



HR Inc thoughts and Review

Bernard Hodes Group Conference on
29th September 2011

business focused, people focused

Bernard Hodes Group held a [conference](#) yesterday in London. The conference was titled 'Connectivity: The Competitive Edge'.

This was a very informative conference attempting to tackle the sticky issue of Silos in organisations. A lot of companies and organisations face the issue of working with silos that have been created for a variety of reasons. However, it is clear that silos can hinder organisation effectiveness and ultimately performance.

We heard from HR executives from Easy Jet, TK Max, HMRC, ABB, Breakthrough Breast Cancer, Capgemini and the MD of the English Cricket Team. All of the speakers detailing significant challenges, hooks and strategies of reaching success. We received a lot of excellent hints and tips that help in the overall organisational connectivity and therefore reduce the silo mentality in organisations. Examples included imbedding culture and values, creating a social networking scheme (employee lead change) in Capgemini, stakeholder engagement, managing in a challenging climates (English Cricket Team during the attacks in India), developing global talent liquidity and HR strategy and implementations.

One of the key learning points was the need for a clear direction and hook to give an organisation that will anchor the need for change or connectivity. A clear example of this is the implementation of new values at Easy Jet through a very tough year. Consistently referring to the hook in communications, meetings and reports etc is key to success. The concept of talent liquidity (the reality of moving talent around a business) is an interesting challenge for companies. We have all heard of talent management but how many organisations ensure that talent moves around the business relatively freely.

We highly recommend next years conference. For those interested in learning more about HR Inc Ltd please visit www.hr-inc.co.uk.

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