



*Leading your Human
Resources Needs!*

“Evolving Professionals in Today’s Challenging Economy”

Franjen Esterrich
Operations Manager
Smart Option Search



“Evolving Professionals in Today’s Challenging Economy”

Your firm’s success depends on the capabilities of your professionals. Even though the application of technology in modern business management dictates, mostly, the firm’s capability to compete and succeed, it’s members are the ones responsible to apply and manage technology to reach the company’s goals.



*Leading your Human
Resources Needs!*

Challenges in Today's Organizations

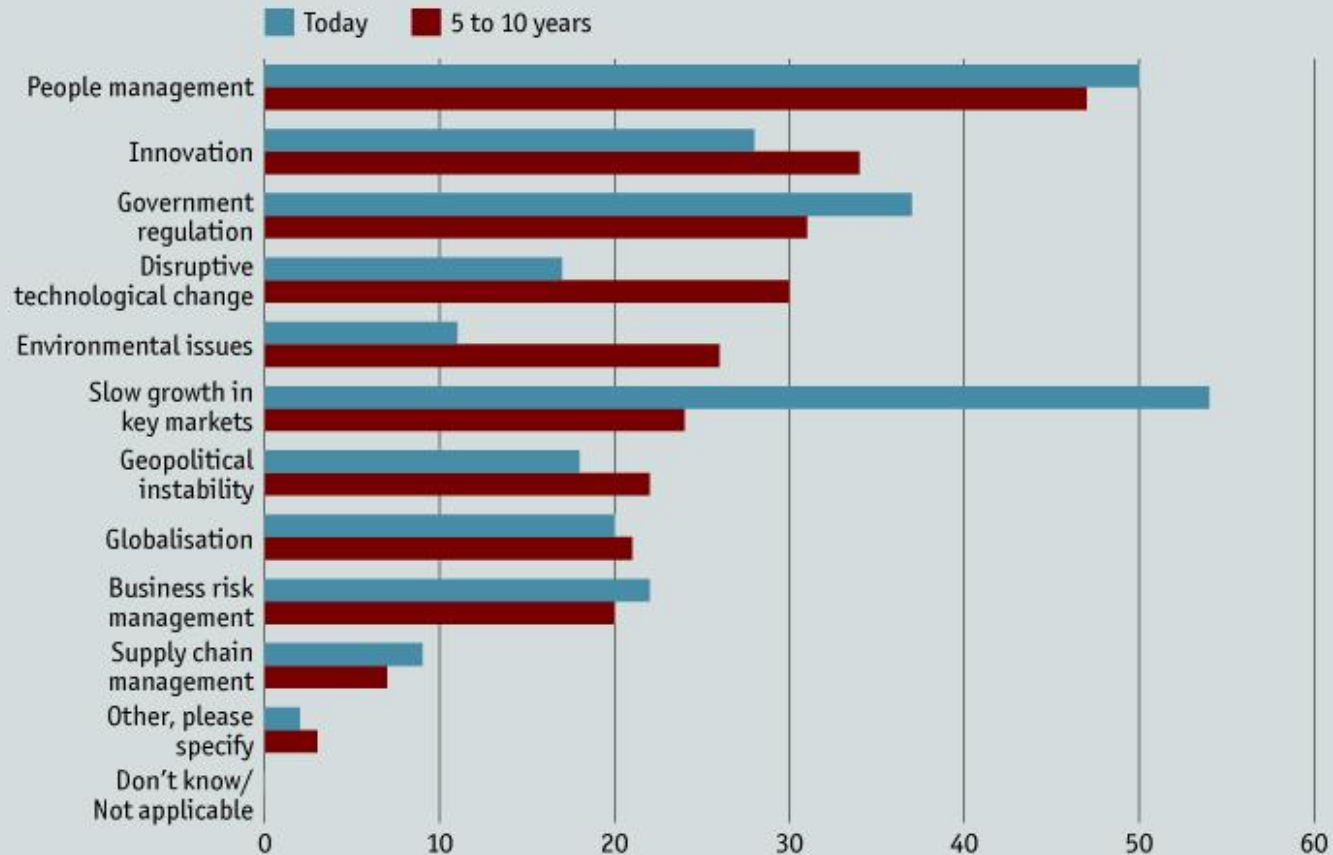
- ◆ Technological advances
- ◆ Political and legal environment changes-
recruitment, compensation, safety,
labor relations
- ◆ People management - diversity
- ◆ Innovation



*Leading your Human
Resources Needs!*

Top challenges facing organizations

(% respondents)



Source: EIU/SHRM Foundation survey, "Managing Human Resources in a Changing World", Jul 2013.



Leading your Human Resources Needs!

Companies, as entities,
as well as professionals,
including ourselves,
share the undeniable
requirement to evolve,
develop, and adapt to
changes
as fast as required to
stay ahead.



*Leading your Human
Resources Needs!*

What companies should do:

- ◆ Strategic personnel retention and talent development
- ◆ Develop more conceptual and strategic skills - succession planning
- ◆ Be proactive
- ◆ Employee empowerment



*Leading your Human
Resources Needs!*

What companies should do:

- ◆ Promote harmony at workplace
- ◆ Support managers
- ◆ Consistency = stability
- ◆ Manage workplace diversity



“Think Global, Act Local”



*Leading your Human
Resources Needs!*

What companies should do:

- ◆ Bury old paradigms - customer service focus vs. employee engagement
- ◆ Lead by example
- ◆ Great employees thrive under great leaders
- ◆ Promote work/life balance and achieve it



*Leading your Human
Resources Needs!*

What professionals should do:

- ◆ Take on new challenges
- ◆ Invest in learning
- ◆ Get a mentor
- ◆ Surround yourself with like - minded peers
- ◆ Think “out of the box”



*Leading your Human
Resources Needs!*

What professionals should do:

- ◆ Time management - mastering online tools
- ◆ Improve communication skills
- ◆ Avoid shortening days
- ◆ Sense for urgency



Leading your Human Resources Needs!

What professionals should do:

- ◆ Volunteer
- ◆ Check for understanding
- ◆ Ask for feedback
- ◆ Envision yourself in the next step
of your career



Wrapping up...

Success of both, the company and the professional, depends on both sides' commitment to evolve and develop. The firm, as well as its members, should go in the same direction and be able to quickly adapt to changes. Accepting and managing diversity, technological advances as well as political, legal and environmental changes, will keep both parties competitive. "Think global, act local" from policies and procedures to technology and operations.



*Leading your Human
Resources Needs!*

“Think Global”



“Act Local”



*Leading your Human
Resources Needs!*