



TIAS

SCHOOL FOR
BUSINESS AND SOCIETY

De Rol van HR als Business Partner in Organisatietransformatie

Online Roundtable

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The Future Role of HR

From Business Servant to Business Partner



If people are your most important resource, why are CFOs more powerful than CHROs?

How many CFOs become CEO and how many CHROs do the same?

Is HR truly a full business partner, or a supporting business servant?

Stop being *Human Resources*,
Start being *People & Organization*

The need for organizational transformation is your opportunity to reposition your function

Organizational Transformation

From Human Resources to People & Organization



1. Most managers are business savvy, but organizationally naive

 *Not equipped to lead/guide organizational transformation*

2. Most HR managers are people savvy, but organizationally-challenged

 *Not eligible to lead/guide organizational transformation*

3. No one owns the key topic of organization

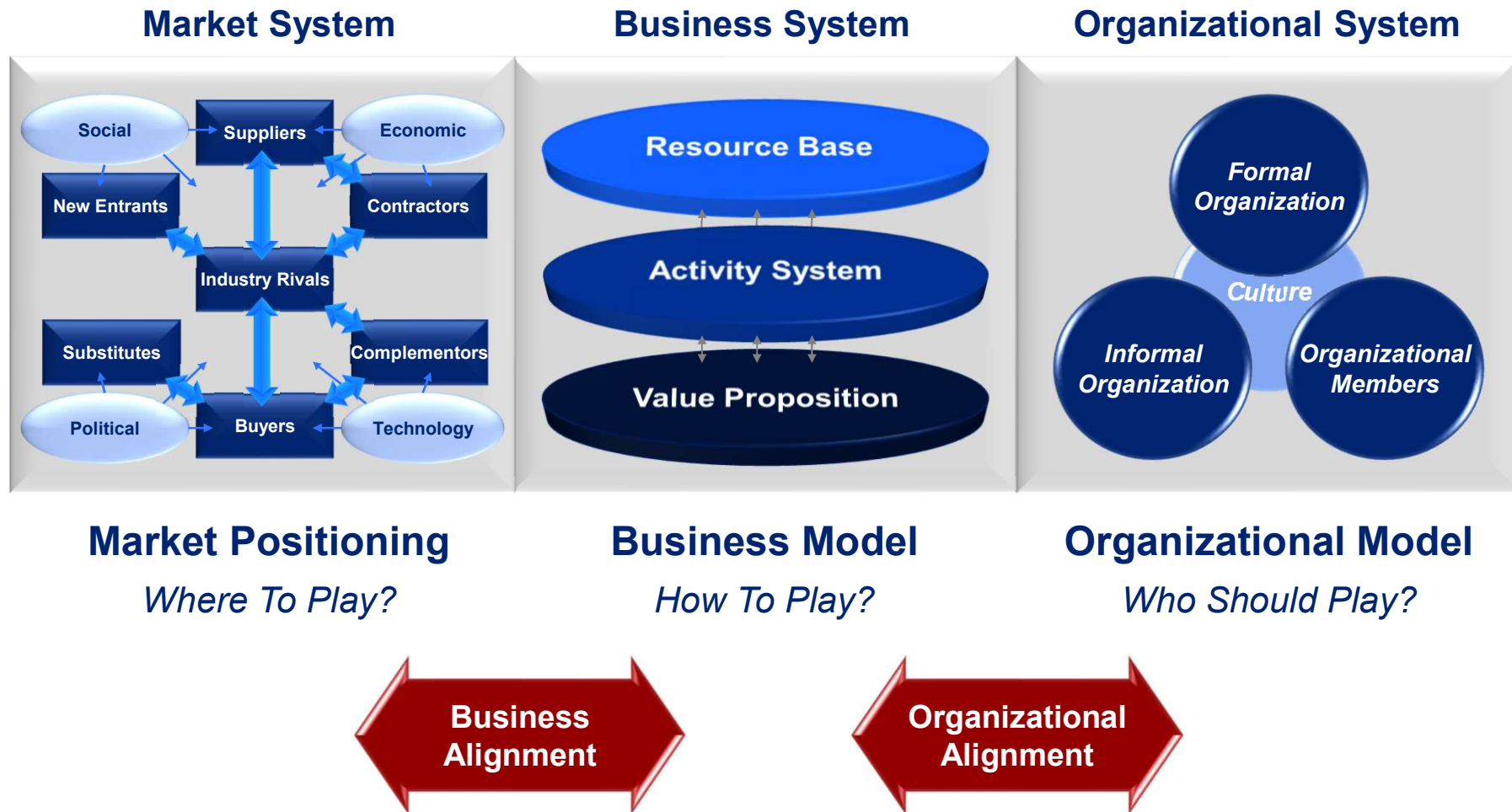
 *Organizational transformation is an orphan issue*

