

People Strategies

YESTERDAY

TODAY

TOMORROW



Mind the Gap



YESTERDAY



Frederick Taylor



Corporate America



Globalisation

Merit based Recruitment and Promotion

Succession Planning

Assessment Centre

Performance Management

360 Feedback

Competitive Pay

Leadership Development

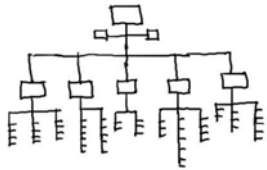
Industrial Management

TODAY

The most dangerous phrase ... is: "We've always done it this way"

About half of S&P 500 companies will be replaced over the next ten years. The 33-year average tenure of companies on the S&P 500 in 1964 narrowed to 24 years by 2016 and is forecast to shrink to just 12 years by 2027.

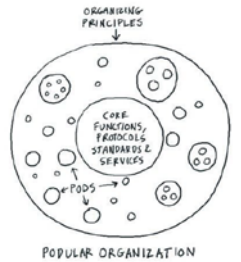
Organisations are moving from ...



Hierarchical org structure , boss oriented



Flatter and matrix structure, team oriented



Directive leadership style



Inclusive and agile leaders style, inspire teams



Local versions



International standards on compliance and governance



Everyone loses out when corporate governance falls by the wayside
Katie Allen



Companies that put shareholders first disregard their impact

TOMORROW

Capabilities

Inclusion

Trust

Resilience

