



HROD 2020 and Beyond

10 May 2018

Dr. Perla Rizalina M. Tayko

International Consultant

Organization Development & Transformation /
International Human System



Who are we in HROD?





Who are our clients In HROD?



Engaging the Millennial Generation





Individual

Human

Face



Institution

Human

Race



**Human
Face**

**Human
Race**



The “I” – “I” Connection

- INDIVIDUAL System

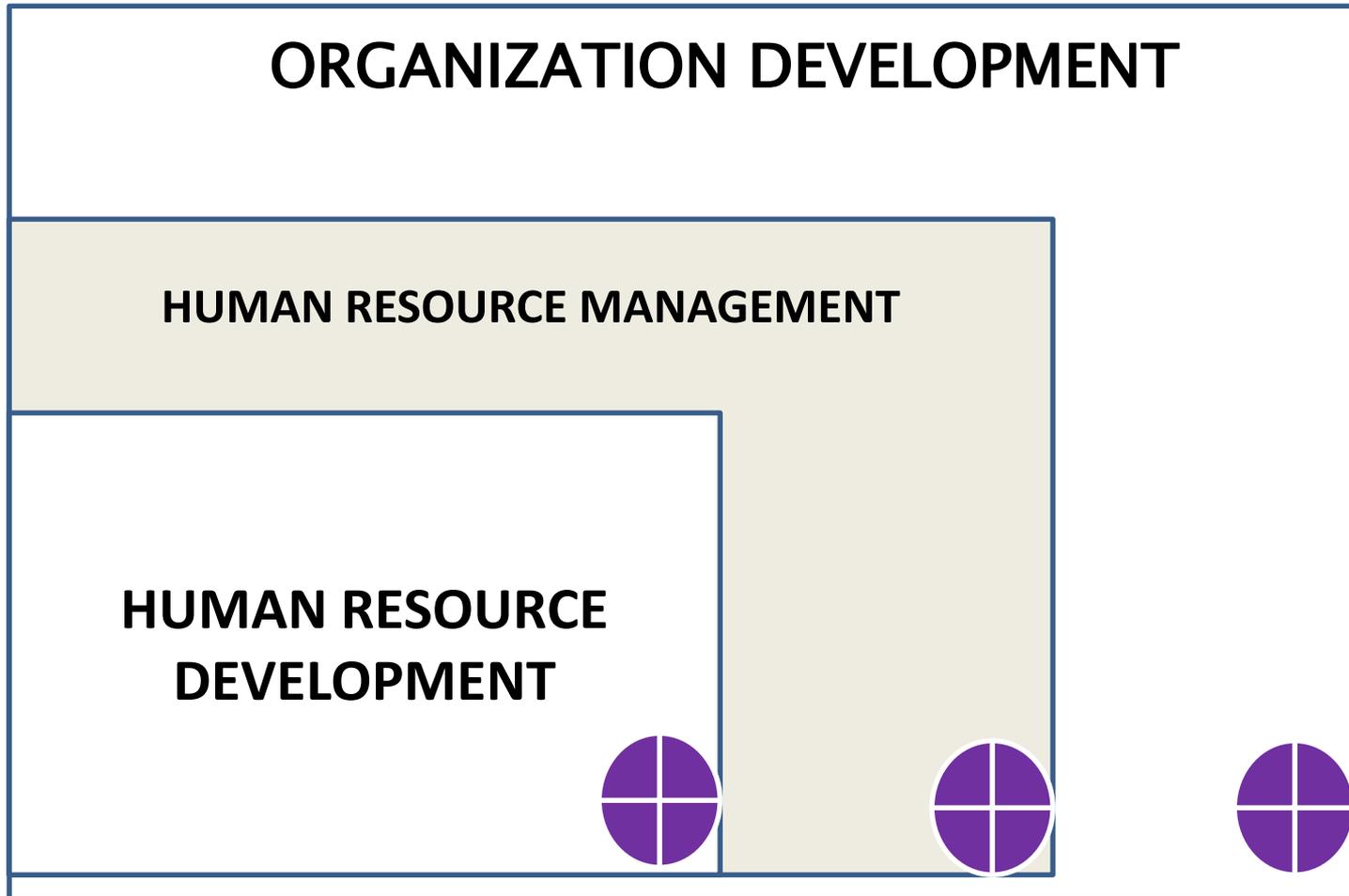
- INSTITUTION System

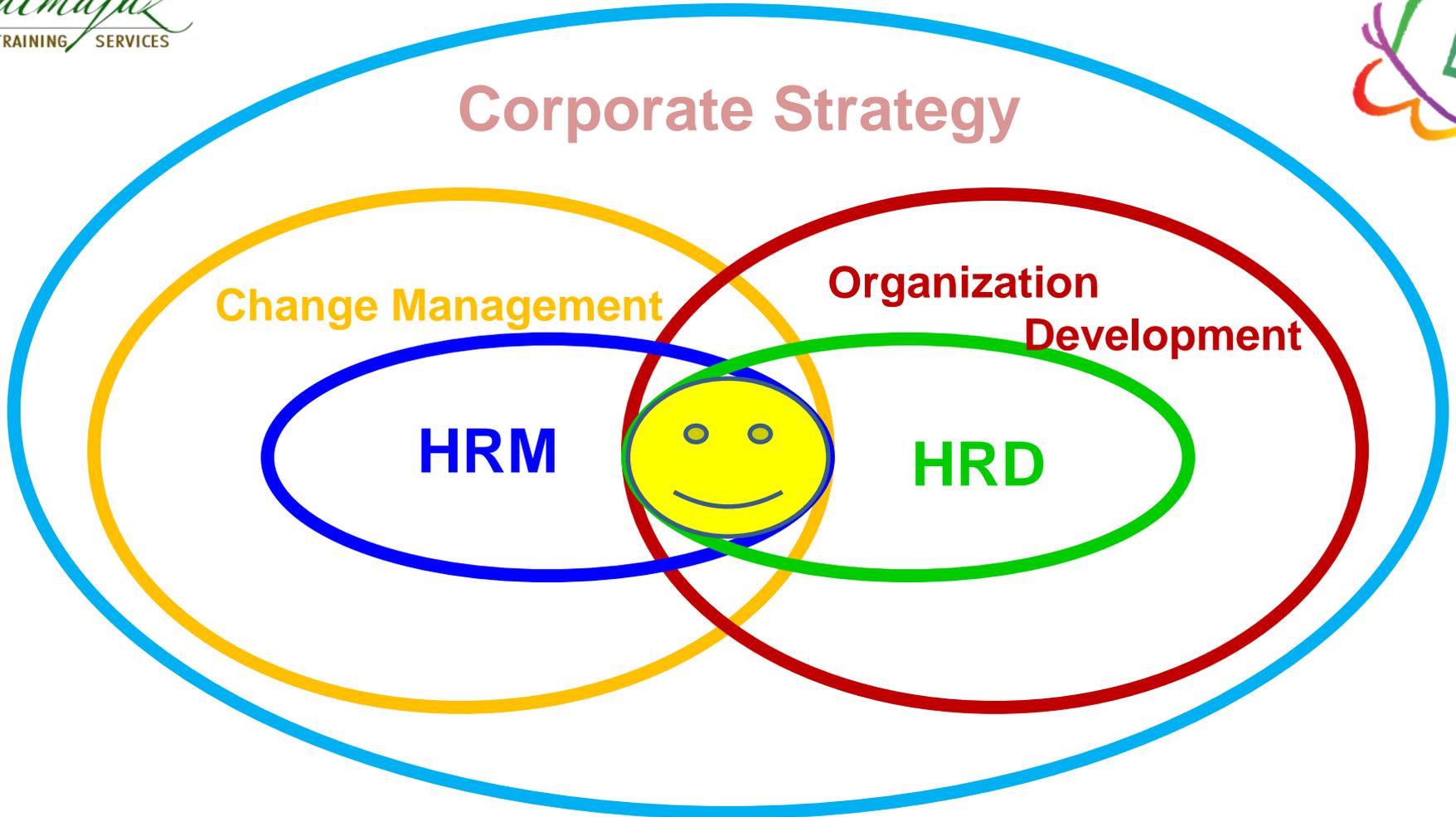


“Nothing happens without **Individuals**.
But, Nothing lasts without **Institutions**.”



