

How to Rattle the Human Resources System & Become an HR Disruptor

Disruptive.

Greetings, my name is Danielle Gilbert, your virtual HR strategist, and owner of "Manifest In You Consulting". We service small to medium size companies by elevating, evaluating, and equipping them with human resources tools to minimize risk, avoid lawsuits and save thousands of dollars. So today, I have the honor and privilege to be before you to discuss how to disrupt human resources and become a disruptor. But first did you know, did you know, the disruption is trending? It's everywhere even in human resources, but what makes it really mattered and to understand what it really means. What is disruptive in HR? Who's the judge of what truly is a game changing and what's not? So today I'm going to share with each of you exactly what being a disruptor is the how to totally disrupt human resources. Disruption in HR means staying relevant. HR is like any other life force.

It needs to evolve to remain relevant and effective, but HR trends have a lot of disinterests and resistance to changes due to legal and compliance requirements, systems and processes that are all hard to change. Disruption is an organic force that can introduce change. It can empower HR professionals to stay relevant and leap over all of the reasons not to change. See disruption in HR is not about HR. Disruptive HR is primarily about what service HR. It is about what services the organizational success and provides the best experience for people working in the organization. Disruptive in HR requires new solutions to old problems. Disruption in HR for me, simply means thinking of new and innovative ways to attract, retain, motivate, and optimize the best talent. It's all about thinking of new programs, new processes, new incentives, and new rewards, even new forms of communication, new forms of praise for employees and managers, and sometimes HR professionals, even I being in HR, fail to find creative ways to keep employees engaged and the morale up.

So new solutions will be required in order to be more creative, but disruption in HR simply stands for being human. Disruptive HR should not be the exception, but it should be the rule that every company should have a profound culture with the room for growth opportunities and human connection. With the human connection, that should not be any disruptive, no disruption. So HR professionals, we must find creative and innovative ways to make disruption work. We must think about all of the evolution of how HR has changed and how it once was transactional and now is transformational. See if we think about HR 30 plus years ago, we were just doing the daily activities. But today throughout its history, it has evolved, it's evolving at the pace that it's escalating and it's escalating at a speed that we've never seen before. See, we changed because workplaces changed.

Workplaces changed because the business changes, the needs changes. The financial stability changes, but employees today want more than just the simple paycheck. They want balanced. They want flexibility. They want to be flexible in a world where they can literally pick up a device, a watch, a simple device that allows them to work from their hands. They're a priority, they're prioritizing fairness and genuine engagement. They want to learn and to grow, see implores. You must be able to understand how to deliver this experience in order for you to succeed and the war for talent. As we know, this is evolving challenge for many companies. These greater expectations have created a breakthrough moment for our profession, the HR profession and HR is now poised to be the newest disruptor of business. See HR professionals are responsible for a lot of things, but what many may not know.

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The HR professionals are the driving bottom line. They're driving the benefits. They're driving new approaches to finding and keeping the best people, hoping to end the war for talent and see, many may ask, you may ask, how does disruption differ from innovation? See what you have to remember that all disruptors are innovators, but disruption goes further than that. It challenge everything that we think a nd we do. To be innovative we must think outside of the box and you're thinking, what boxes are you talking about Danielle? See, there are boxes that everyone said we must think outside of, but in order to truly to be a disruptor and to think outside of the box, you must secure the golden key. And when you secure that golden key, what you're doing is you have to be willing to risk it all and risk losing the box altogether.

Some boxes organizations need to lose is simply understanding that disruption does not always require technology. It requires simply rethinking outdated workplace models. It's simple as removing the nine to five, be successful. And to say that you must have productivity. See companies, you must assure the old 100 years of the conventional wisdom and challenging, the long heavy notion that work hours means more productivity. Another box is workplace diversity and inclusion. So when you have workplace diversity and inclusion programs, that can be disruptive very disruptive, especially in the times that we're living now. See companies that have gender and ethnic diversity programs, we all know it is data driven. It's been tested that they outperform their competitors and outperform others by 35%, if not more, but today is going to take more than that. It's going to require you asking questions. It's going to require that you observe candidates to build a diverse workforce.

It's going to require that you utilize the methods and approaches that seem often counter-intuitive, but you want to be able to remove the unconscious biases that exist, right? You want to be able to identify information about applicants. So if that requires that you do blind hiring or even using artificial intelligence to uncover the human biases in job descriptions and the people who may even be doing the interview, that's what you need to do. So to succeed in the 21st century workplace, companies must do more than just adapt to the new ways people want to work. They need to create a new, fresh way of looking at things. New approaches that really focused on innovation, competitiveness and fairness. HR must be ready to innovate, but often disrupt with solutions that is going to transform today's businesses and people. See HRs as disruptors, may be able and willing to walk into the next stage of the evolution of the HR profession by becoming a disruptor.

And there's five simple ways that I want to leave you with on how to become an HR disruptor. See the first way is, you want to look outside the HR industry for inspiration in order to move into the market of disruption. You got to understand how you want to move. Do you want to go right? Do you want to go left? Do you want to go forward? But you got to find that inspiration to understand what it truly means to be able to be a disruptor. Number two, you want to keep abreast of the external trends. See in HR, our world is constantly being disrupted by the external forces, such as technology, such as the data, the analytics, the compliances, the requirements that we all have to deal with, with the law ever changing. And even the demands of the millennium generation are just a few.

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So the HR professionals, we need to become students of the external trends to determine the functions, needs or wanting to be able to adapt to to day and in the future. The third way, is simply make the switch from talent management to the talent experience. See, the talent experience means that you're giving people the red carpet experience. See, when you go into Hollywood and you're on the red carpet, you got a special experience that happens. So when candidates you're onboarding, they want to feel the same exact treatment. Number four, enable your managers to be disruptive talent leaders. See that means that we're going to come from the grassroots efforts where individual has tidy new approach. That was a new way of managing or developing talent. But what's going to happen is that when you do that, you create that new approach. You're going to put it out there that allow others to emulate you and your processes because it's so effective.

And number five, and not lastly, you're going to join a community of HR innovators and find your voice. See, disruption does not happen in a vacuum. See, remember when we vacuum, it stays in that vacuum until we empty it. So in order to innovate, you need to be able to test your ideas with like-minded people. There are your five ways on how you become a disruptive and totally disrupt HR. So I challenge each of you, to go out into the world and become a disruptor, but I want you to do it with all the greatness in your body, because that's how you're going to change the world of HR in your organization. So I leave you today to say, I am Danielle M. Gilbert, your virtual HR Strategies. Thank you.

About the Author

Danielle M. Gilbert, PHR, SHRM-CP is HRCI and SHRM certified human resources professional with over 15 years of experience. Danielle is an award-winning executive and recognized for contributions to the region through philanthropy, training and certifications, including national recognitions for leadership.

