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ERA DISRUPTIVA

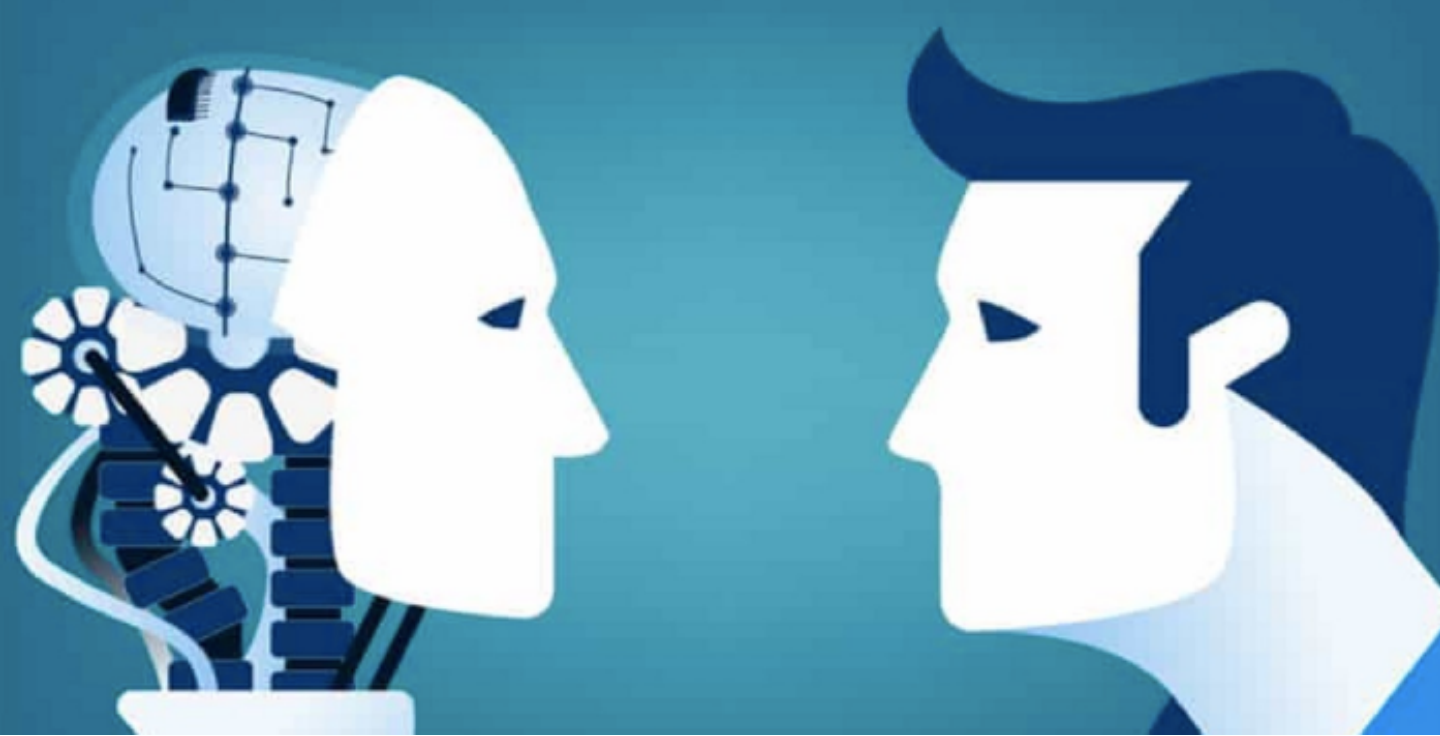
**UN NUEVO ESCENARIO PARA DESARROLADORES
DE TALENTOS**

Cómo pueden los profesionales del desarrollo de talentos construir puentes entre las brechas de conocimiento y el nuevo lugar de trabajo.





Considerando que los individuos se adaptan relativamente rápido a las innovaciones en curso cómo podemos acelerar la transformación de la organización y al mismo tiempo estimular acciones disruptivas.



Cómo pueden los profesionales de desarrollo de talentos ayudar a los líderes y organizaciones a adaptarse a la tecnología, ayudar a las personas a adaptarse a los nuevos modelos de trabajo y carreras, y ayudar a la compañía en general.



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Storytelling

Mentoring

Coaching

Leadership



**When we
think about
the future,**

We are already

**transforming
the present!**



**New trends
are driving the need to rewrite the rules!**

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UN NUEVO ESCENARIO PARA DESARROLADORES DE TALENTOS

Dos conferencias

Washington DC – Mayo – ATD Conference

Las Vegas – Junio – SHRM Conference

Encuestas + Estudios

World Economic Forum



Skills demand, 2022, top ten

Analytical thinking and innovation
Active learning
Learning strategies
Creativity, originality and initiative
Critical thinking and analysis
Complex problem-solving
Leadership
Social influence
Emotional intelligence





New roles

People and Culture Specialists
Human-Machine Interaction Designers
Social Media Specialists
Training and Development Specialists
AI and Machine Learning Specialists
Big Data Specialists
Digital Transformation Specialists
Sales and Marketing Professionals
New Technology Specialists
Organizational Development Specialists
Innovation Professionals
Robotics Specialists and Engineers




**The first step:
Making positive changes in our own workplace!**



Overall theme of SHRM19: “Creating Better Workplaces”

How can we be disruptive?





**Repensar nuestro
role,
nuestra
contribución para
los ambientes
corporativos**

Global HR Trends

- **Changing shape of Organizations**
- **Economy of Purpose**



Íñigo Sánchez-Cabezudo, SHRM-SCP
Director of Global Markets
SHRM



Changing Shapes of Organizations

from individuals to teams to networks of teams



"AL MUNDO NO LE IMPORTA LO QUE DICES,
SINO LO QUE HAS HECHO"



30 30 30

THE ECONOMY OF PURPOSE





89%

of employees
want to work on
things related to
their personal
interests or that
will impact
society.

Source: ADP Evolution of Work Study



50%

of employees say that they lack a level of meaning and significance at work.

Source: Schwartz, T. & Porath C. (2014)

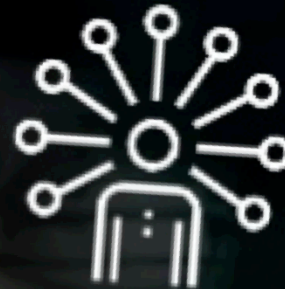
The digital imperatives



Create new
business
models



Invest in
talent



Continue
to innovate



Change the
way you
look at
technology





Volviendo a los conceptos básicos



Storytelling

Storytelling





Technology

Disruption

Diversity

Leaders need **Storytelling**



**...for sparking
action**



87%

of leaders say they share and present numbers but do not know how to tell stories and how to deal with digital transformation!

Reverse

Mentoring



**Diverse
Mentoring**

Practical Action Plan

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UN NUEVO ESCENARIO

- I want to **KEEP** doing ...
- I want to **STOP** doing...
- I want to **START** doing....



atd Association for
Talent Development

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