MAPPING HRD/HRM/OD

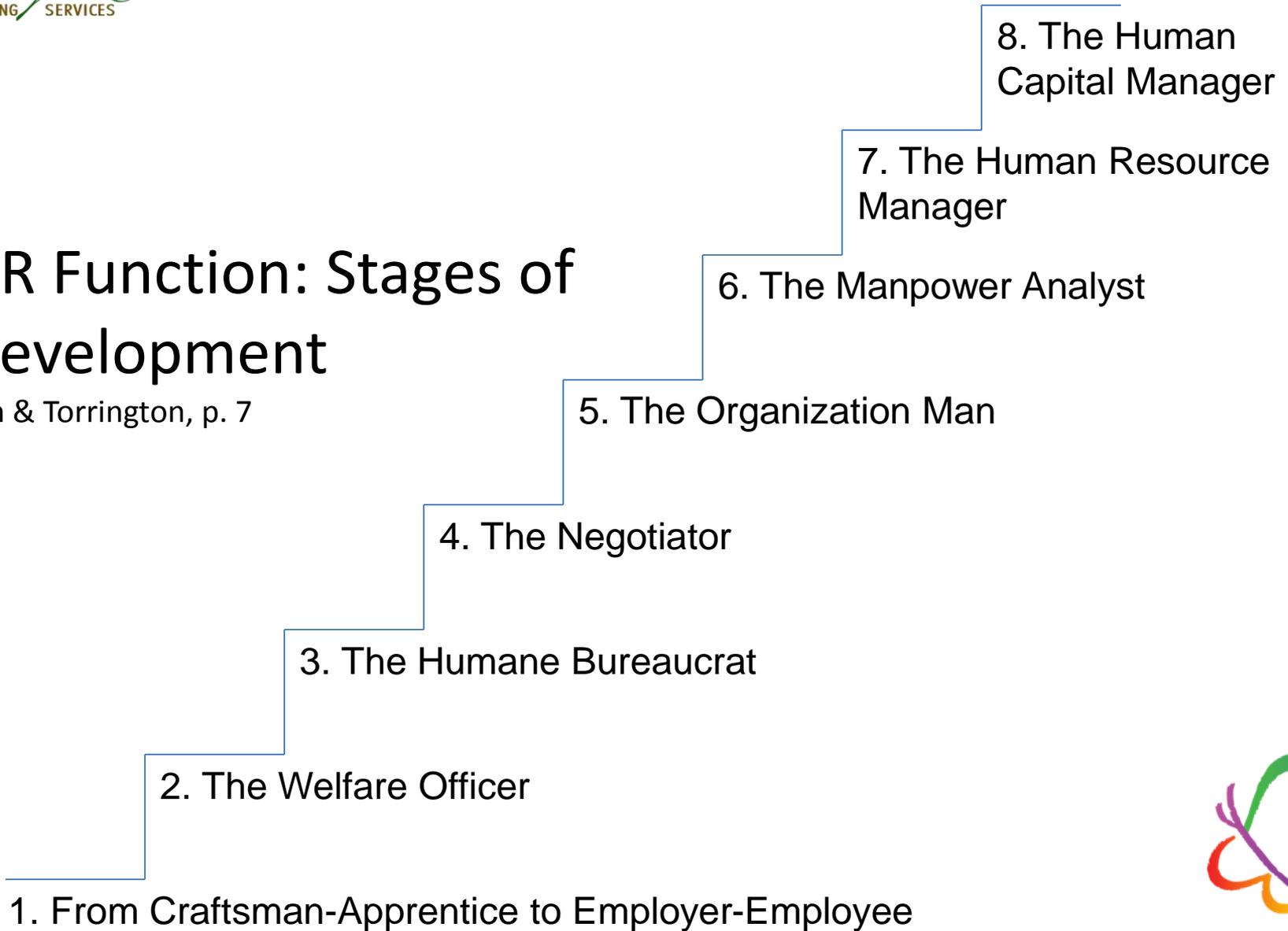




MAPPING INTERRELATED DISCIPLINES FROM
SYSTEMS PERSPECTIVE

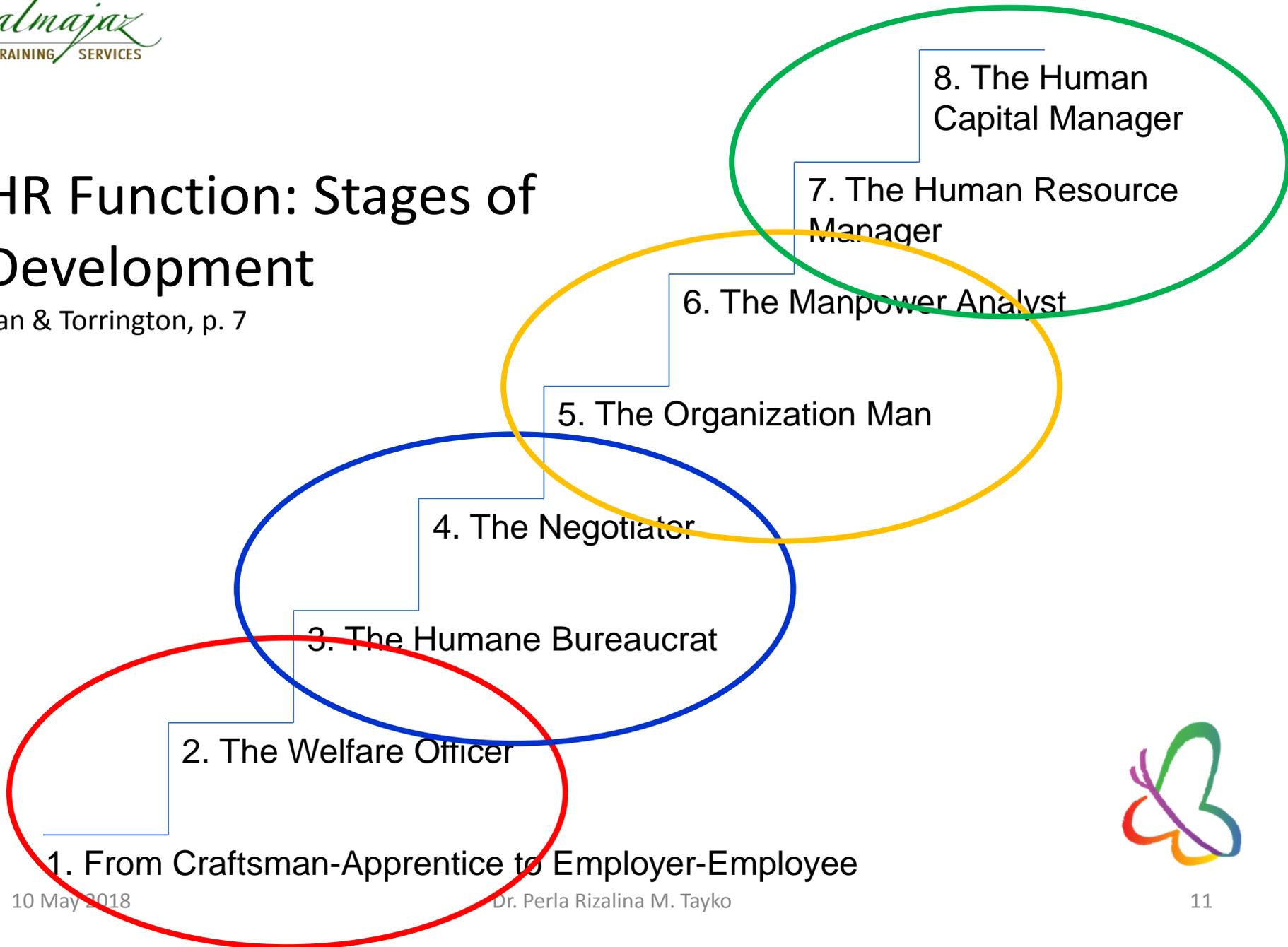
HR Function: Stages of Development

Tan & Torrington, p. 7



HR Function: Stages of Development

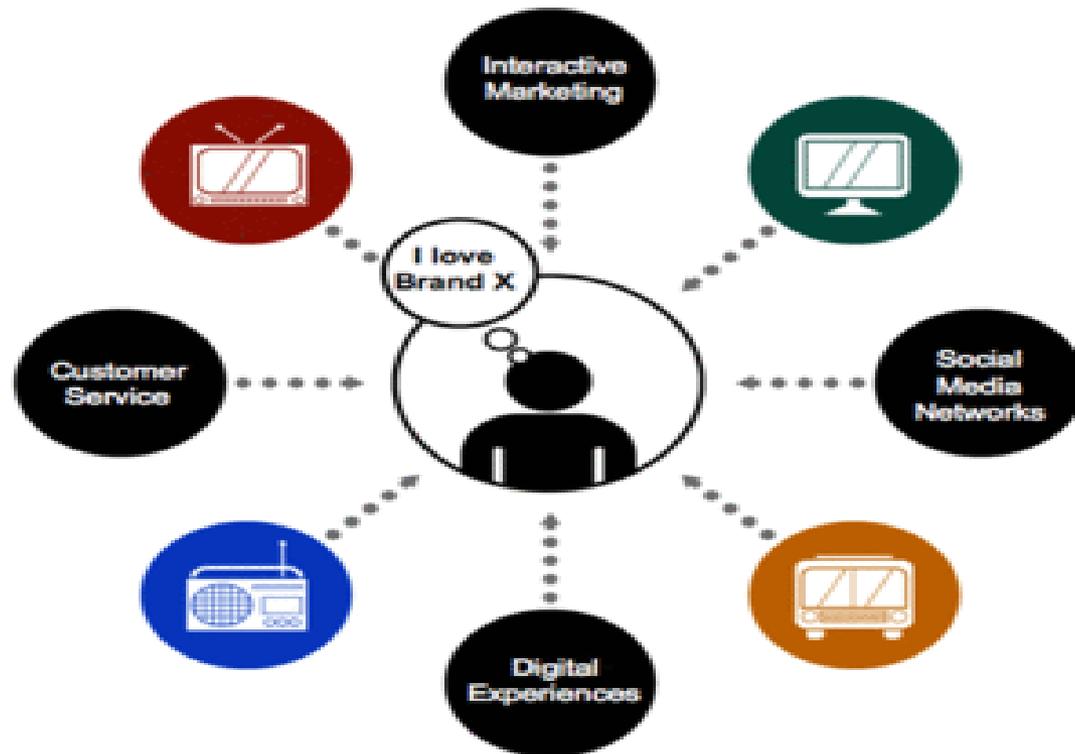
Tan & Torrington, p. 7





We Live in EXPONENTIAL TIMES ...

