



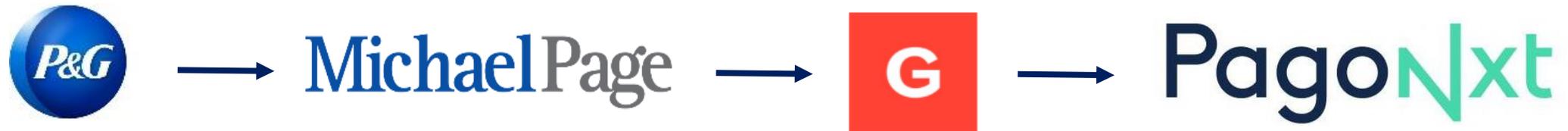
Innovación en la
estrategia de
talento:
Nuevas
generaciones





Resumen profesional

Profesional



Académico

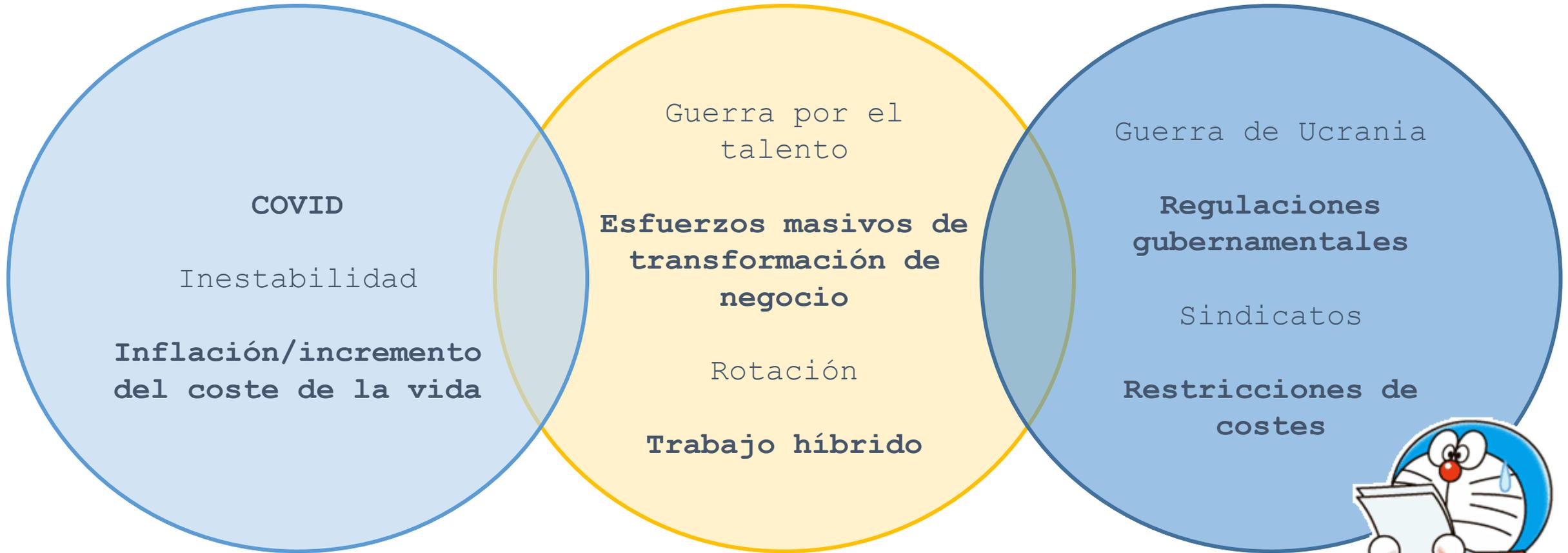
- Licenciado en Administración y Dirección de Empresas
- Licenciado en Derecho
- Máster en RRHH, planificación y gestión de Talento
- Máster en dirección comercial y marketing
- Gender Diversity Programme



Otras certificaciones

- Facilitador LEGO serious Play
- Exo Foundations
- Scrum Master
- Team Kanban Practitioner
- Visual Thinking Facilitator
- Sinergología para la selección y negociación

