

Becoming a Human Radical

who is braver than the law

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Insights

Ignoring your blinks
& insights just leads
to hard work.



Photo: [flickr.com/photos/kelpie1](https://www.flickr.com/photos/kelpie1)



People Matter
∴
Do Good

05/04/2016
Year 3 | © Andrew Nicol

The past of work

Our human resources habits were formed in the old way of working.



Future of work

#collinsWOTY

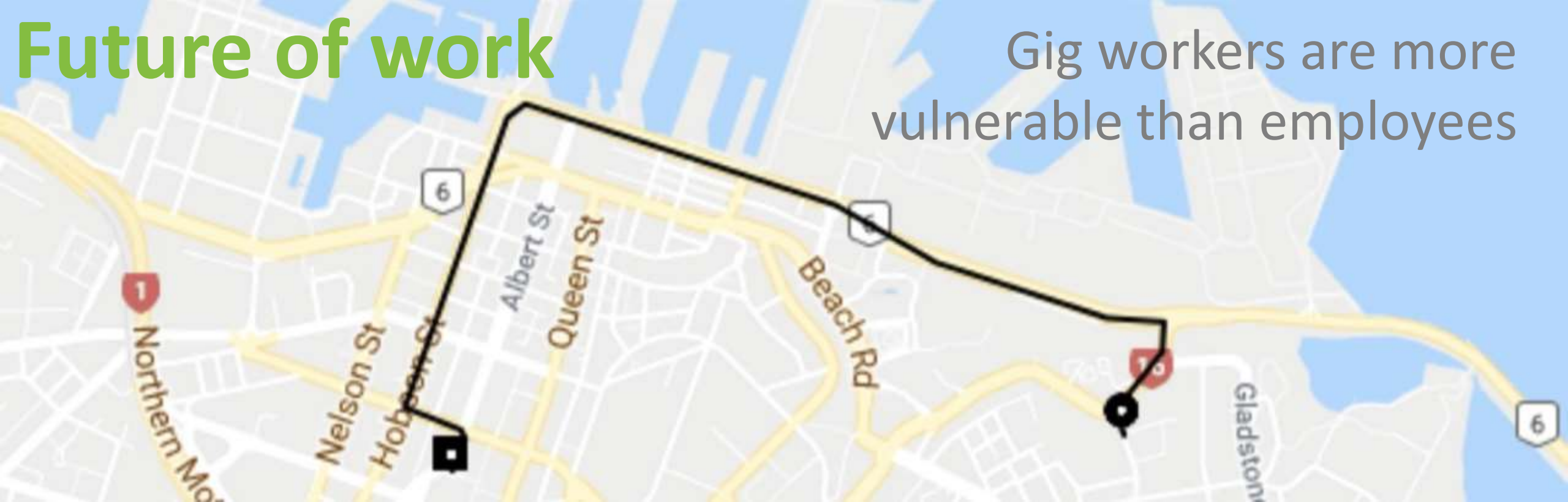
GIG ECONOMY
n(^{ˈgɪɡ ɪ, kənəmɪ})

An economy in which there are few permanent employees and most jobs are assigned to temporary or freelance workers.



Future of work

Gig workers are more vulnerable than employees



Min Wage

- Cost: \$16.50 per hour
- On-costs: 20%
- True Costs: \$19.80 per hour

Uber Ride (12 mins)

- Cost: \$8.09
- Driver: \$5.30
- 4 rides: \$21.20 per hour



Future of Work

The law **will not**
catch up with the
rate of workplace
change!