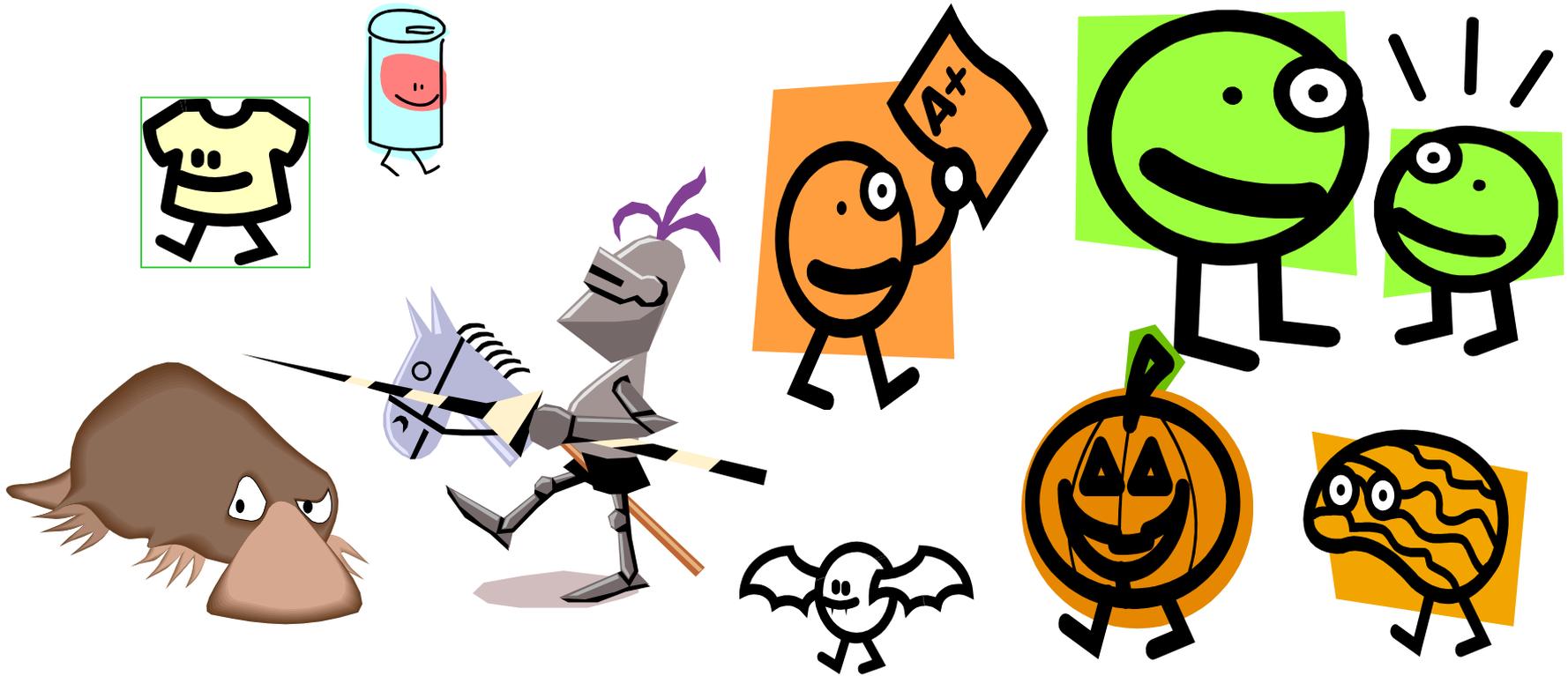
We carry
multiple brands/
identities/roles.



MULTIPLE IDeNTities....???



How and what do we see in ET?

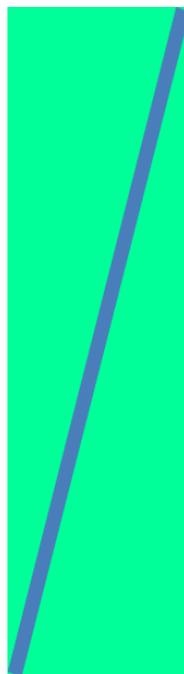


MULTIPLE VISUALIZATIONS..... Blurring images



THE PROCESS VIEWS OF LIFE

- MEASURED/FIXED/SET
 - LADDERIZED



- OPEN PROCESS
DEVELOPMENTAL GROWTH





Be Your Best for the World

SUCCESS

The Best for YOU

SIGNIFICANCE

The Best for the World





"Nothing happens without Individuals, but, nothing lasts without Institutions."

• INDIVIDUAL System

• INSTITUTION System



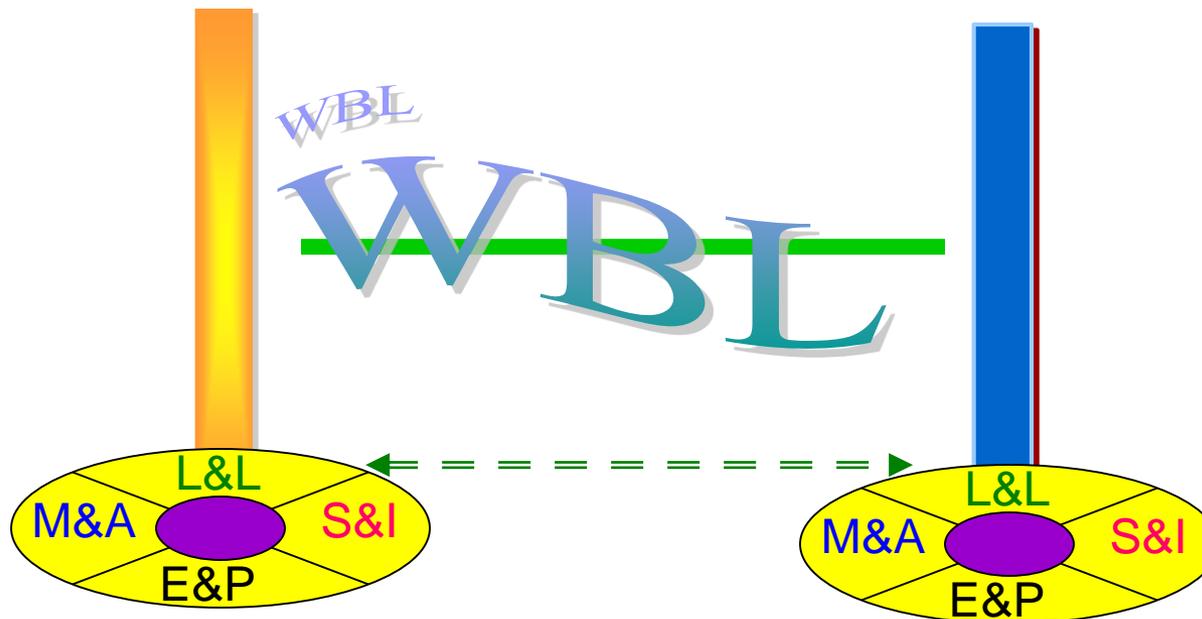
The "I" – "I" Connection

Legend: L&L – Lead and Link; M&A – Manage and Account, E&P – Execute and Perform, S&I – Supervise and Integrate

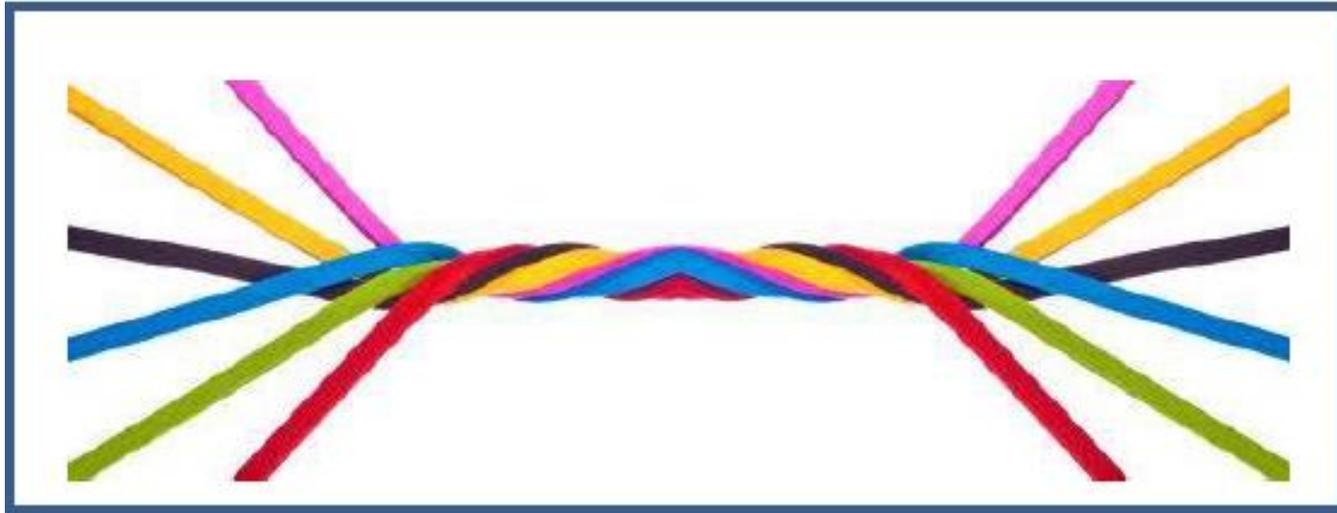
Source: Tayko & Talmo, Whole Brain Literacy: Key to Holistic Education and Success in Today's World, c2010.