Retos actuales



Tendencias actuales

90%

de los CEOs

Espera que se
incremente la
inflación

50%

de los CHRO

Espera que se
incremente
competición por
talento

48%

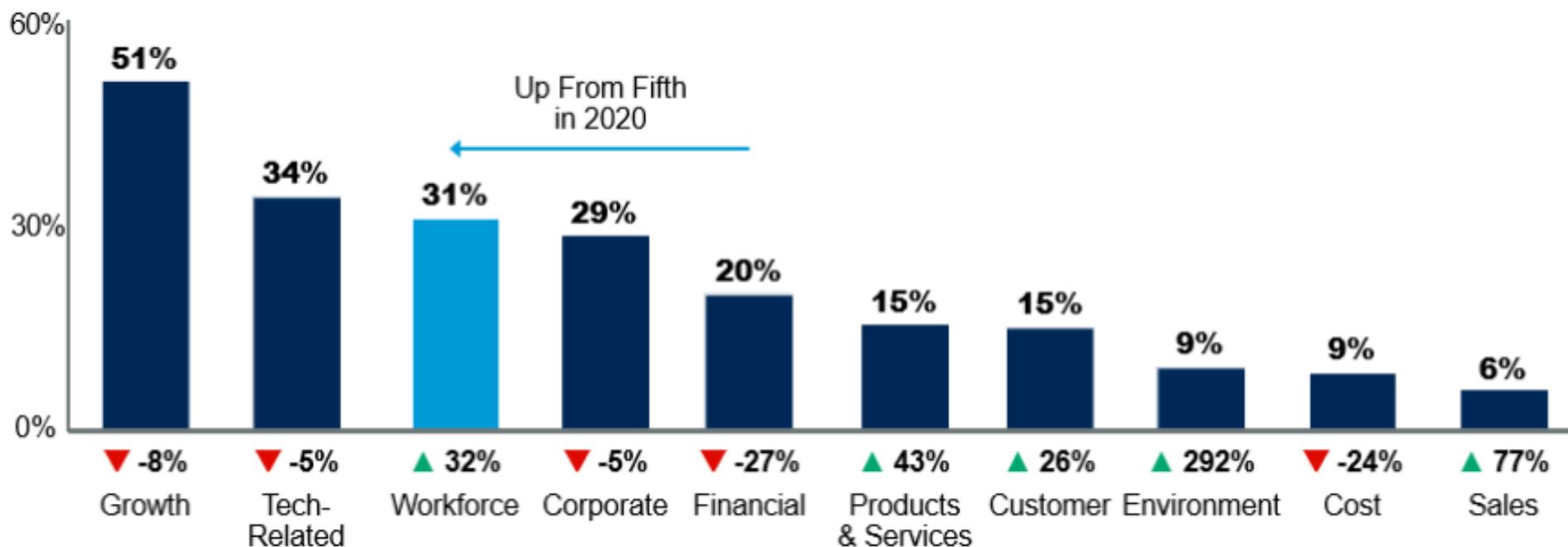
de los CFO

Habrà problemas
en la cadena de
suministro

Workforce Is an Increasing Priority for CEOs

Top 10 CEO Business Priorities, 2022 and 2023

Percentage of Respondents Including in Their Top Three Mentions, Coded Responses



n = 410, all respondents

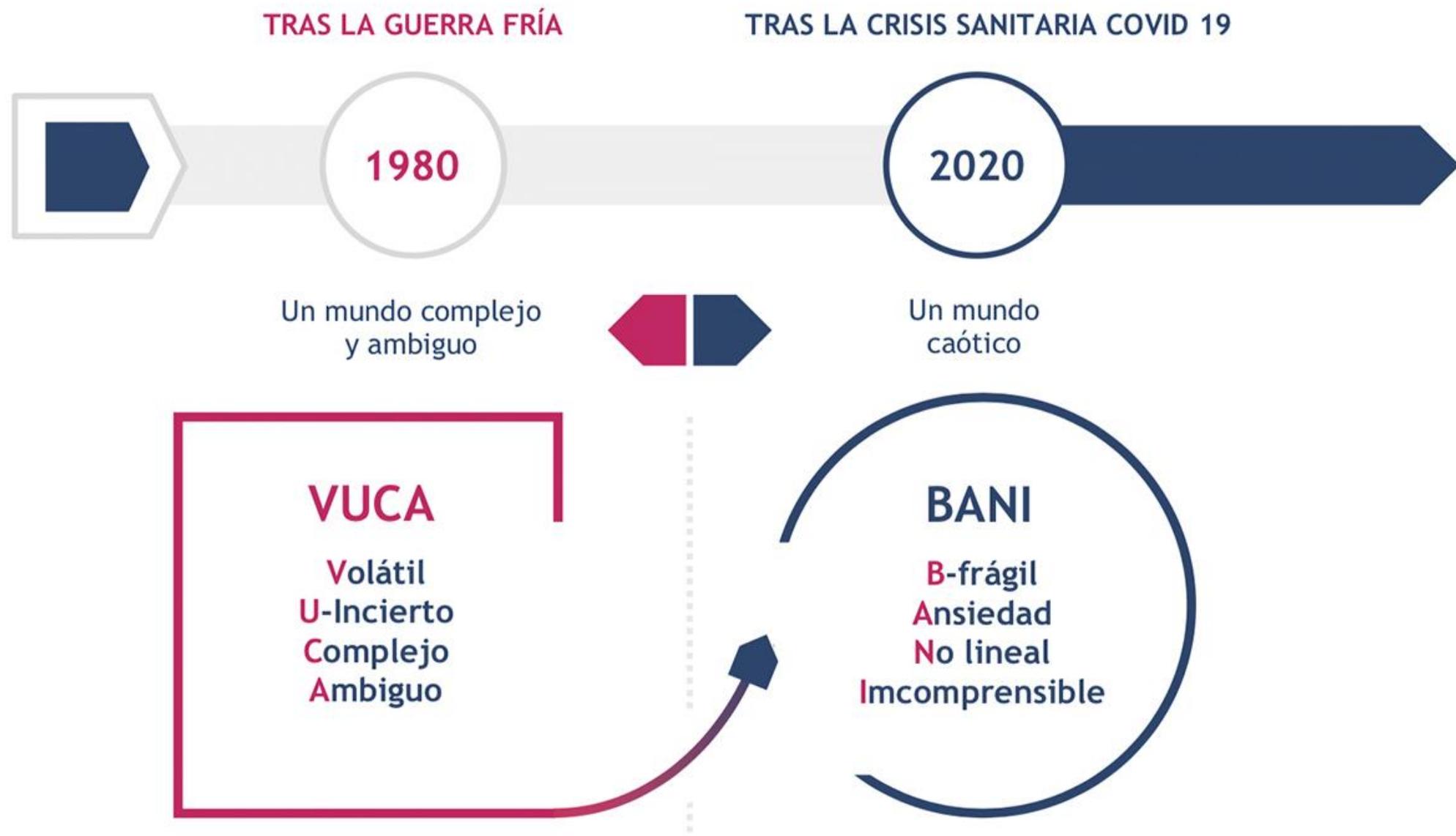
Q: Please tell us about your organization's top five strategic business priorities for the next two years (2022-2023).

