



HR Days

HR as Change Agent

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Rovinj

14th to 15th March 2013







Whether you think you can

or

You think you can't

You are right

Henry Ford

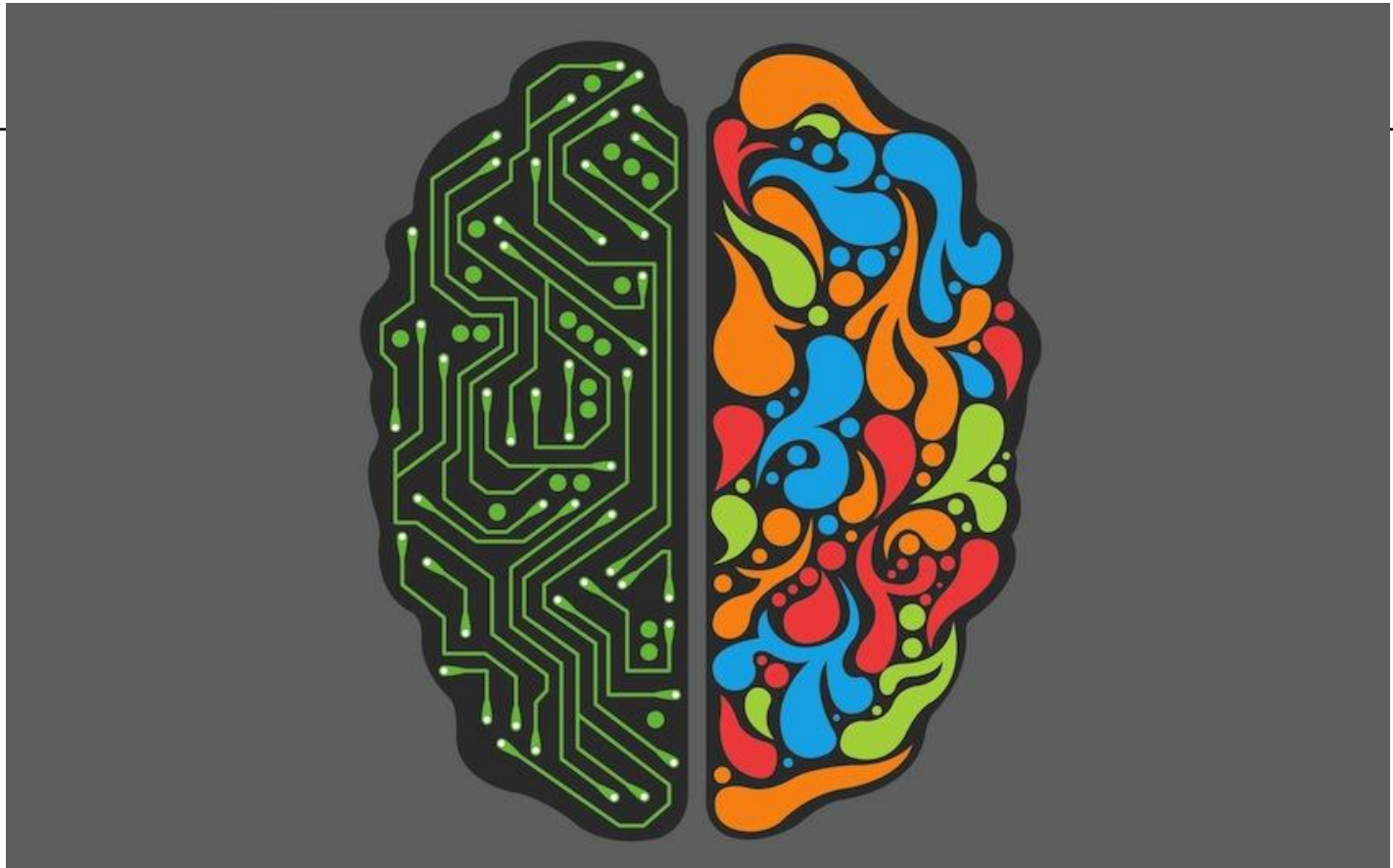




Is it this ?

Or this ?