Future of Work

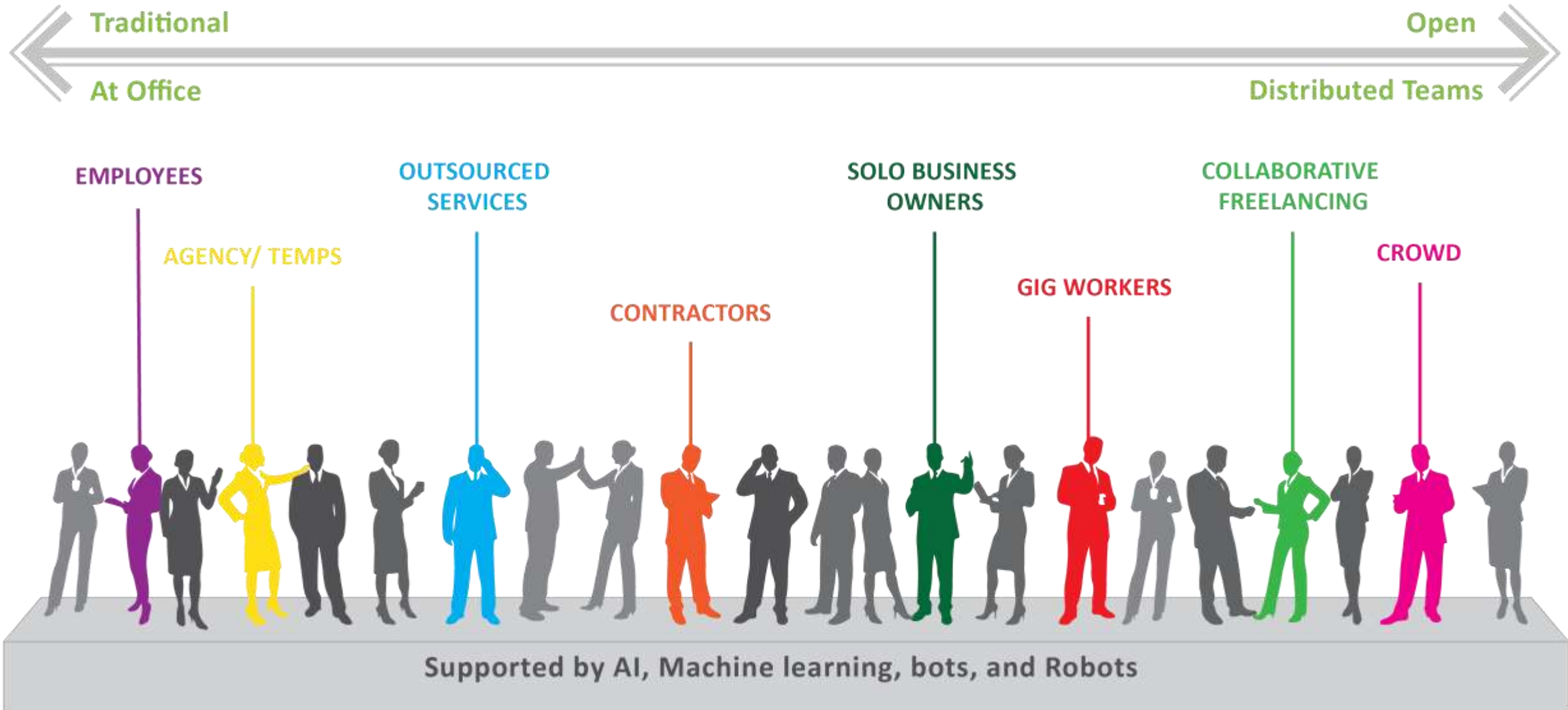
CEOs & Boards are battling change on multiple fronts.

∴

HR teams **must lead** the teams of the future.

Photo: 123RF

Future of Teams



Future of HR

Business can no longer treat any human as a resource.
To be in HR, must now mean to be a Human Radical!

human

/hju:mən/ 

adjective

1. relating to or characteristic of humankind.
"the human body"
synonyms: anthropoid
"the survival of the human race"

noun

1. a human being.
synonyms: person, human being, personage,
mortal, member of the human race;
More

radical

/ˈradɪk(ə)l/ 

adjective

1. (especially of change or action) relating to or affecting the fundamental nature of something; far-reaching or thorough.
"a radical overhaul of the existing regulatory framework"
2. characterized by departure from tradition; innovative or progressive.



Future of HR

Aroha ki te tangata

Showing aroha to people is risky.

It costs money, time and focus, which is exactly why we must do it.

Future of HR

Companies of the future must include all humans in their teams, regardless of the 'contractual' relationship.





Andrew
Ago
Category
WA



#AnywhereTogether

15/12/2017
Year 5 | © Andrew Nicol

Future of HR



#AnywhereTogether

Ensuring dispersed teams
have authentic human
connection is **critical!**

03/10/2017

Year 5 | © Andrew Nicol



Become a Human Radical ...

- Don't give up.
- Listen to your blinks & insights.
- Humans are not a resource.
- Aroha ki te tangata (Love People).
- Be braver than the law.
- Don't wait for permission.
- Include everyone in your team.

People Matter ∴ Do Good

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