4. HR needs to embrace the ambition to broaden its scope to P&O

 *Organizational transformation is an opportunity to reposition*

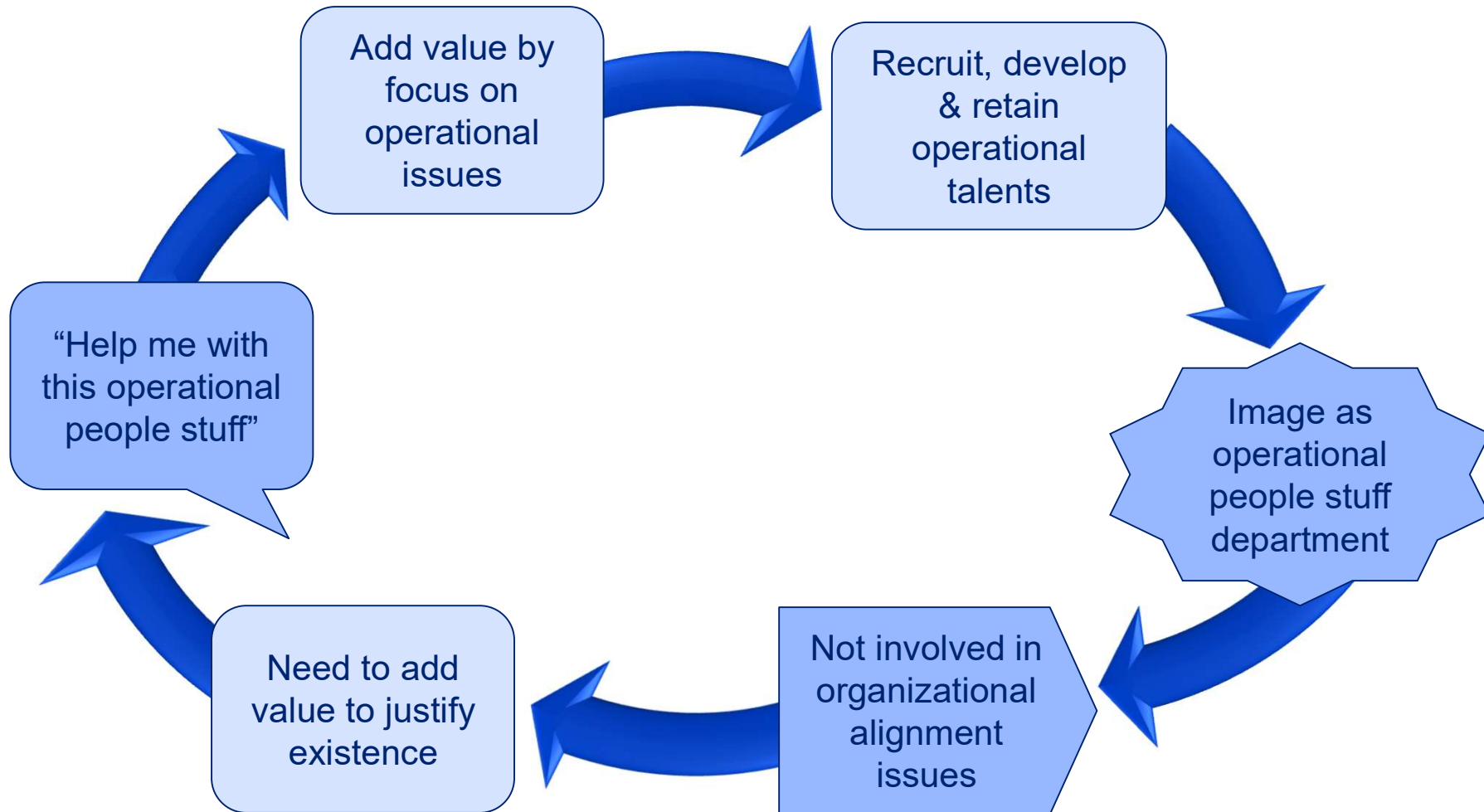
1. Business Savvy, but...