The “I” – “I” Connection

- INDIVIDUAL System
- INSTITUTIONAL System



“Information” needs to flow freely, spontaneously, between Individuals and Institutions (between people as individual persons and as individuals occupying positions in the institutional or organizational structure through the Generic roles that reflect whole brain functioning.



**“One from many
Many as One”**



Theories of Change

- Scarcity or Deficit Theory



- Potentials/Possibilities Theory



Do we get caught in the TRAP of
“Tyranny of the ‘OR’ ”?



DELIVER: Inspire to implement

HOW DO WE MOVE FORWARD TO ACHIEVE OUR GOALS & REALIZE OUR VISION2035?





Our Brunei Context

Wawasan 2035



**Well educated/
Highly skilled**

PEOPLE

ECONOMY

Sustainable

**QUALITY
OF LIFE**

**AMONG THE
TOP TEN COUNTRIES
IN THE WORLD**



HUMAN SYSTEMS DEVELOPMENT AGENDA AT ALL LEVELS

**The I.G.O. Framework –
WHOLENESS OF SYSTEMS for
alignment connectivity and
sustainability**



Systems Levels of Change



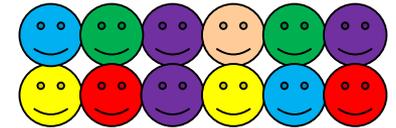
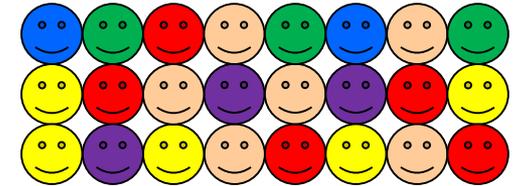
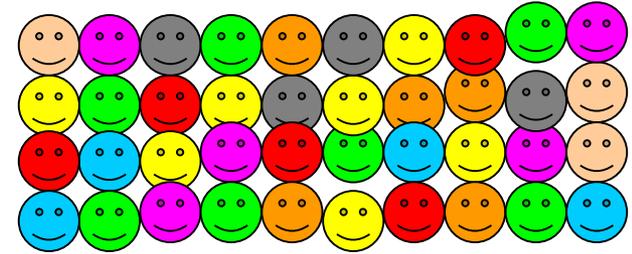
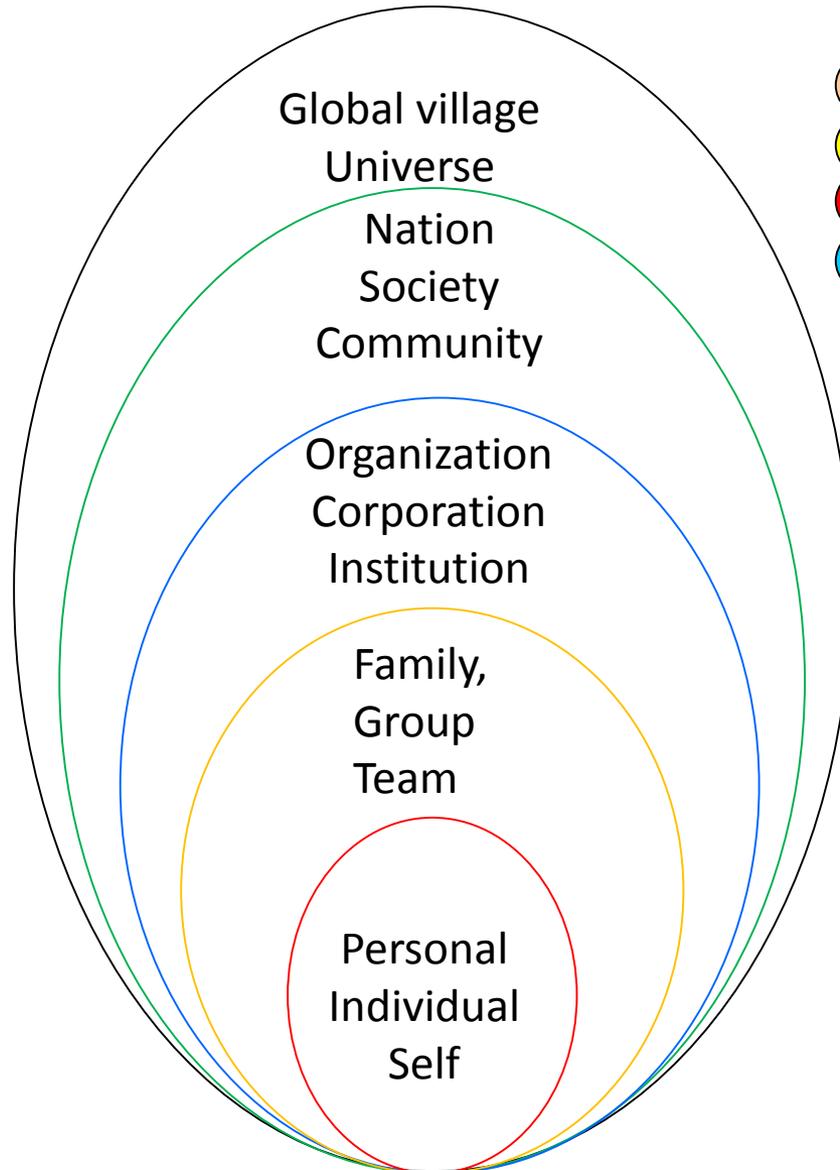
**“Be the CHANGE
You want to see
In the WORLD”.**

