

HR TRANSFORMATION FOR THE DIGITAL ERA

25-26 September, Moscow



**PERRY
TIMMS**

*Voted among
HR Most Influential Thinkers
2017 (HR Magazine)*



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SMARTER
DECISIONS

OGI EUROPE KFT. 1016 BUDAPEST HEGYALJA ÚT 7-13. HUNGARY

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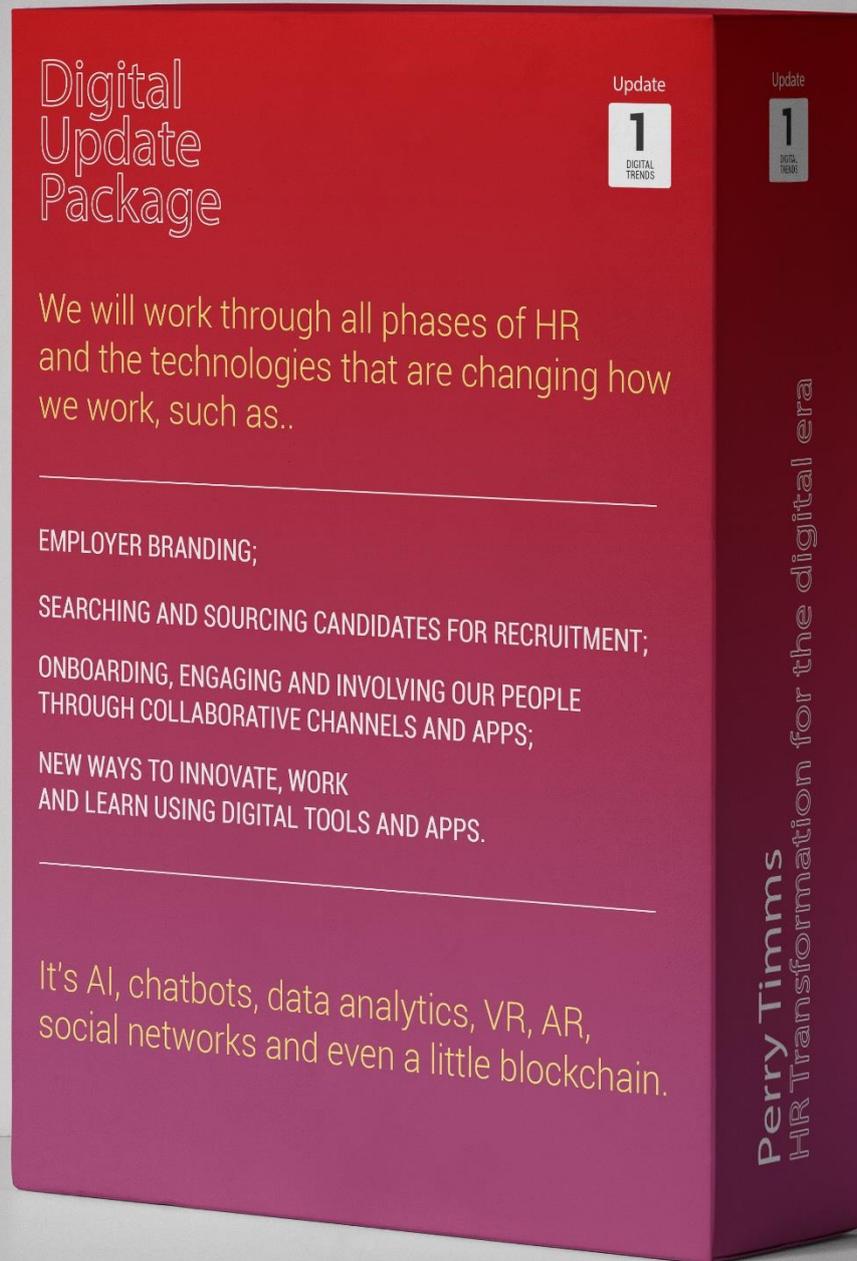
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What to expect?

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1

Work out the scale of your “digital HR gap”

Where are you in relation to a more progressive and digitized version of HR? This distance provides a way to assess how much more is needed to be a competitive and forward-looking employer of choice.

2

Build a list of “tools to explore”

Work through examples of HR technology being used across the employee lifecycle and work of HR to be inspired, stimulated and informed about options out there for enhancements to the employee value proposition through digital technology.

3

Create a strategy for digitised HR

Inspired by others use of HR technology, craft a strategy which will align to organisational, HR and employee need and propel HR in your organisation to 2020 and beyond.

4

Draft your digital competence plan

Appreciating where you are on the scale of digital proficiency, draft out a plan of action for you to become more data, digital and design savvy.



Is this event relevant to my industry?

Haven't found your industry below? Ask us what's in it for you.