Oops, forgot about the organization



2. People Savvy, but...

Caught up in the vicious cycle of the business servant



3. Ambition: Six Cycles of P&O

The Staffing Cycle: Having the Right People On Board



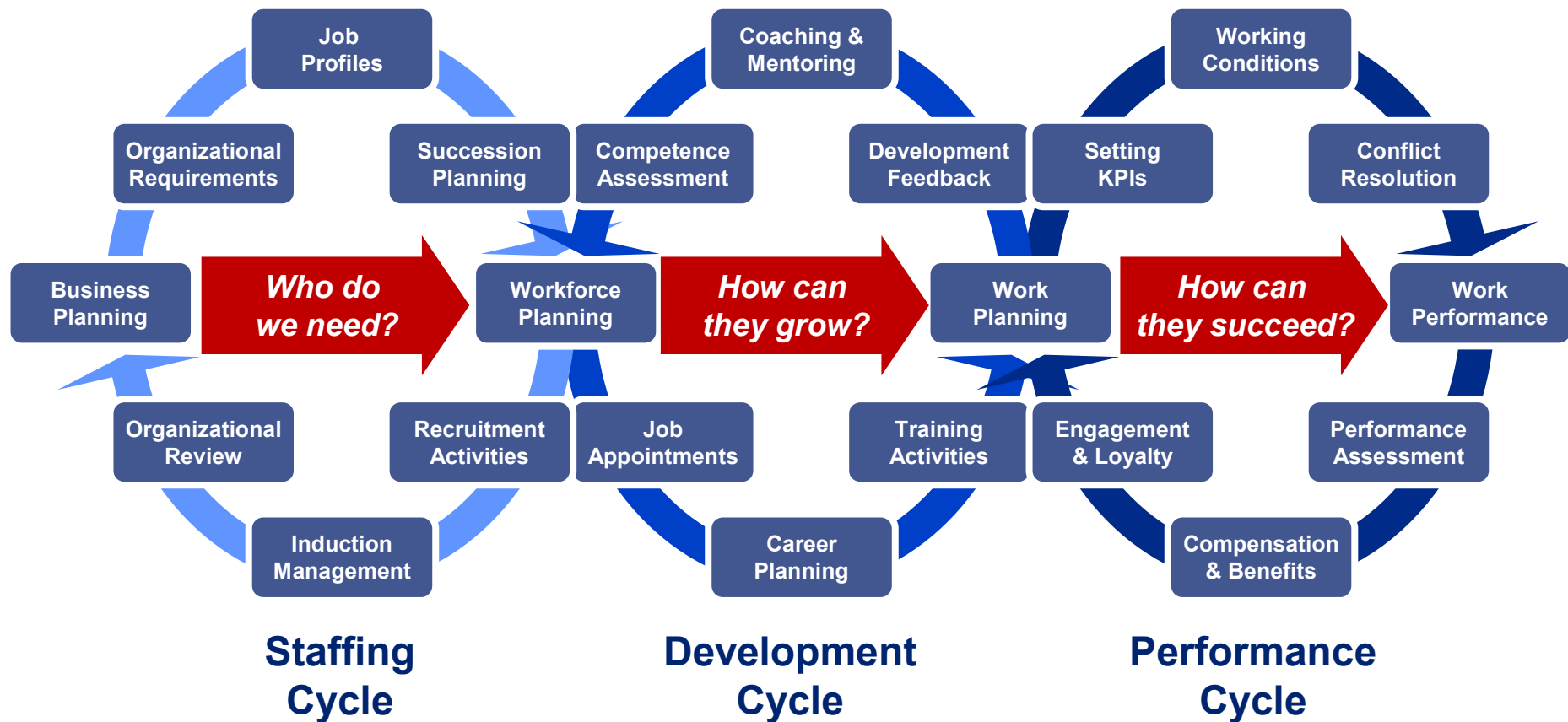