Mahatma Gandhi

Spectrum/Scope of TLC3 in ODC&T

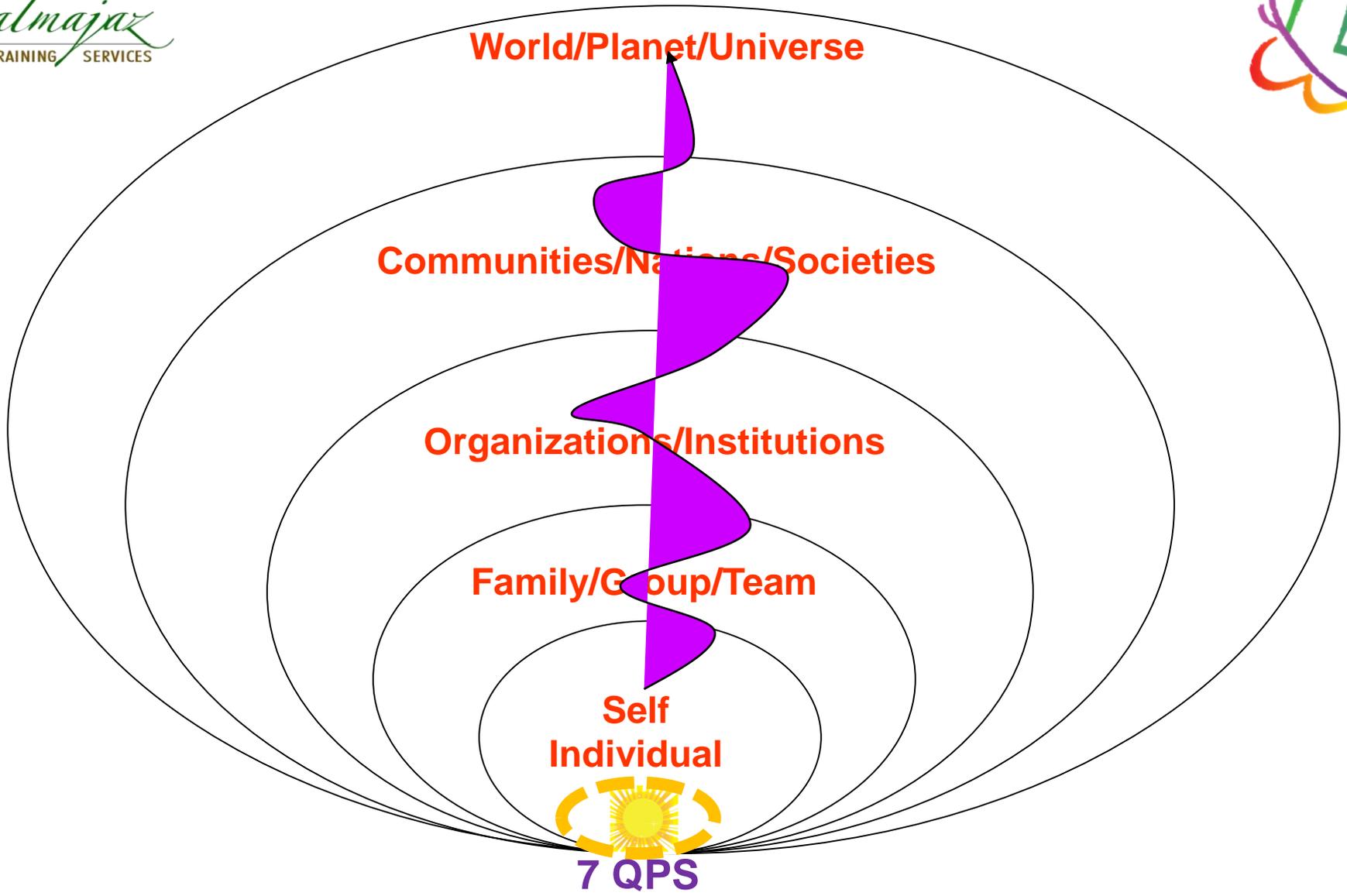


L
E
V
E
L





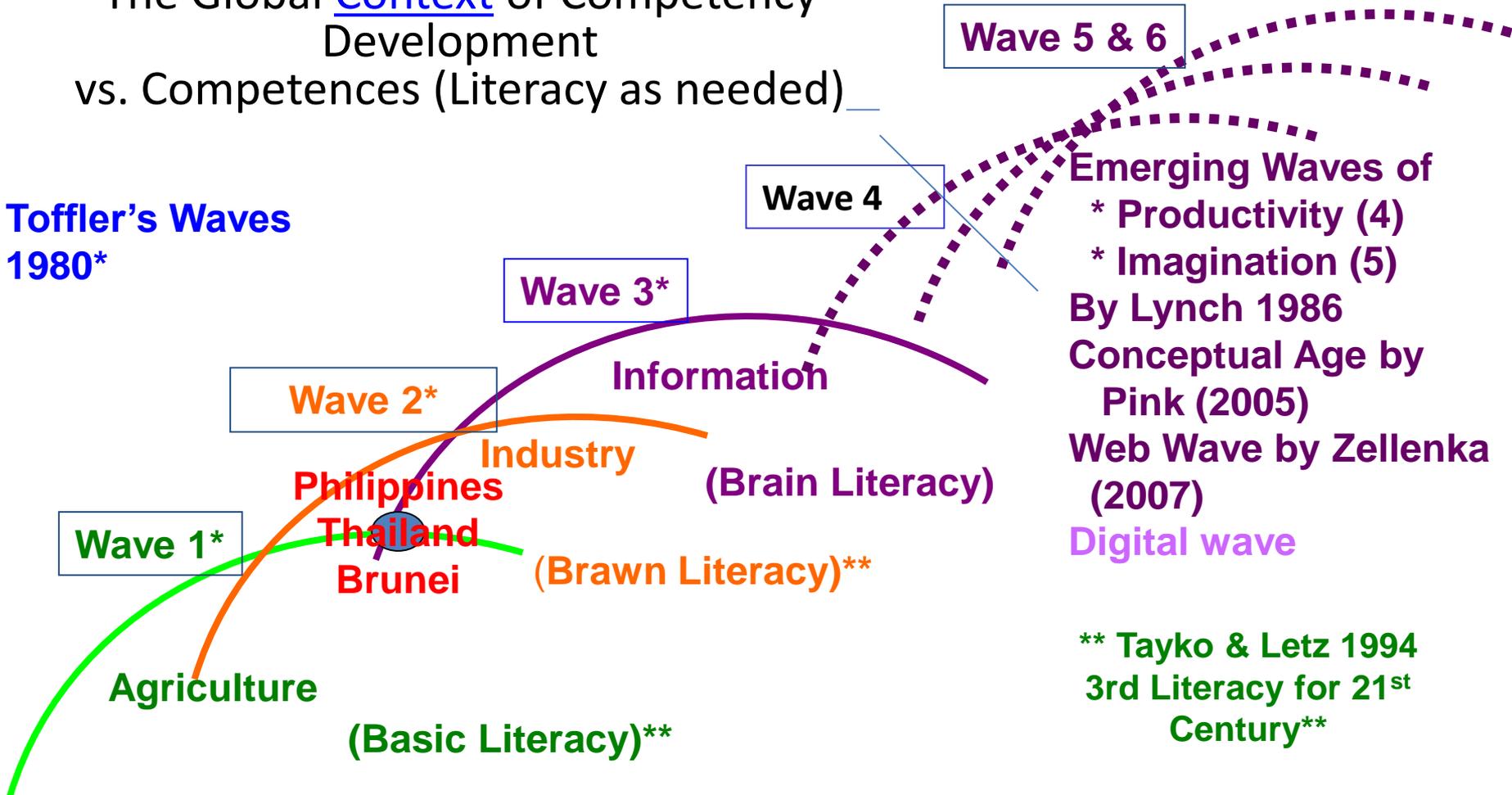
**The POWER OF PURPOSE
and the
POWER OF VISION/MISSION
based on
CORE VALUES FOR THE
PURPOSE ECONOMY**





The Global Context of Competency Development vs. Competences (Literacy as needed)