Source: 2022 Gartner CEO and Senior Business Executive Survey

CAOS





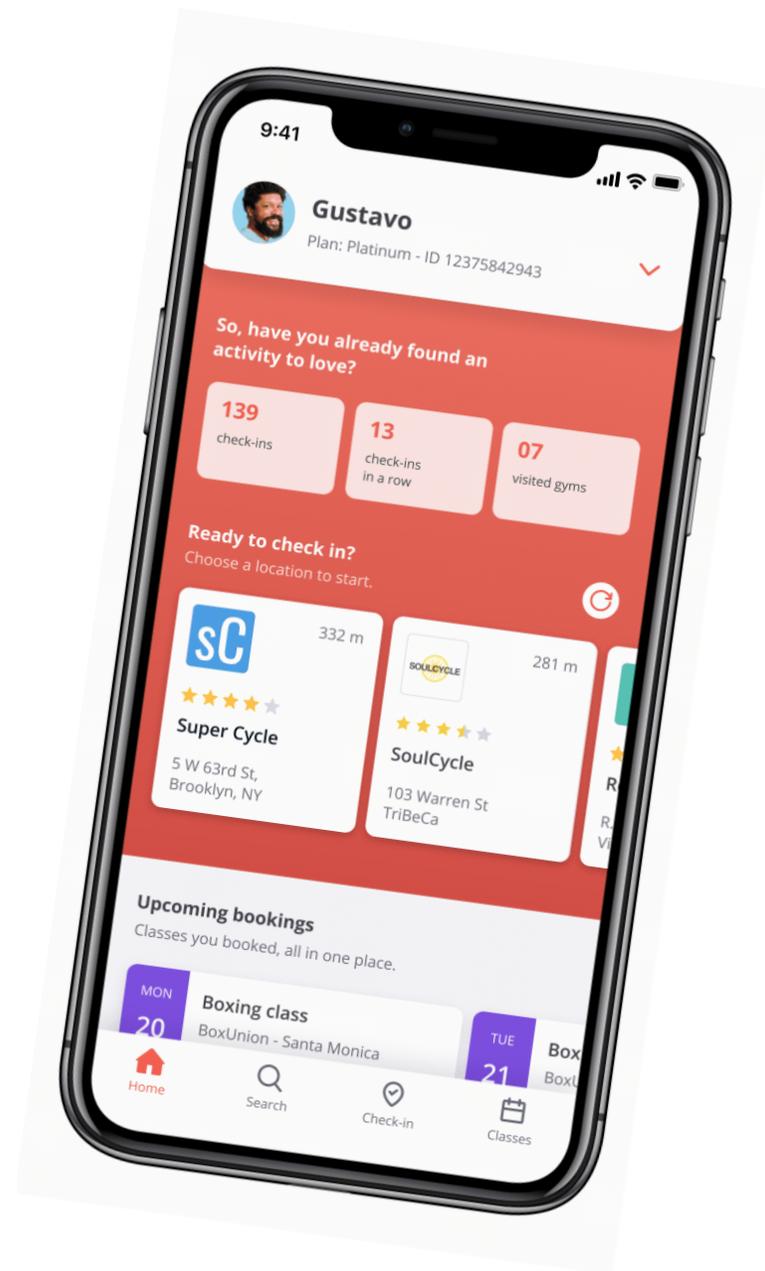
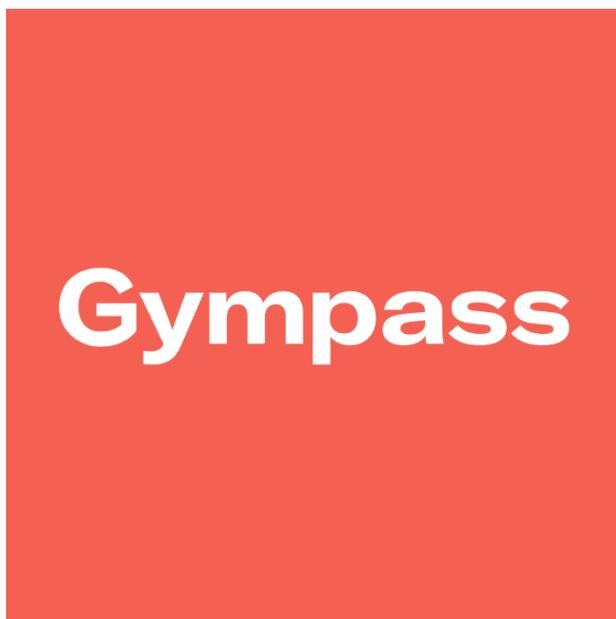


Frágil:

1. adj. Quebradizo, y que con facilidad se hace pedazos.
2. adj. Débil, que puede deteriorarse con facilidad.