3. Ambition: Six Cycles of P&O

The Development Cycle: Growing the People On Board



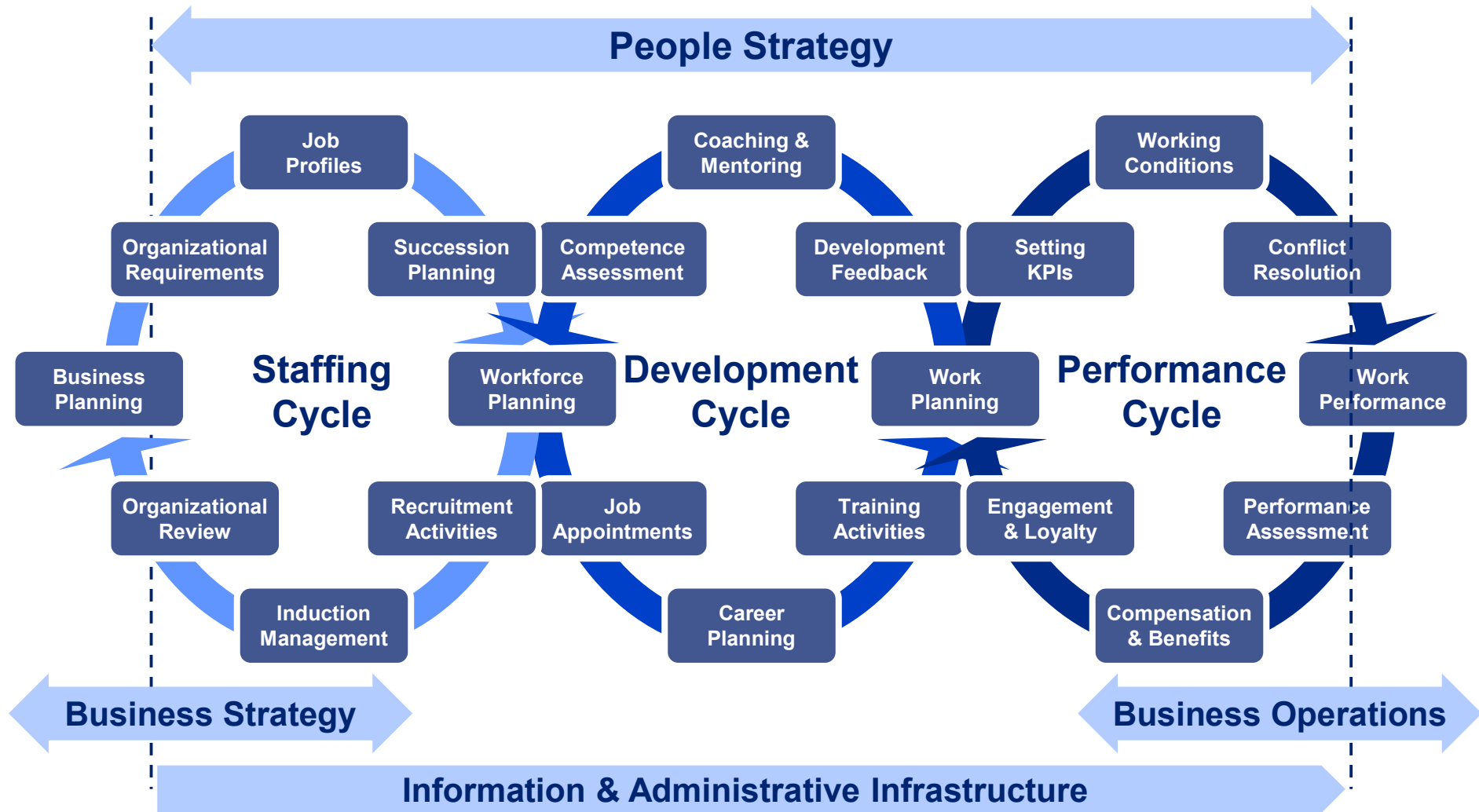
3. Ambition: Six Cycles of P&O

The Performance Cycle: Getting the Best Out of People



3. Ambition: Six Cycles of P&O