Toffler's Waves 1980*



** Tayko & Letz 1994
3rd Literacy for 21st
Century**

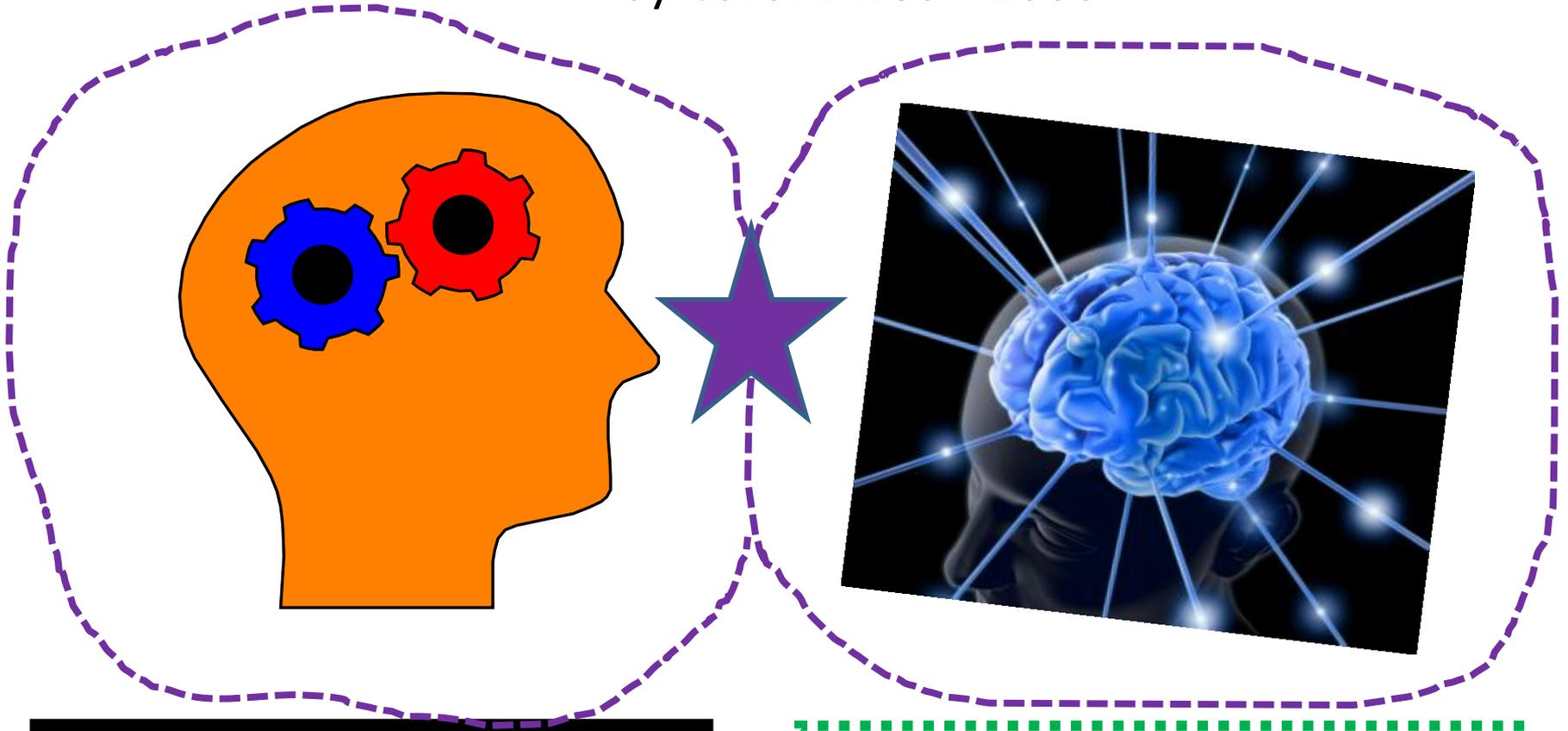


**The MINDSET of
ABUNDANCE in THINKING
POSSIBILITIES IN CREATING
REALITIES away from the
Mindset of Scarcity/Poverty**



2 Mindsets to Leverage for Change

by Carol Dweck 2006



FIXED MINDSET

GroWtH MinDsET



Fixed

- For consistency & certainty
 - For law & order

Growth

- For creativity & flexibility
 - For change & growth



LIFE
PURPOSE



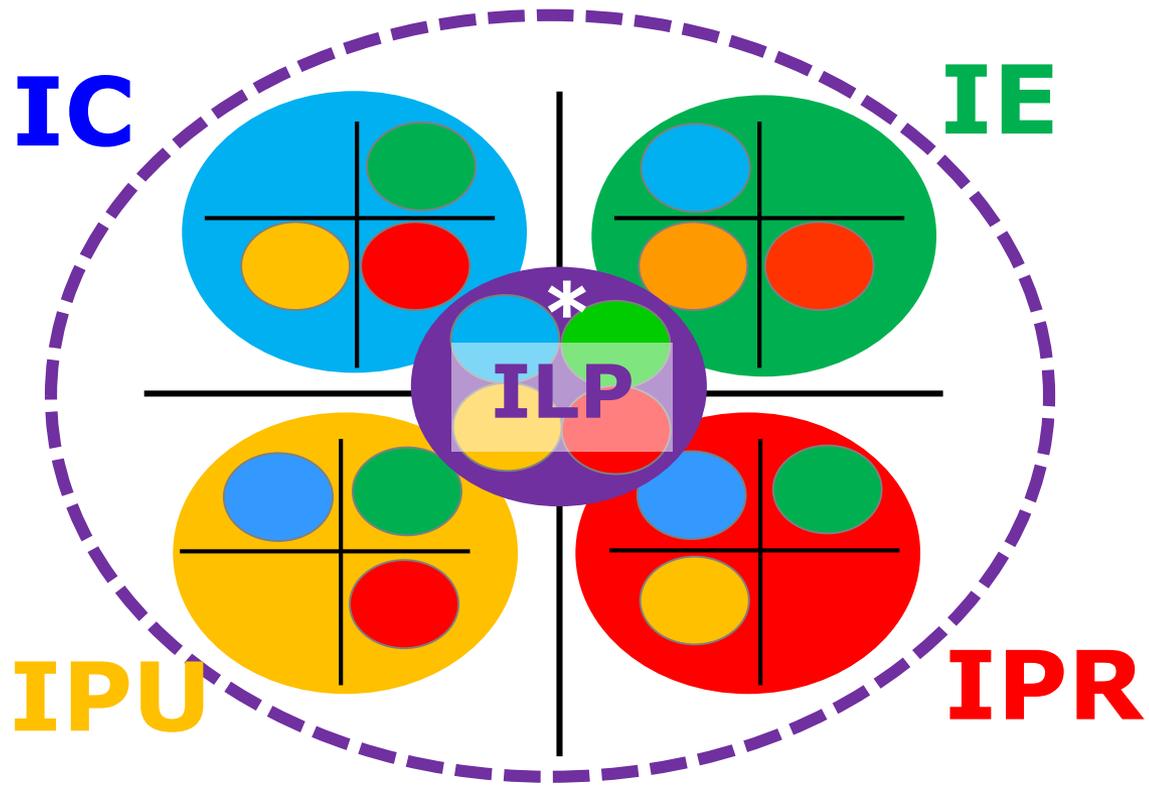
THE POWER OF CONNECTIVITY IN COMPLEXITY- Creating a sense of meaning on purpose



Our C.I.A./K.G.B.

In Diversity/Connectivity/Complexity

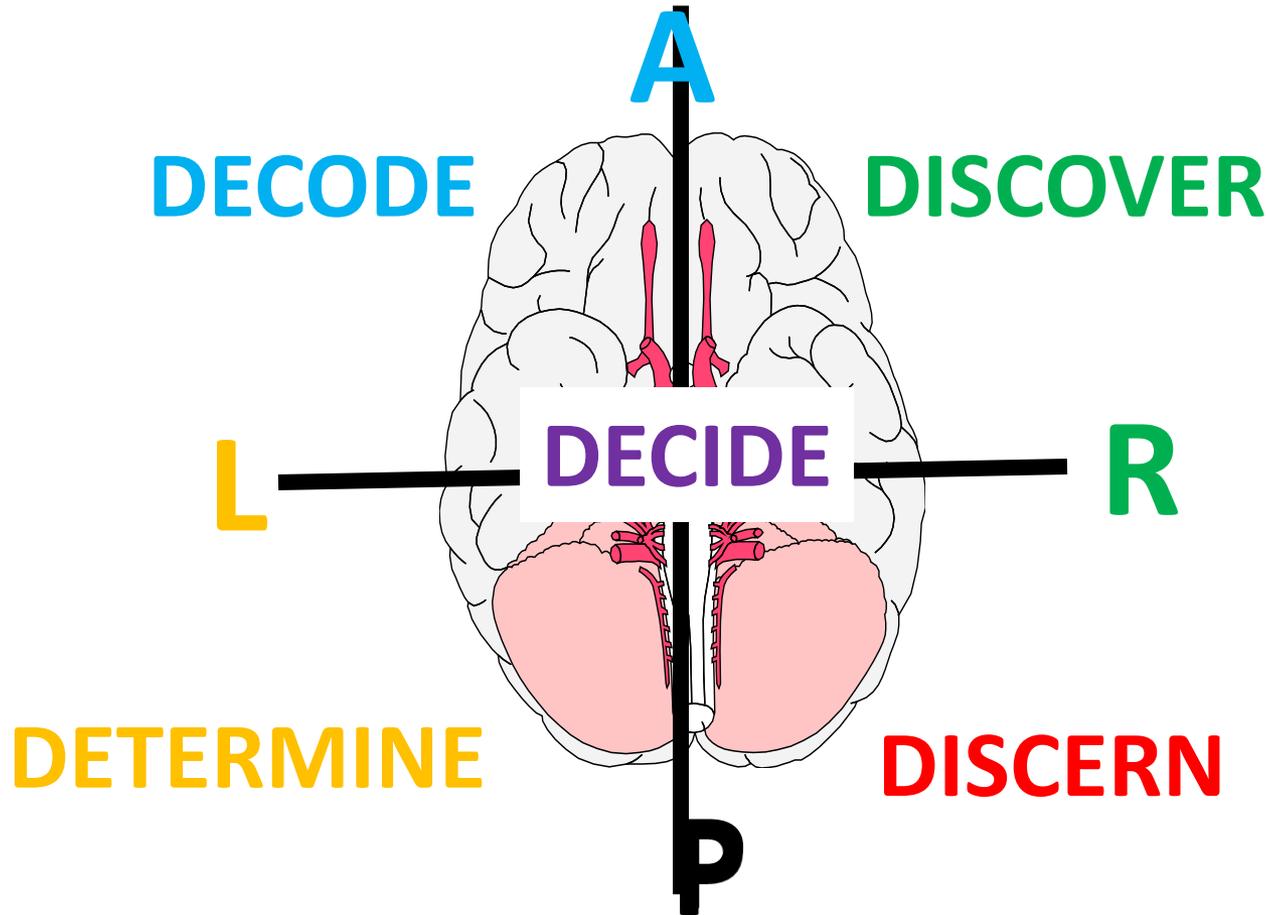
WHOLE BRAIN LITERACY/LEARNING/LEADING IN WHOLE BRAIN FUNCTIONING



* By Tayko extrapolating (2010, 2012) the 4-brain model of Dudley Lynch (1984, 1988, 1993, 2004)