Todo es frágil

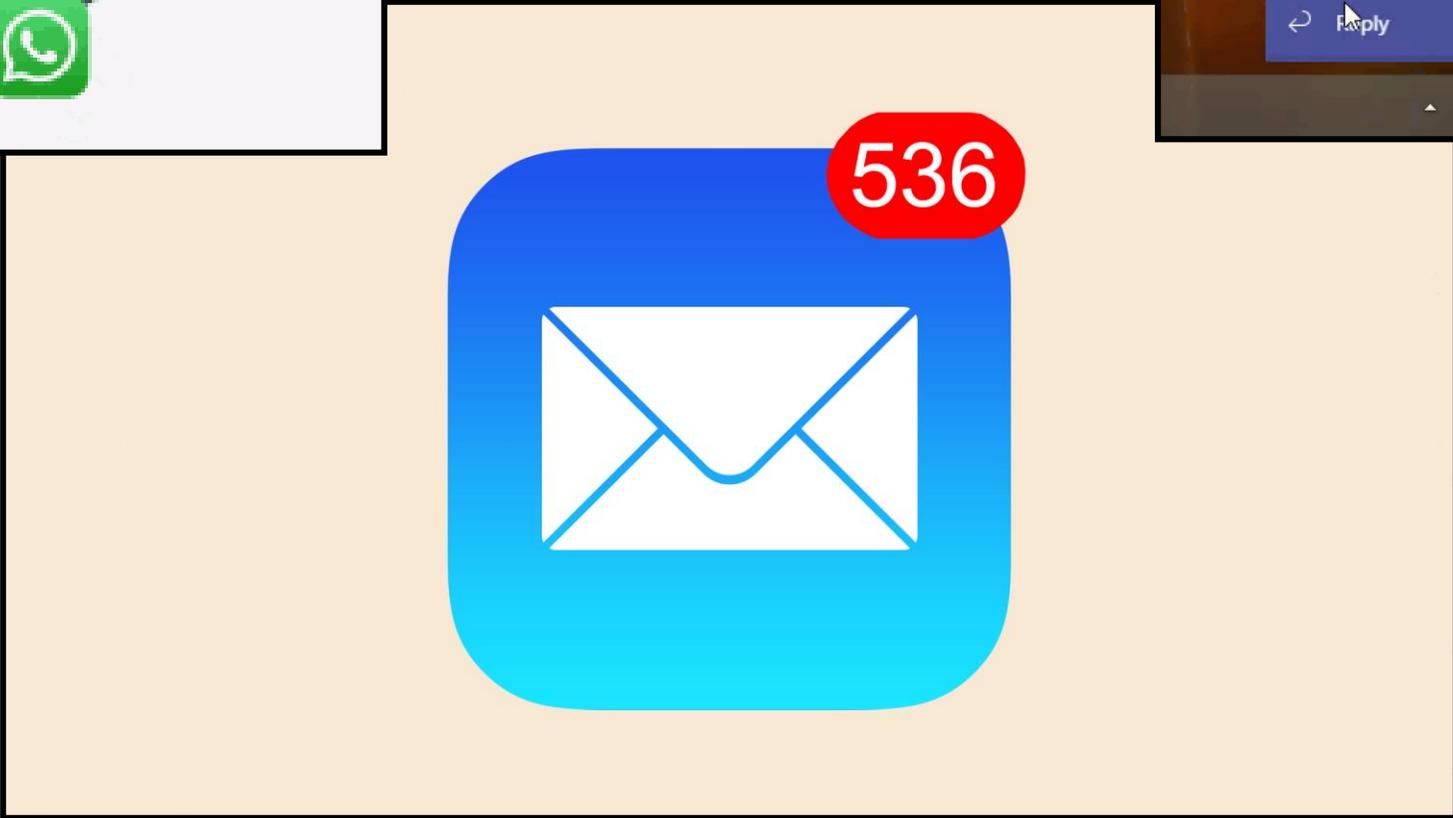
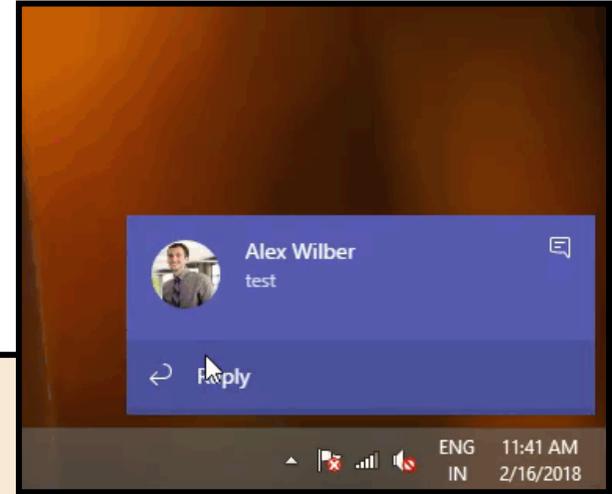


Estrés organizacional

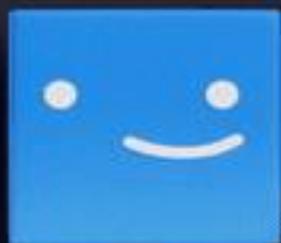


Ansioso: (nervioso, impaciente...)

1. adj. Que tiene congoja o fatiga que causa en el cuerpo inquietud o agitación violenta.
2. f. Angustia o aflicción del ánimo.



Who's watching?



Chandler



Monica



Ross



Phoebe



MANAGE PROFILES

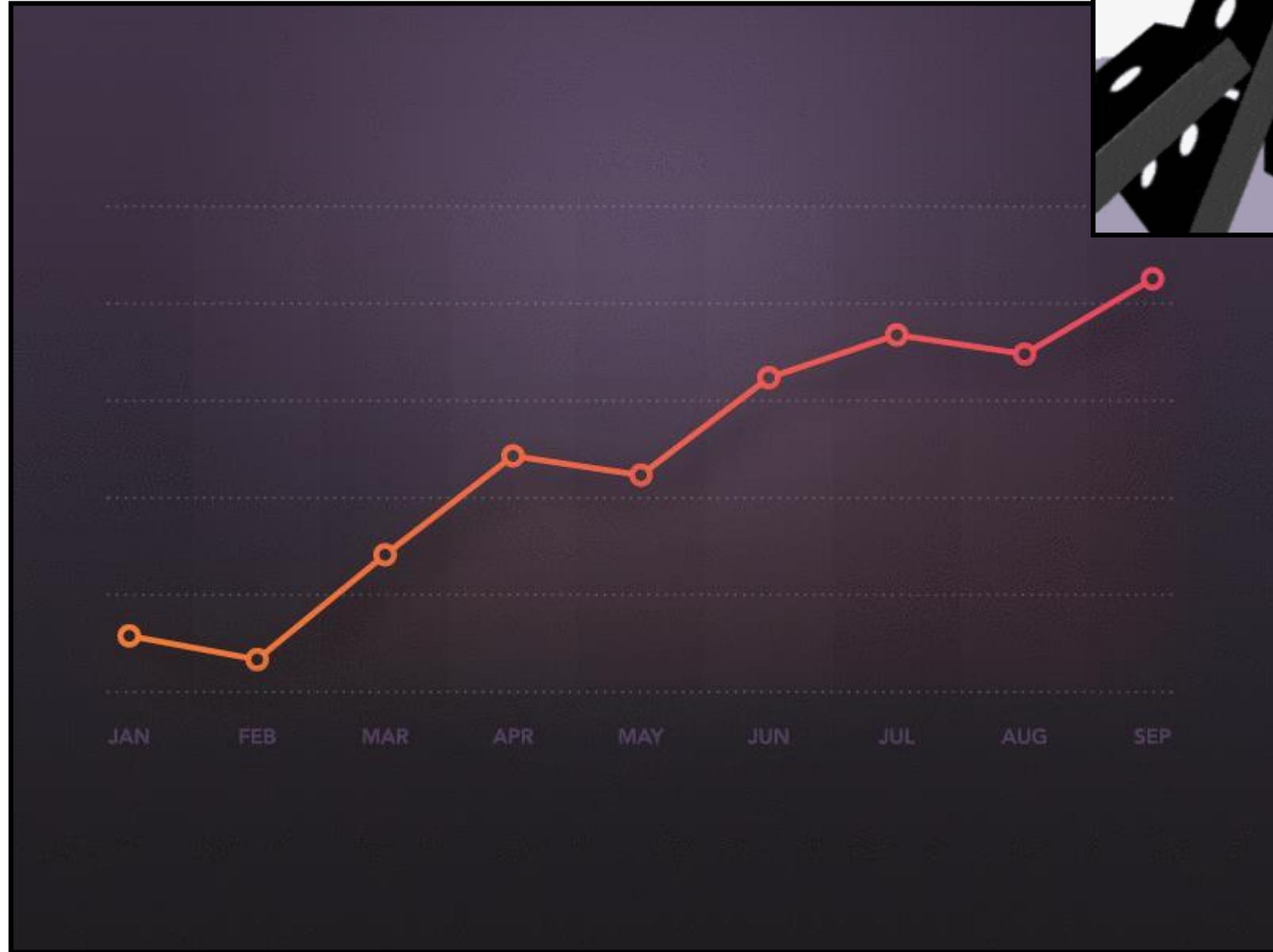
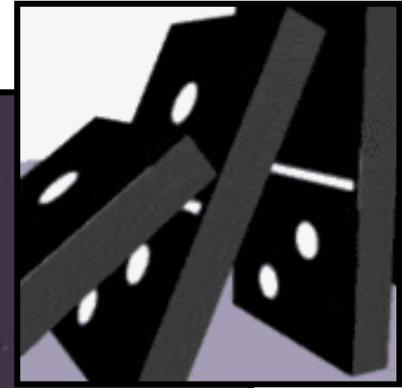
Traer el futuro al presente, e
intentar que se resuelva todo
rápida y favorablemente.