Aligning People Strategy to the Business



3. Ambition: Six Cycles of P&O

The Organizing Cycle: Getting the Right Design



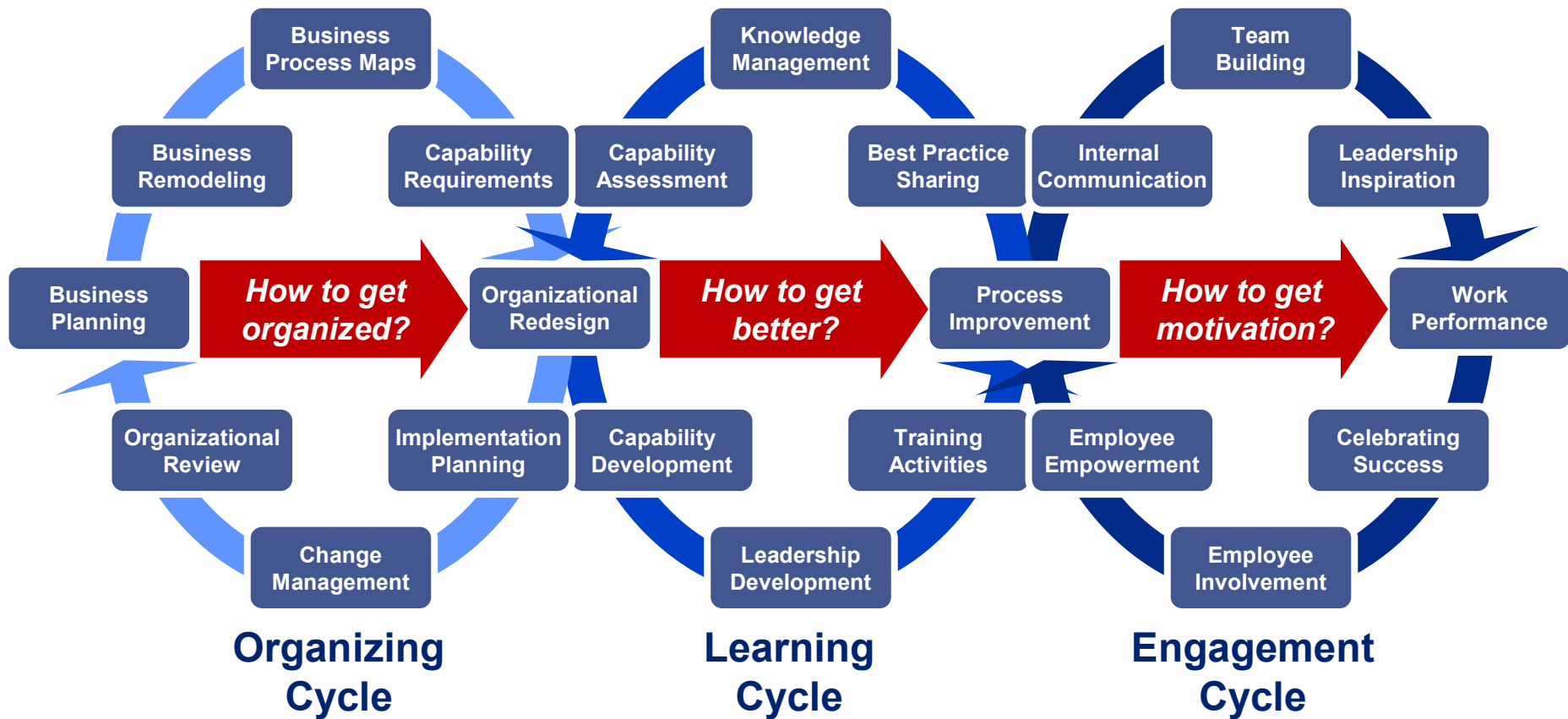
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The Learning Cycle: Driving Continuous Improvement