It is not one or the other – it is both



- Neuro – Cognitivism

Automatic Mental Framework

from adapted intelligence

can be channeled to the

Adaptive Mental Framework



Unconsciously Incompetent

Consciously Incompetent

Consciously Competent

Unconsciously Competent

LEADERS

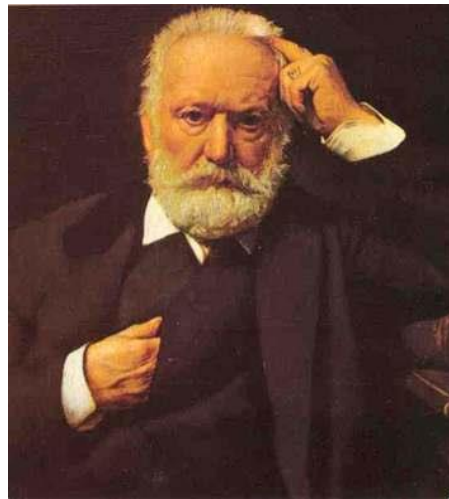
Give themselves permission to be
Different

Give themselves permission to **BE**

Human Beings - Human Doings

Manfred Kets de Vries

There is nothing more powerful than
an idea whose time has come



Paraphrased from Victor Hugo



Days

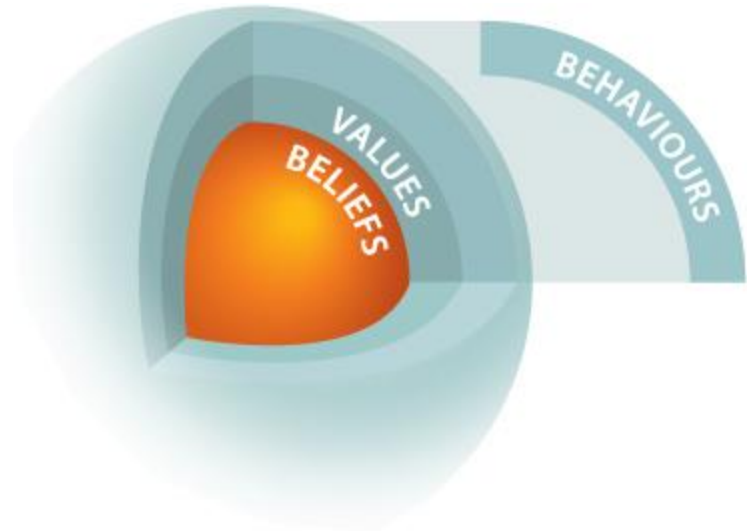
The time for Servant Leadership has come

*People do not care how much you
know until they know how much
you care*

John C. Maxwell



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- Authenticity
 - Trustworthyness
 - Humility
 - Long term Thinking
 - Clarity of Vision
 - Corporate Social Responsibility
 - Courage
 - Letting go of Control

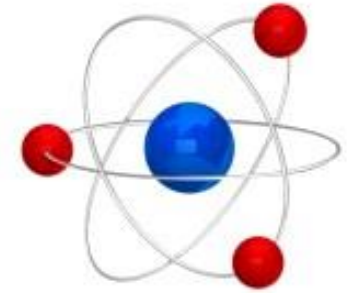


Intelligence @ Work

We know about I Q and E Q

○ what about **S Q** ?

Our social or spiritual quotient



- 20th century **IQ** = is individual contributor
- In the 1990's we add **EQ** = managers / teams
- 21st century we find **SQ** = leaders understand and make a difference

Understanding and respecting the value of all 3 is a sign of great leadership



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- From caring comes courage

Lao Tzu

- Leadership is a potent combination of **strategy** and **character**. But if you must be without one of them, be without strategy

General Norman Schwarzkopf

HR's Challenge

21 st Century HR must be

- A band leader
- A juggler
- A coach
- Open-minded
- Curious
- Courageous
- Humanistic
- Ethical
-and so much more



HR's Challenge

HR must influence and support

- Contradictory ideas
- Disagreement
- Dealing with conflicting situations
- Fostering diversity of people AND of opinions

It shows you care about the business
and the people





and good luck on
your journey through an
exciting and challenging life