No lineal:

5. adj. Fís. Dicho de un fenómeno: Que tiene efectos que no

se consideran en una sola dirección.

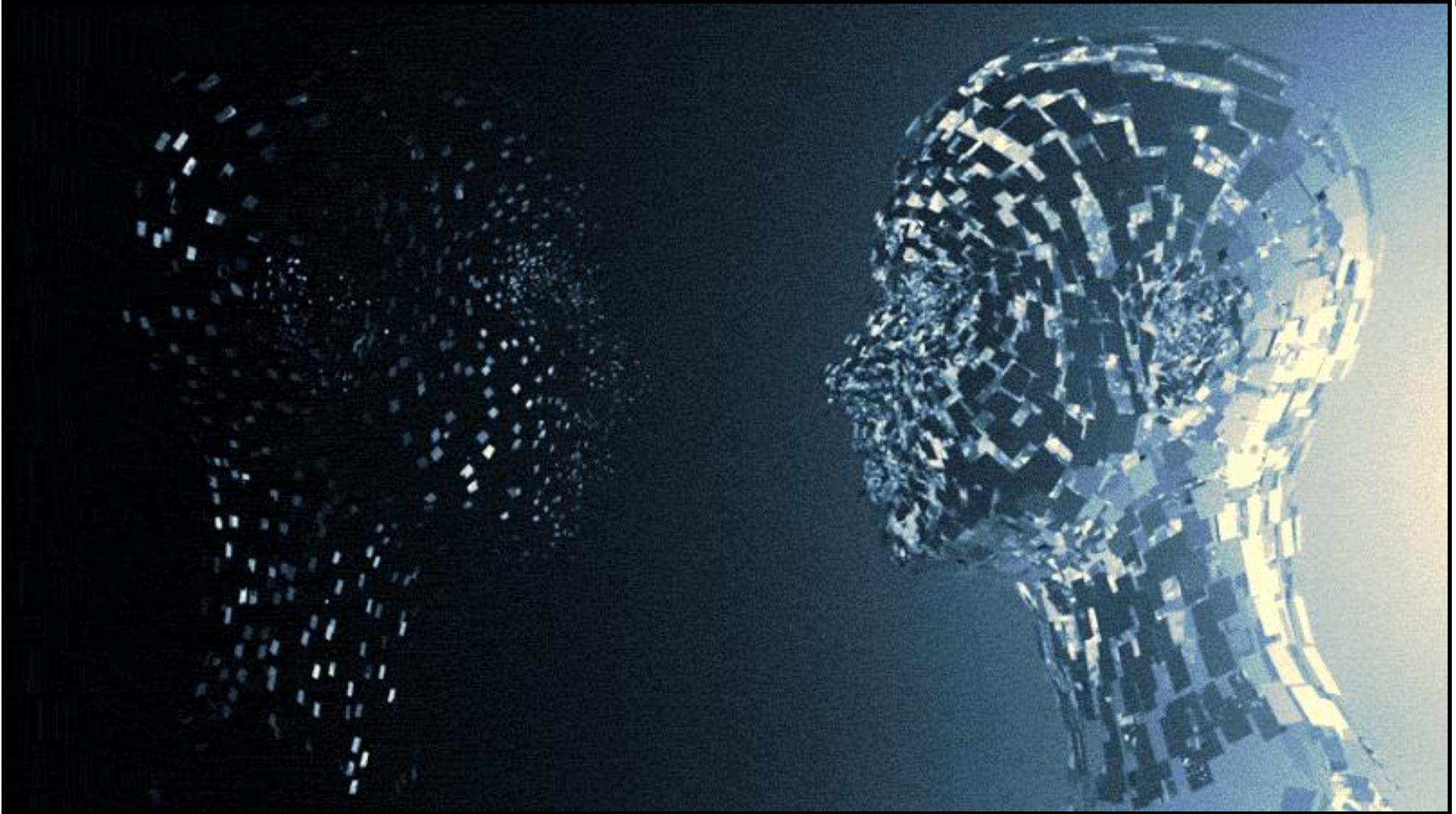
6. adj. Fís. y Mat. Que tiene efectos no proporcionales a la causa.