On the Ball

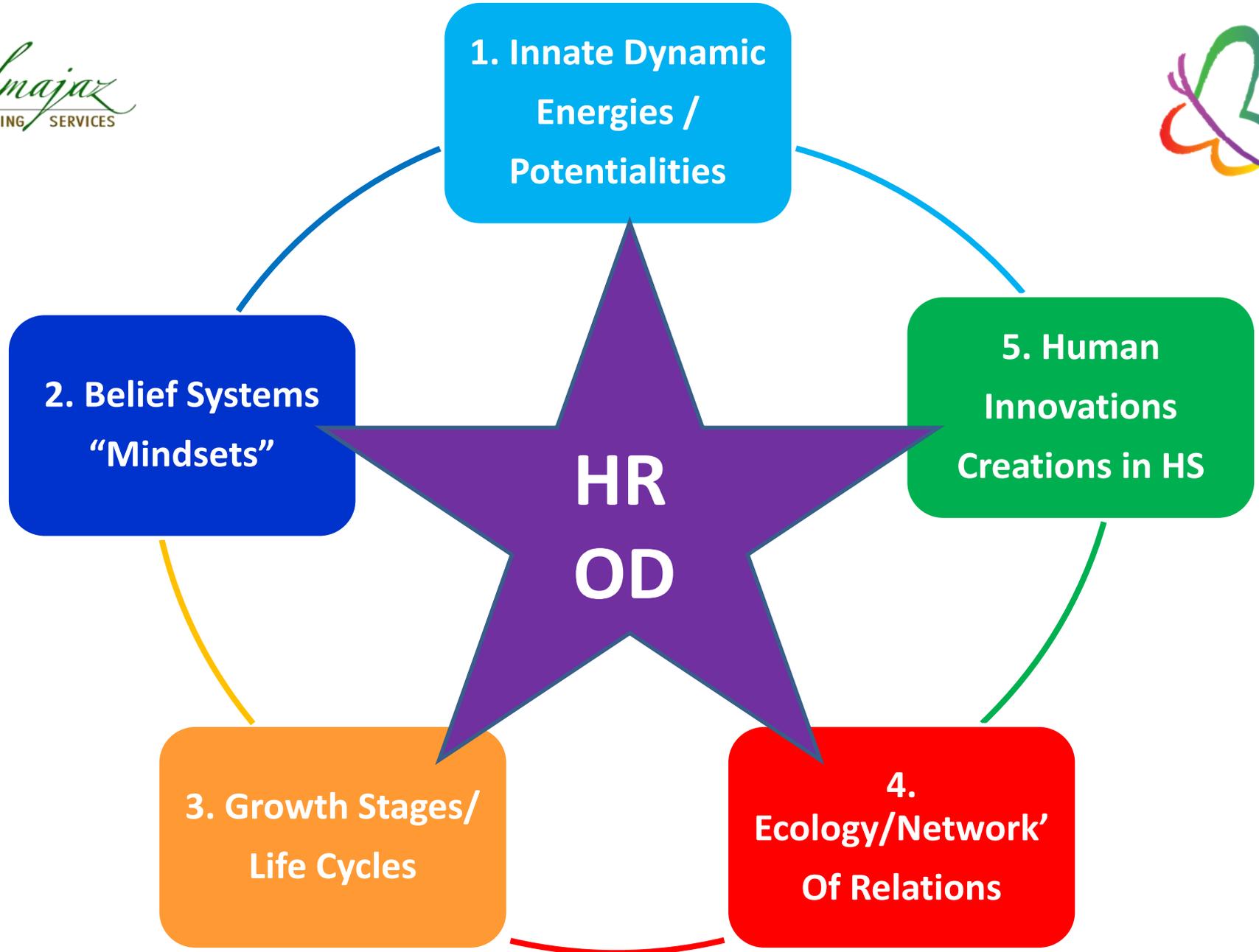




**TAYKO'S 5 D'S OF A WBL-BASED
DECISION-MAKING PROCESS**

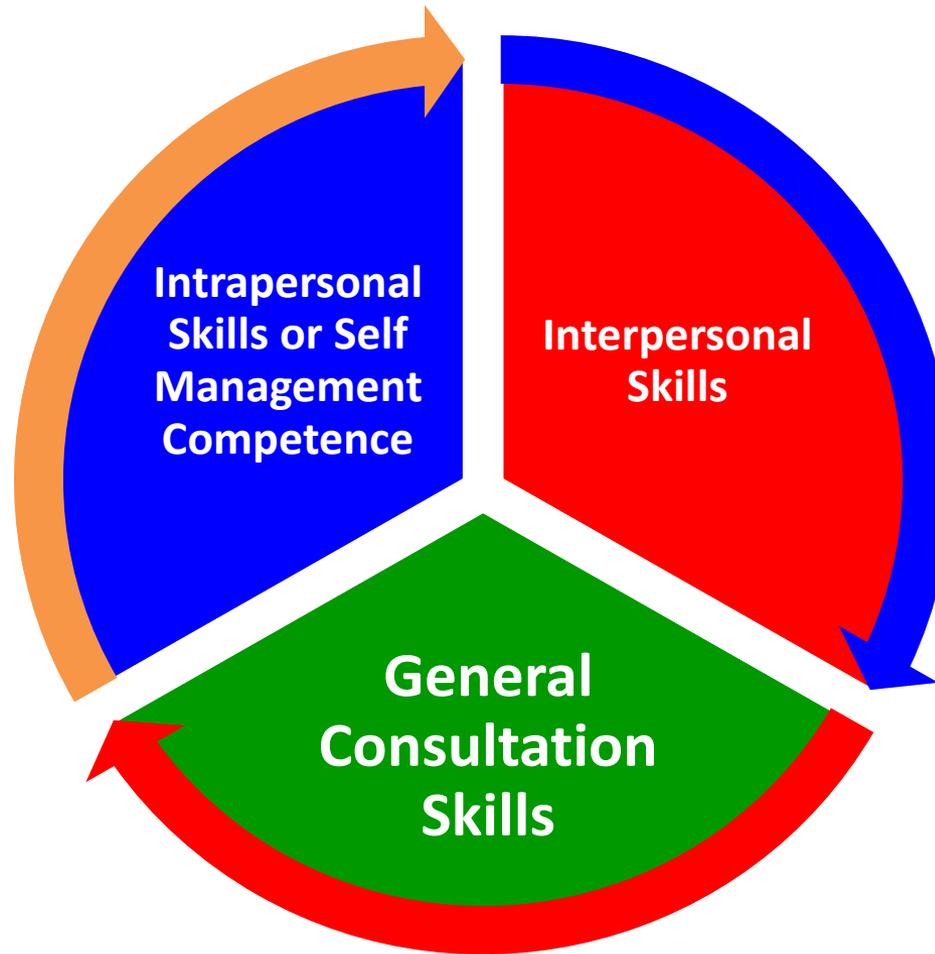


**The Power of Thinking Whole
–Tapping.Tipping.Topping
The total potentials
of the “thinking through processes”
of whole brain functioning.
Whole brain literacy
Whole brain learning
Whole brain leadership**





The HROD Practitioner's Core spectrum of Skills or Competence









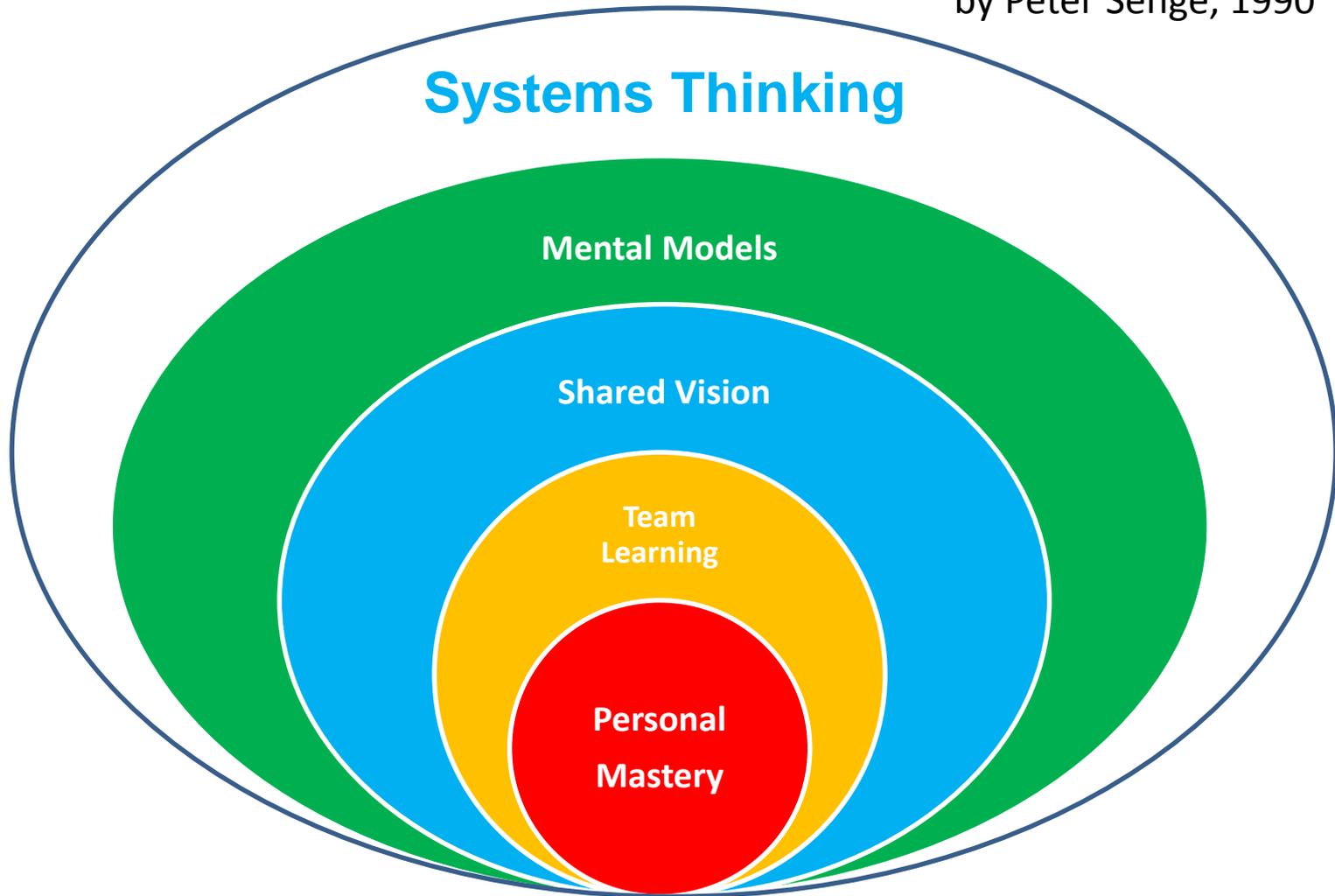
THE ENHANCED
HONEYCOMB
OF OD IN ASIA
by
Tayko & Mullin
2018



Learning Organizations



by Peter Senge, 1990





The “**fifth discipline**” that underlies all other themes, as learnable, habitual thinking process that allows one to look at events in an organization or life and see patterns of complex interrelationships.

It takes the doctrine of interconnectedness of everything and brings it to bear on organizational life.



Mental Model

Are deeply ingrained assumptions, generalizations, or images that influence how we understand the world and how we choose to respond to various situations we face. We all have mental models. The “discipline” is to understand, clarify & distinguish- them from those we espouse and those we actually use to guide our actions – “theories-in-practice”.



Share Vision

Better understood as a group competency than an individual skills, this is the practice of developing vision for a team or an organization. It has to do with discovering a shared picture of the future that will foster genuine commitment and enrolment rather than just compliance.



Team Learning

The key to this discipline is in a phenomenon called “dialogue” in which members of a team suspend their assumptions and take up a “think together” mode that embraces the collective good and eschews individual interests.