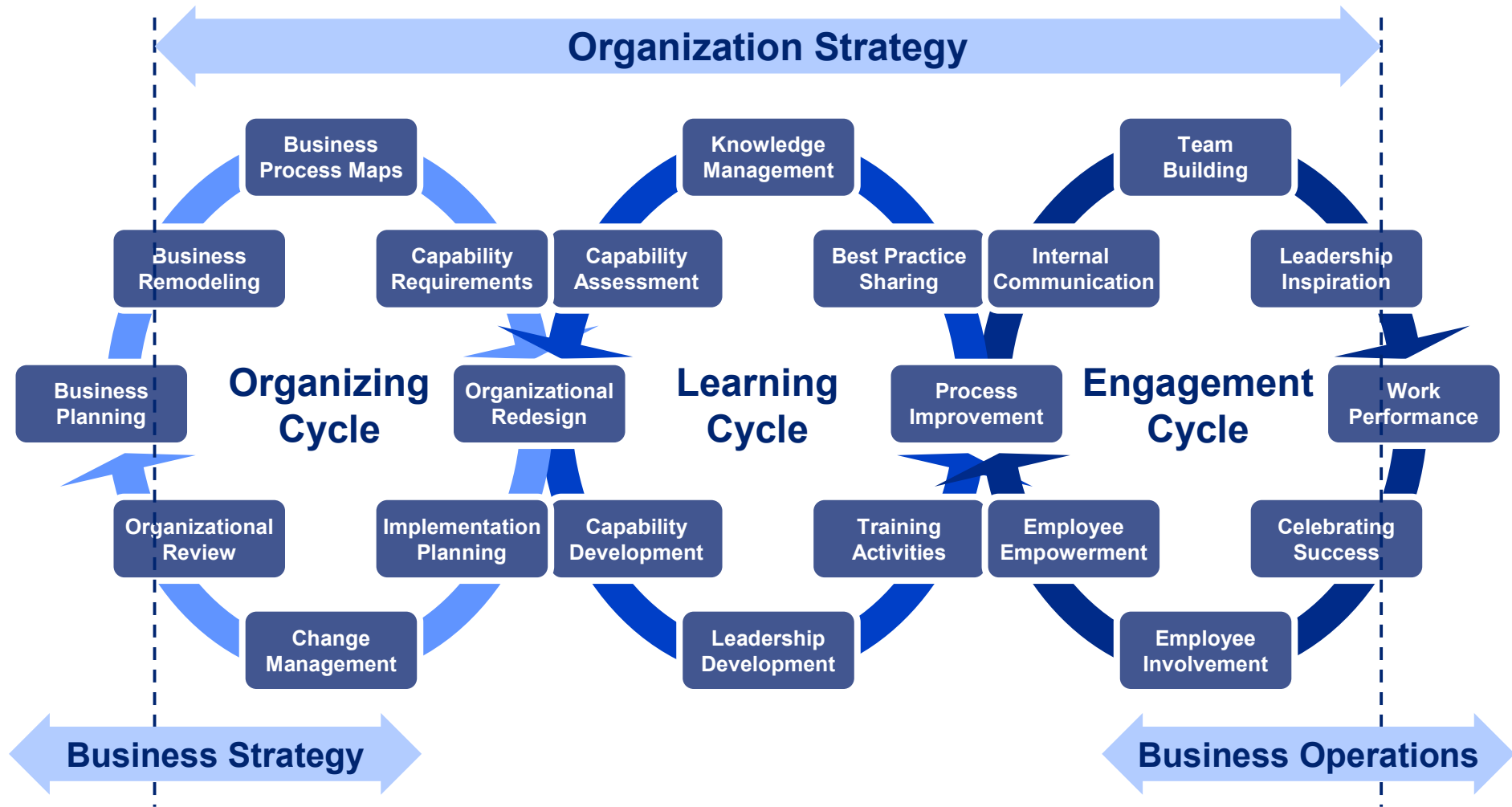
3. Ambition: Six Cycles of P&O

The Engagement Cycle: Unleashing People's Energy



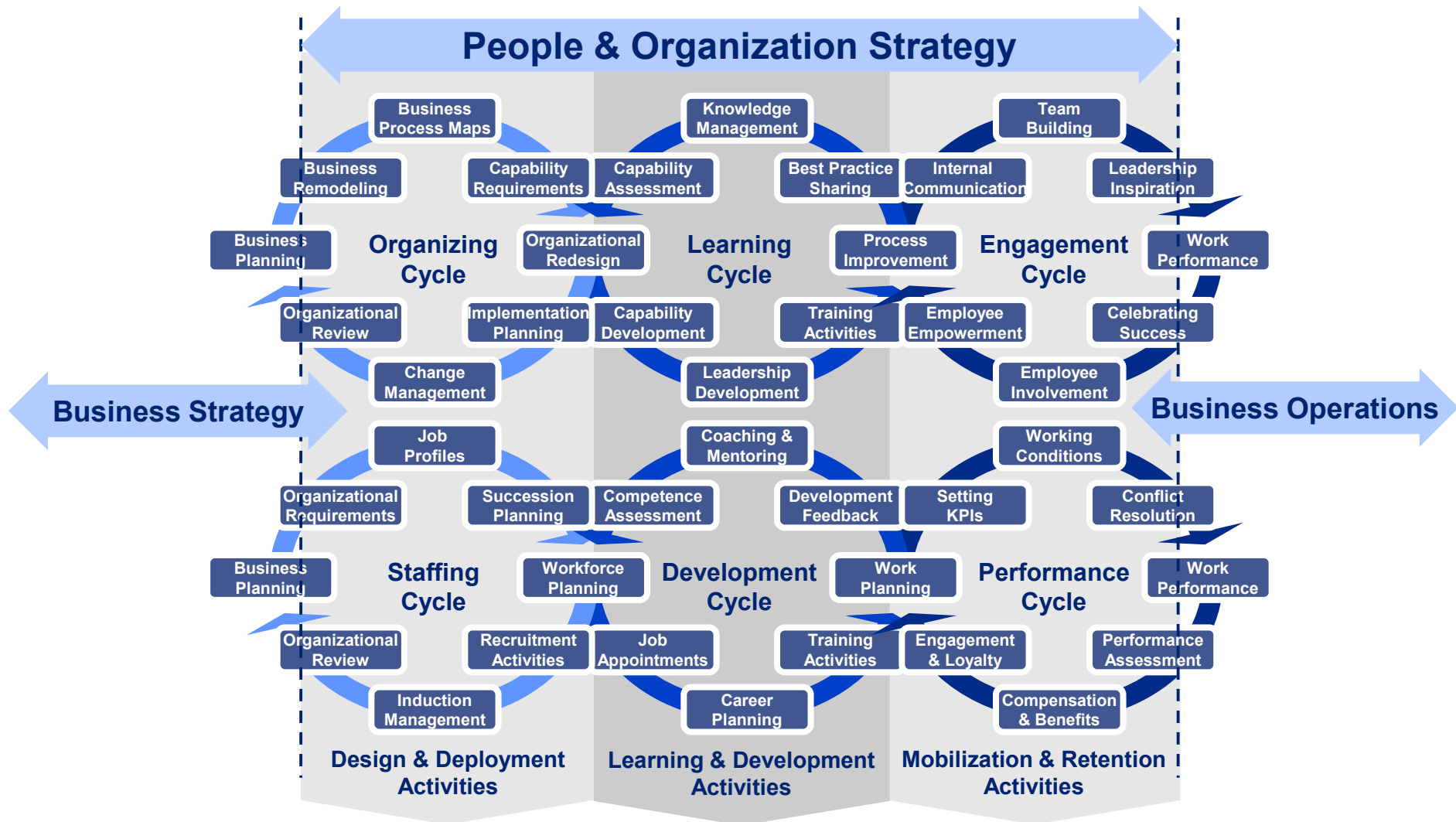
3. Ambition: Six Cycles of P&O

Aligning Organization Strategy to the Business



3. Ambition: Six Cycles of P&O

Taking Ownership of People and Organization Strategy



4. Developing a P&O Strategy

Transforming Your Own Organization