5

FMCG

In the hyper-paced, competitive world of FMCG, turnover, marginal gain and employee alignment are key to making good decisions and enriching customer experience. Learn how digital technologies can help you identify the best people to join you, through optimised technology support and develop those people in harmony with their demanding roles.

Finance

With automation already enhancing the finance experience for consumers, HR in Finance faces into the challenges of highly skilled professionals needing to rediscover the human touch in their work. Learn how algorithms, automation and immersive learning are showing up as the digital norms in the highly competitive world of finance and economics.

Pharma

As the world ages and more breakthroughs in medical science appear, there has never been more interest or competition in the Pharma world. Learn how you can use the best digital solutions to promote and provide the best employee experiences for fulfilling careers in Pharma; creating workplaces where innovation, inclusion and communities of practice thrive.

IT

With the spotlight on digital and everything from Scrum Masters, Product Managers to Blockchain developers in demand, there is no more fiercely competitive area for talent than in the digital world. Learn how to find, unleash and develop the most promising technology professionals with digital HR that meets the needs of the digital tribe.

Telco

Nothing is more important than connectedness, and the Internet of Things will be fuelled by great telecommunications. Which is why it's important that telecoms companies are as pioneering in their ways of working together as bands of creative people, as they are creative in their professional disciplines. With this module, the best HR technology there is will help you engage, enlighten and energise to get the best people for you, and get the best from your people.



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HR
Most Influential Thinker
2017

Certified

WorldBlu Freedom at Work
Consultant & Coach

Visiting Fellow

Sheffield Hallam
University

Fellow

The RSA

**TEDx & International
Keynote Speaker**

Adjunct Faculty

Ashridge
Executive Education

Adjunct Faculty

Hult International
Business School

Author

Transformational HR

Visiting Professor

GEA College

Associate
the Work
Foundation



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Perry Timms

— IN DETAIL —

Perry Timms has a mission:

To connect people and bring about a design revolution for a better future of work.

Perry is a new entrant to the list HR Most Influential Thinkers for 2017. A Chartered Member of the CIPD, Perry advises the CIPD on HR's use of Digital and Social Media, and was a Guide for the 2013 CIPD HR Hackathon (with Professor Gary Hamel's Management Innovation Exchange).

Since 2016, Perry has been an accredited GCOlogist, a psychometric tool looking at our unique abilities to be Game Changers.

Perry's client work includes behavioural change, business transformation and creating innovative ways of working, has been delivered through close collaboration with HR and OD teams, Change Agents and Innovation teams.

He is Founder and Chief Energy Officer of PTHR, with over 25 years experience in people, learning technology and organisational change and transformation and in October 2017, Perry's first book - Transformational HR - was published by Kogan Page.

Perry has always been at the heart of learning, change and connecting others. Evidenced by his inclusion in a range of technology-enabled change programmes; privatisation and mergers within Government environments at the Court Service and his change work (and early adoption of social technologies for learning) when at the Big Lottery Fund. His crowd-sourced values and behaviours and his in-house engineered Enterprise Social Network came to the attention of the CIPD and he and his team spoke at conferences just as the HR world was learning its way into high performance, change and social media.

Perry is an international and 2-time TEDx Speaker, Adviser and Conference Chair on the Future of Work, HR and Learning, and is a WorldBlu® Certified Freedom at Work Consultant + Coach - helping people and their companies become part of the next stage in human and organisational evolution.



Perry's Clients

— INCLUDE —



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Before, during and after, delegates will be invited to use **Connectle.com** - a fresh look at collaborative working, learning and innovation using an open web-platform and app. Sign in instructions and guidance will be provided for all delegates. Access to this platform will continue after the event with no end-date.

09.00-10.30	<p>Opening exercise</p> <p>Introduction of Perry Timms, format and flow of the event. Working in pairs, delegates will create a short piece of digital content (using iMovie or MovieMaker video or narrated slideshow) to share their introductions and learning objectives.</p>
10.30-10.50	<p>Comfort Break and update Connectle.com</p>
10.50-12.20	<p>Digital Transformation - what is it?</p> <p>With the help of Perry's input – 3 levels of digitally enabled HR will be discussed. Delegates will then form into groups of 3-4 for learning together based on their level of "digital maturity".</p>
12.20-13.10	<p>Lunch</p>
13.10-14.40	<p>ACTIVITY</p> <ul style="list-style-type: none"> • Digital Transformation Canvas: In squads of 3-6, delegates will be introduced to a completely new tool built specifically for this learning event. • Digital Map of Now - what's good to build on? Discovery of what delegates have been /are using in their companies currently, through the lenses of: Infrastructure (<i>Platforms; Tools; Apps</i>), People (<i>Skills; Mindsets; Partnerships</i>), Resources (<i>Investment/Budget; Plans; Processes</i>). • Digital Transformation Canvas: Delegates will map out their findings to the canvas. • The Desired Digital Map: Using the same canvas, delegates will build out their next stages of development.
14.40-15.00	<p>Comfort Break and update Connectle.com</p>
15.00-17.30	<p>ACTIVITY</p> <ul style="list-style-type: none"> • Design - Using Agile and Design Thinking. Following an overview by Perry, delegates will be working in pairs/trios to create the storyboard to share their "digital map of now" - future Digital HR roadmap. • Design - Digital Leadership. Facilitated discussion in three stages. How do we define, design and deploy the leadership we need for our HR Digital Transformation?
17.30-17.45	<p>Update Connectle.com</p>



