



SHAPING THE FUTURE OF HR

VIDEO TRANSCRIPT

Lay Lim: "I think quality on context is very much one that is a recognition that is not just individual rock stars but it's how we come together to bring out the best in everyone else around you on your teams. It also means having that sense of self awareness and having the appetite and desire to continuously learn and re-invent ourselves because we manage in a world that is very, very disrupted and that is subject to so much change in a very quick and unprecedented way."

Andrew: "one of the things that stood out for me today is the focus on how we really need to be relevant in terms of building our culture, that looks after the 6 generations of talent that we actually have working at Accenture. Everyone from the millennials who makes up a large portion of our workforce, to the folks that are above 50. And one of the things that I remember is by the year 2030, 1 out of every 5 people in Singapore is going to be over the age of 50. So we really need to look at how our culture is set up to support the growth of our business, but also of our talent and the needs of our people."

Grace: "we shared a lot about how human and machine was coming together, and also our approach towards elevating humans, elevating people over elimination of jobs. And it was great to be able to present how the business and HR were partnering in a very different way,

moving away from a lot of administration and transactional activities that perhaps traditional HR teams were more known for, and really focusing on strategic workforce outcomes, and partnering together as trusted advisors of the business, to be able to create true impact in our projects, to our people, and to our leaders.

We really do hope that through today's session, we have an ability to inspire other organisations to think about their workforce differently, to think about the role of HR differently, and to be inspired by the possibilities that we can create together in the business, even as we all go through this world of epic disruption."

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