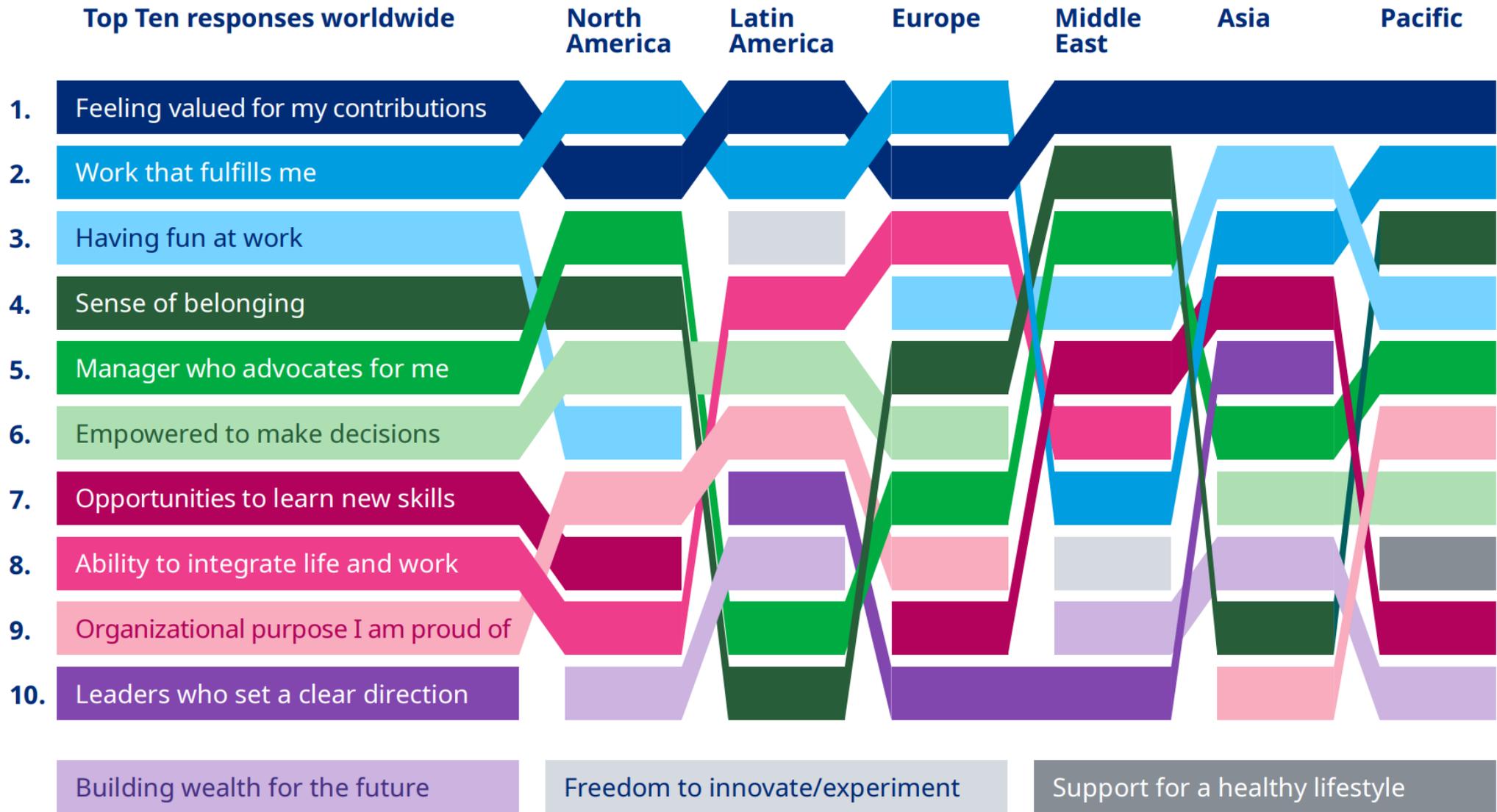


The Internet in real time

Incomprensible:

1. Aquello que no es posible de percibir y tener una idea clara de lo que se dice, se hace o sucede o descubrir el sentido profundo de algo.