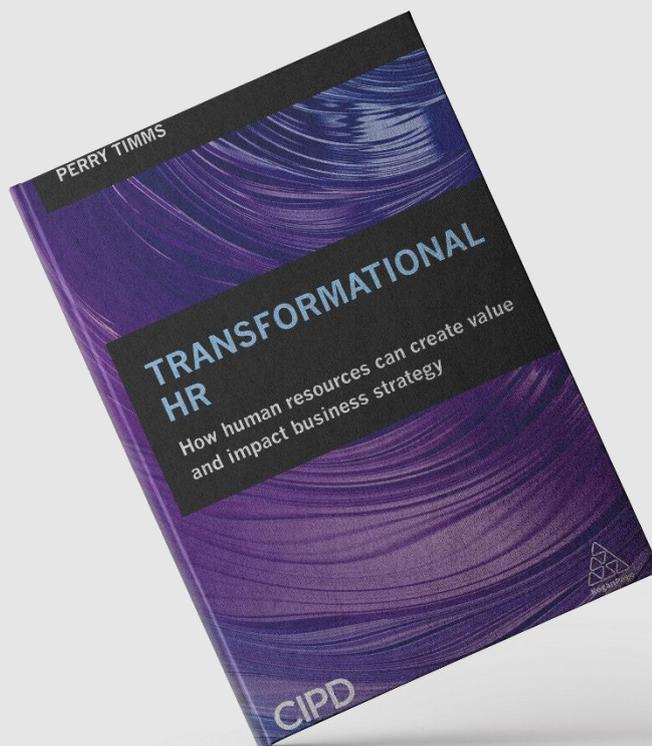
09.00-09.15	<p>Welcome and reflections of Day 1</p> <p>Perry reflects on day 1 and introduces the format and flow of day 2.</p>
09.15-11.00	<p>Discovery, Vision and Design : Data - Better people decisions using insight and analytics</p> <ul style="list-style-type: none"> • Presentation of examples and case studies of advanced use of data-led decision-making, followed by moderated discussion: Working through the employee lifecycle and key organizational activities, what data helps inform key decisions and approaches; where that data can be found and how it can be analyzed and reported upon? • Overview of platforms such as Orgvue; PowerBI, RStudio, Cisco, IBM Watson and Oracle analytics systems and approaches. • Discussion and review of the Digital Transformation Canvas. <p><i>including: Comfort Break and update Connectle.com</i></p>
11.20-13.50	<p>Discovery, Vision and Design: Artificial Intelligence; Automation & Augmentation</p> <ul style="list-style-type: none"> • Perry demonstrates a range of case studies of organisations' advanced use of AI, Automation, Machine Learning, Robotics, AR and VR. • Discussion and review of Digital Transformation Canvas.
13.50-14.40	<p>Lunch</p>
14.40-16.20	<p>ACTIVITY</p> <p>In pairs and in squads</p> <ul style="list-style-type: none"> • HR & Digital Transformation: From their digital canvas, delegates will build out and plot an action plan specifically for their HR's Role: (repurposed), HR Practitioners' Skills: (reimagined) and HR Processes (reinvented) in the form of a digitized presentation/animation that they can present back to their Executive Committee, HR Team, and their wider business. • Review Digital Transformation Canvas. <p><i>including: Comfort Break and update Connectle.com</i></p>
16.20-17.50	<p>Review of the entire learning programme of the two days</p> <p>Delegates will plan & put together any further actions needed to create Culture; Change and build Champions to deliver their HR's Digital Transformation for the future</p>



Recommended reading

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Perry Timms'
Latest Book



Transformational HR

How HR can create value and impact business strategy.

(published by Kogan Page, October 2017)

The next stage development for HR in a changing business environment. A new model, set of skills and philosophies to drive people-powered business change. An HR metamorphosis for a transforming world of work.



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25-26 September, 2018
Renaissance Moscow Monarch Centre Hotel

<i>Standard price</i>	<i>1500 EUR</i>	<i>per person</i>
<i>Discounted option till 29th of June</i>	<i>1350 EUR</i>	<i>per person</i>
<i>Book a group of 3</i>	<i>1150 EUR</i>	<i>per person</i>



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