

2015 SCENARIO PLANNING HUMAN RESOURCE SERVICES

Are you prepared to deal with an uncertain future?

There are many trends and uncertainties that will determine the future of American organizations. And these will in turn affect the future role of HR and HR professionals within all organizations. Yet no one knows precisely how the future will unfold. This is why it is important to expand your perspectives on what possibilities might emerge. Each of the scenarios presented in the **SHRM Scenario Report "Future Scenarios for HR"** positions the Human Resource function in a pivotal role for ensuring organizational success.

A) Ask yourself what have been the pillars of success for your HR department to date. What has been your value proposition to the company?

B) For each possible future scenario, ask yourself:

- ◆ What capabilities does your organization currently possess to deal with this possible future?
- ◆ Would your organization, as it currently stands, be able to thrive under this scenario?
- ◆ What new capabilities would your organization need to develop to succeed in the environment?
- ◆ How can you continue to meet the demands of your current business while preparing for these widely divergent futures?

In order to respond to one or more of the scenarios, HR must model how best to operate in these new environments. By becoming a flexible and nimble function, HR can become the catalyst for driving organizational change.

DSI and RHR International have combined our recognized world-class expertise in Scenario Planning and Talent Management to provide a suite of services designed to help prepare and guide you with your HR Strategy for an increasingly uncertain world. Our offerings all focus on knowledge transfer that enable organizational learning and growth.

For more information or to inquire about the DSI-RHR HR Strategy Services, contact Samantha Howland at 610.717.1000 x123.

HR Agility:

- ◆ Demonstrate and model flexibility for your organization by planning and preparing for success in diverse futures.
- ◆ Accelerate the development of your future talent, competencies and workforce systems.
- ◆ Become proactive versus reactionary
- ◆ Design and deliver a streamlined, flexible organization to enable yourself to respond to any scenario or strategy

HR Alignment:

- ◆ Drive strategic alignment with business units on key decisions (Outsourcing, M&A, IP, JVs, etc)
- ◆ Design Offensive strategies to proactively identify risks and opportunities and seize the advantage for the organization
- ◆ Develop a toolset for managing talent under conditions of uncertainty
- ◆ Use a strategic lens to drive innovative HR solutions
- ◆ Navigate uncertainty and complexity in case settlement options
- ◆ Anticipate actions/behaviors of other key stakeholders and opponents
- ◆ Sense and respond to important weak signals in the environment
- ◆ Become an early warning "lighthouse" for the company

HR Scenario Planning

- ◆ Identify the unique leadership competencies required for a diverse set of futures
- ◆ Review the human capital requirements and workforce competencies necessary for success under different futures
- ◆ Uncover the key success factors for your organizational systems of the future

Organization-wide Scenario Planning

- ◆ Prepare to profit in a diverse set of futures by using Scenario Planning as part of your Strategy Development process
- ◆ Consider the strategic options available to your company in navigating and winning in an uncertain world
- ◆ Reframe your decision processes to include a broader set of signals in order to adapt your business models
- ◆ Introduce a disciplined strategic framework to overcome bias and overconfidence in leading your company into the future