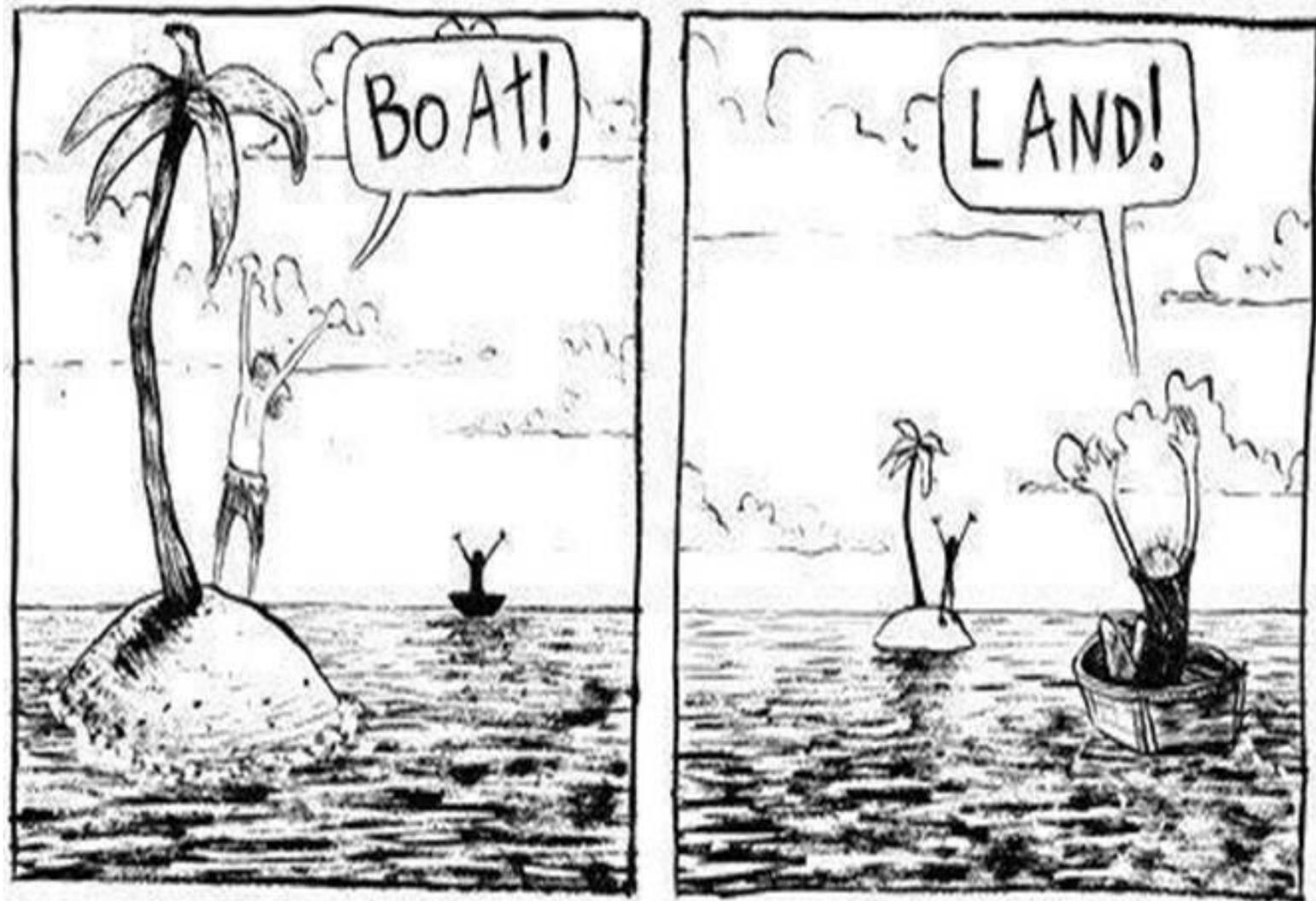




Building wealth for the future

Freedom to innovate/experiment

Support for a healthy lifestyle



Equilibrios



Top 10 Key Initiatives for 2023	Percentage of HR Leaders Prioritizing
1 Leader and manager effectiveness	60%
2 Organizational design and change management	53%
3 Employee experience	47%
4 Recruiting	46%
5 Future of work	42%
6 HR technology strategy and management	37%
7 Learning and development	35%
8 Diversity, equity and inclusion	32%
9 Talent analytics	26%
10 Strategy and management of my function	24%

n = 860 HR Leaders

Source: 2023 Gartner HR Priorities Survey

Top 5 Priorities for HR Leaders in 2023

Gartner surveyed more than 800 HR leaders across 60 countries and all major industries to identify their priorities and challenges for 2023. The largest share of respondents put “leader and manager effectiveness” on their list, but many HR leaders will also prioritize organizational design and change management, employee experience, recruiting and future of work.

About Gartner Top 5 Priorities for HR Leaders in 2023

The top priorities are derived from the 2023 Gartner HR Priorities Survey, which polled HR leaders about their priorities and expected challenges in 2023.

Respondents

800+
HR leaders*

41%
CHROs

All major
industries

60
Countries

01 Leader and Manager Effectiveness

60% of HR leaders
prioritizing



02 Organizational Design and Change Management

53% of HR leaders
prioritizing



03 Employee Experience

47% of HR leaders
prioritizing



04 Recruiting

46% of HR leaders
prioritizing



05 Future of Work

42% of HR leaders
prioritizing



Note: Percentages represent the share of respondents naming the priority.

n = 860 HR leaders

Source: Gartner 2023 HR Priorities Survey

Venga, dinos algo positivo...



