

- Speed of change
- Separation of linkage
(together or autonomous)
- Technology
- Global & Local
- Leadership style with generation revolution
the attitude and approach



What's going to change?

- Flow of people
- Flow of PMS
- Flow of information
- Flow of work

Re-skill

- Credible Activist
- Strategic Positioner
- Paradox Navigator

Three Key Things You Can Do To Ensure L&D Success



- Gain the digital skills you need to feel confident in making the right choices
- Ensure you design quality online learning experiences, which focus on performance outcomes
- Align L&D strategy and business strategy by winning support from the top