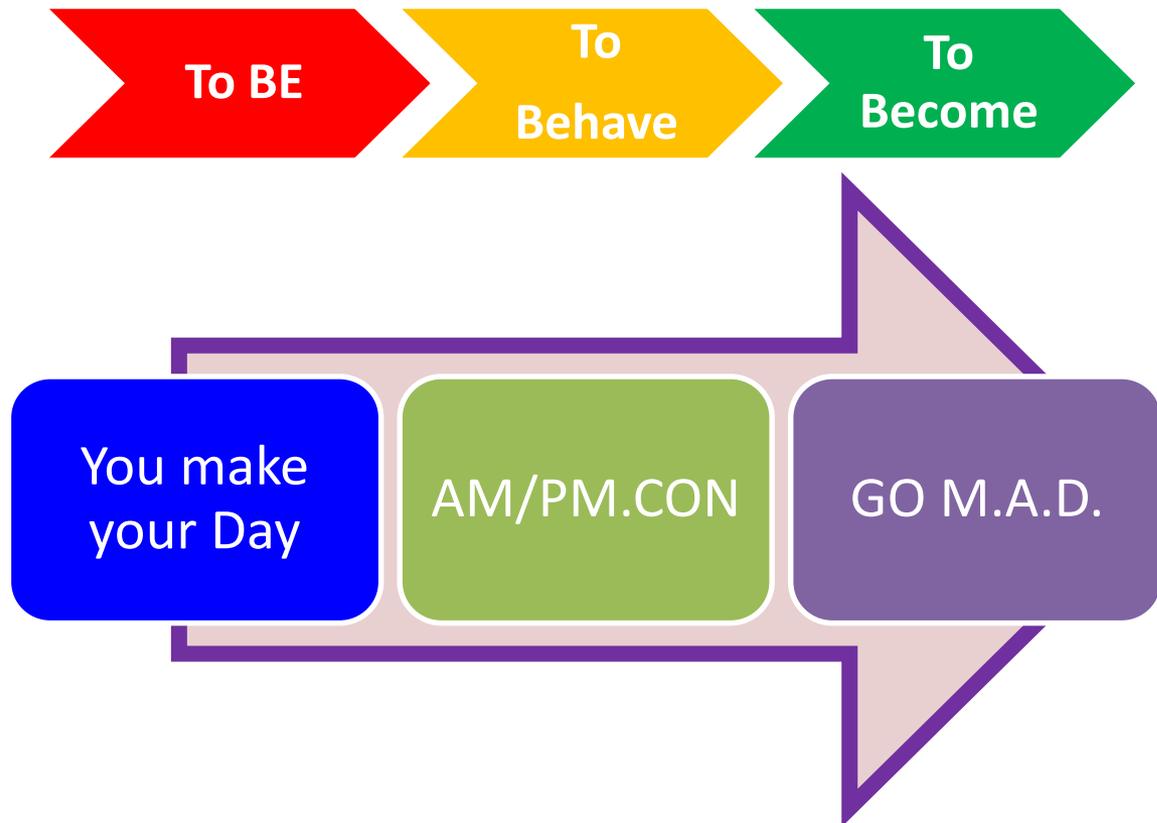
Personal Mastery

This is the discipline of continually clarifying and deepening one's personal vision of what could or should be, and remaining clear about how the vision differs from reality. The disparity should cause a “creative tension” that motivates us to change.



CONCLUSION - INTEGRATION:

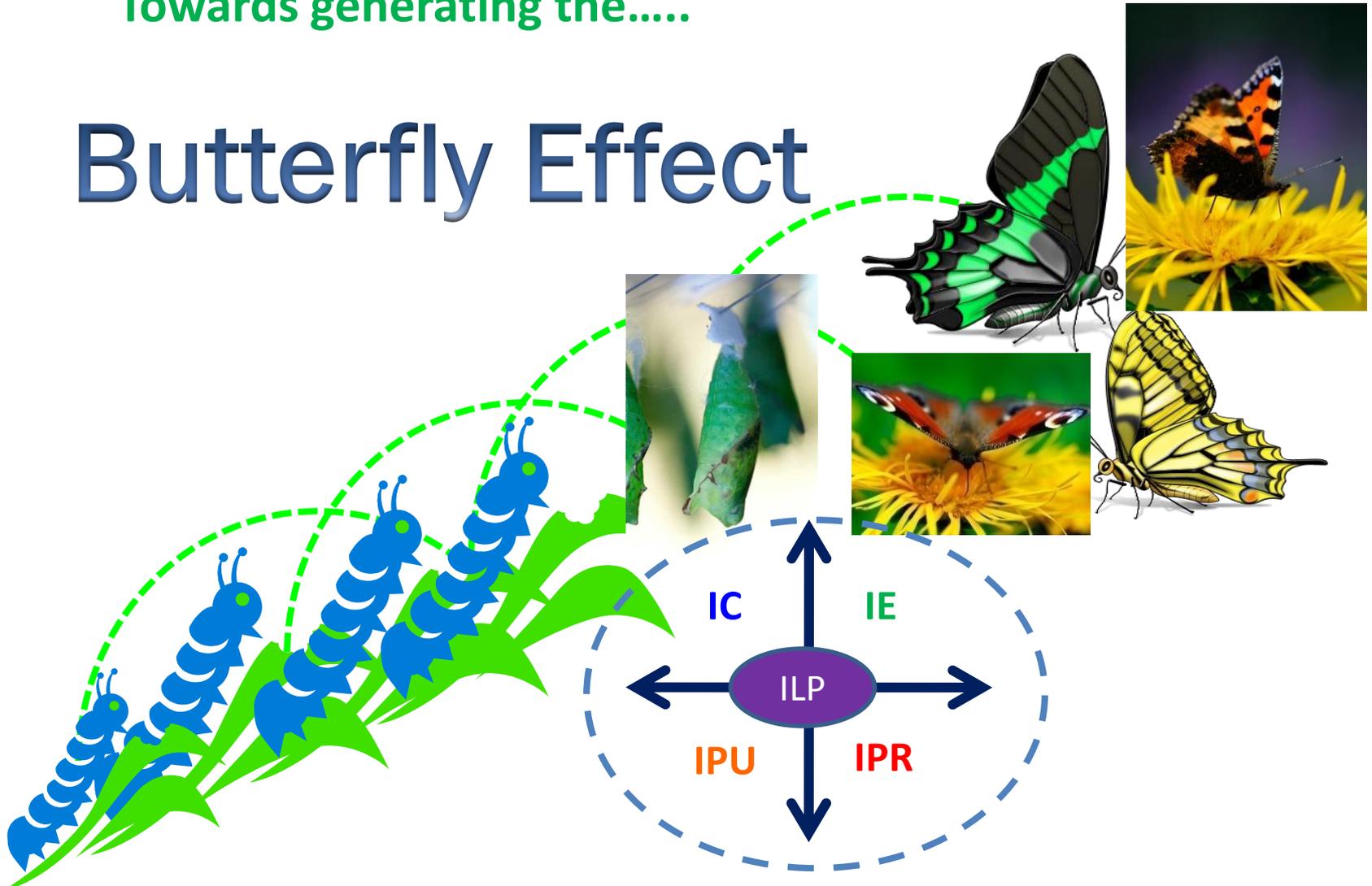
**HROD need COMMITMENT_{WITH}
CONFIDENCE,COMPETENCE,COMPASSION&CREATIVITY.....**





Towards generating the.....

Butterfly Effect



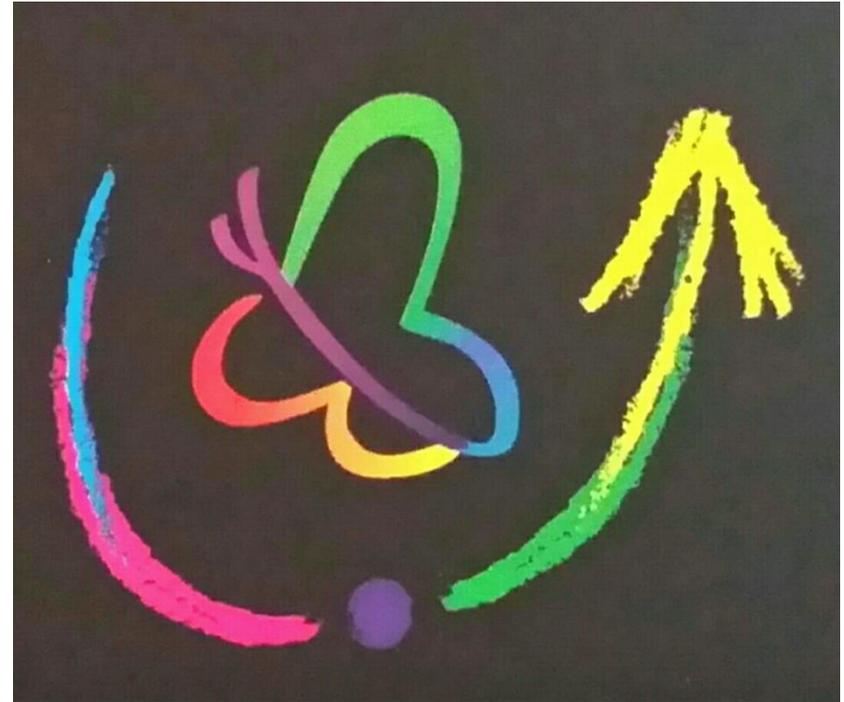


From the Drucker Institute

“**ALL**
ORGANIZATIONS
MUST DO
Transformation.”

AS LEARNING FACILITATORS
WE SAY....

”ENGAGE IN
TRANSFORMATIVE
LEARNING & CHANGE (TLC3)
WITH A.M./P.M.CON”



**LET
GO**

**LET
BE**

**LET
COME**