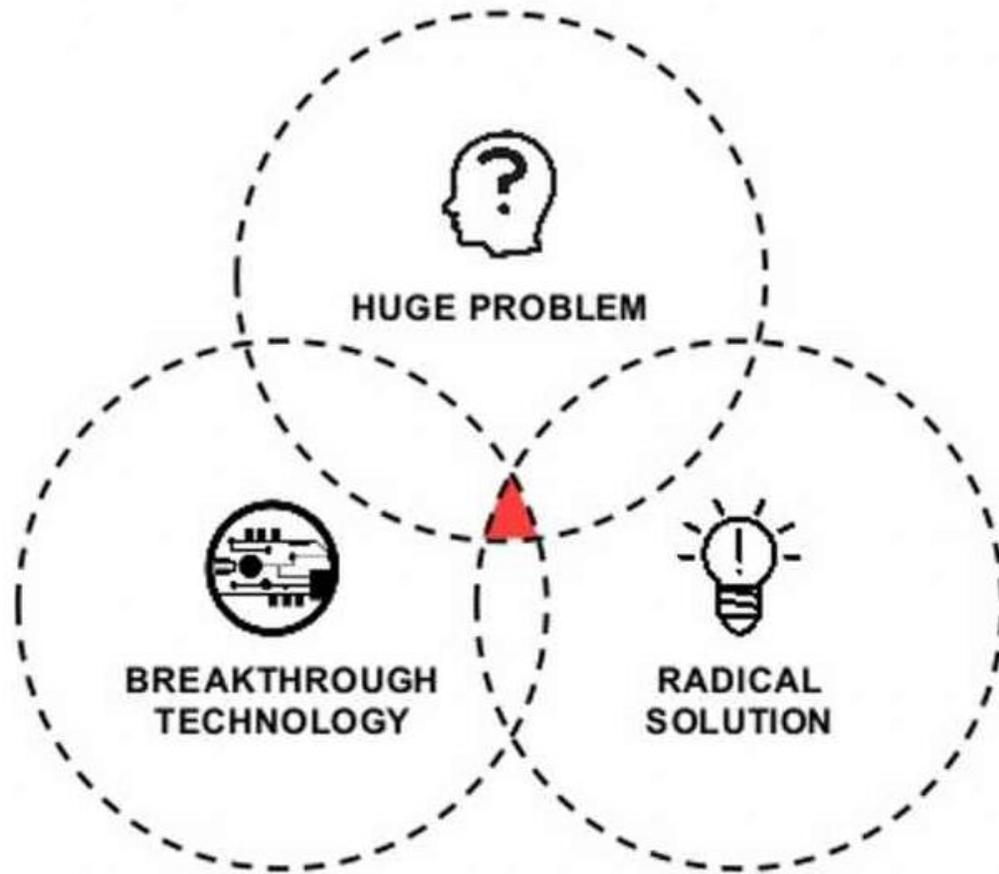
Esto va de algo que conocéis de sobra

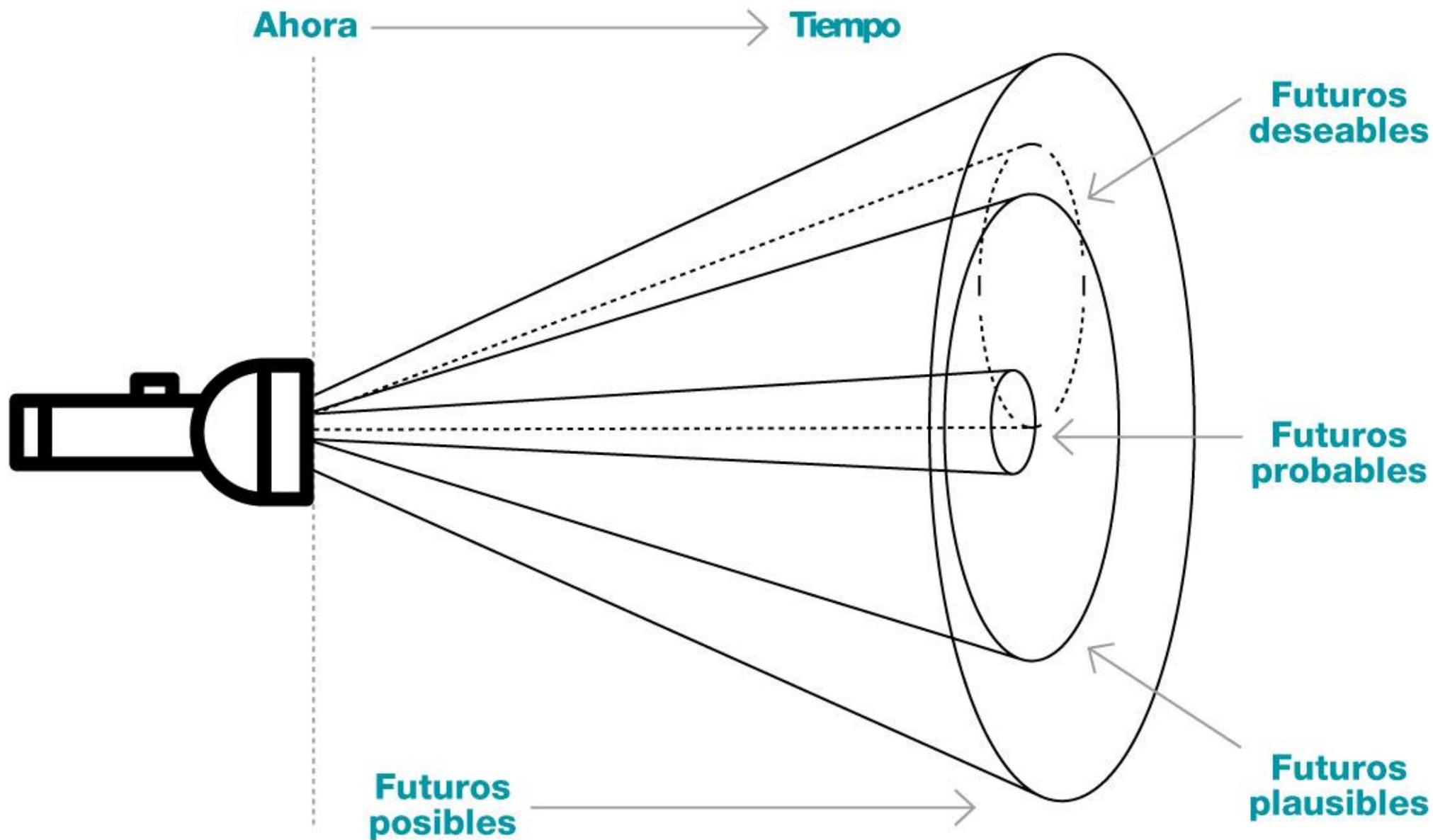


Innovación en Tres niveles



Pensamiento exponencial: Moonshot thinking

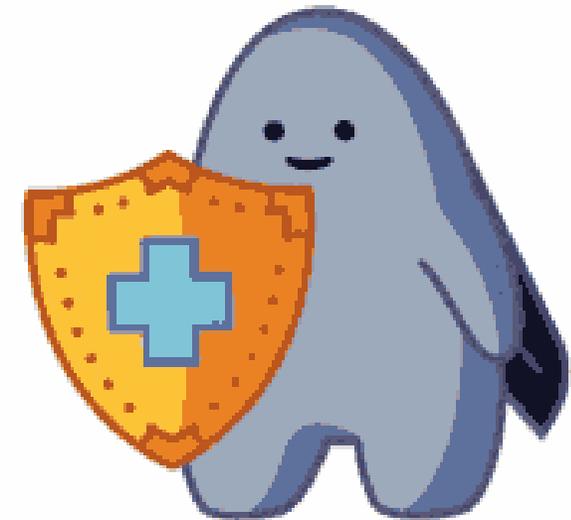




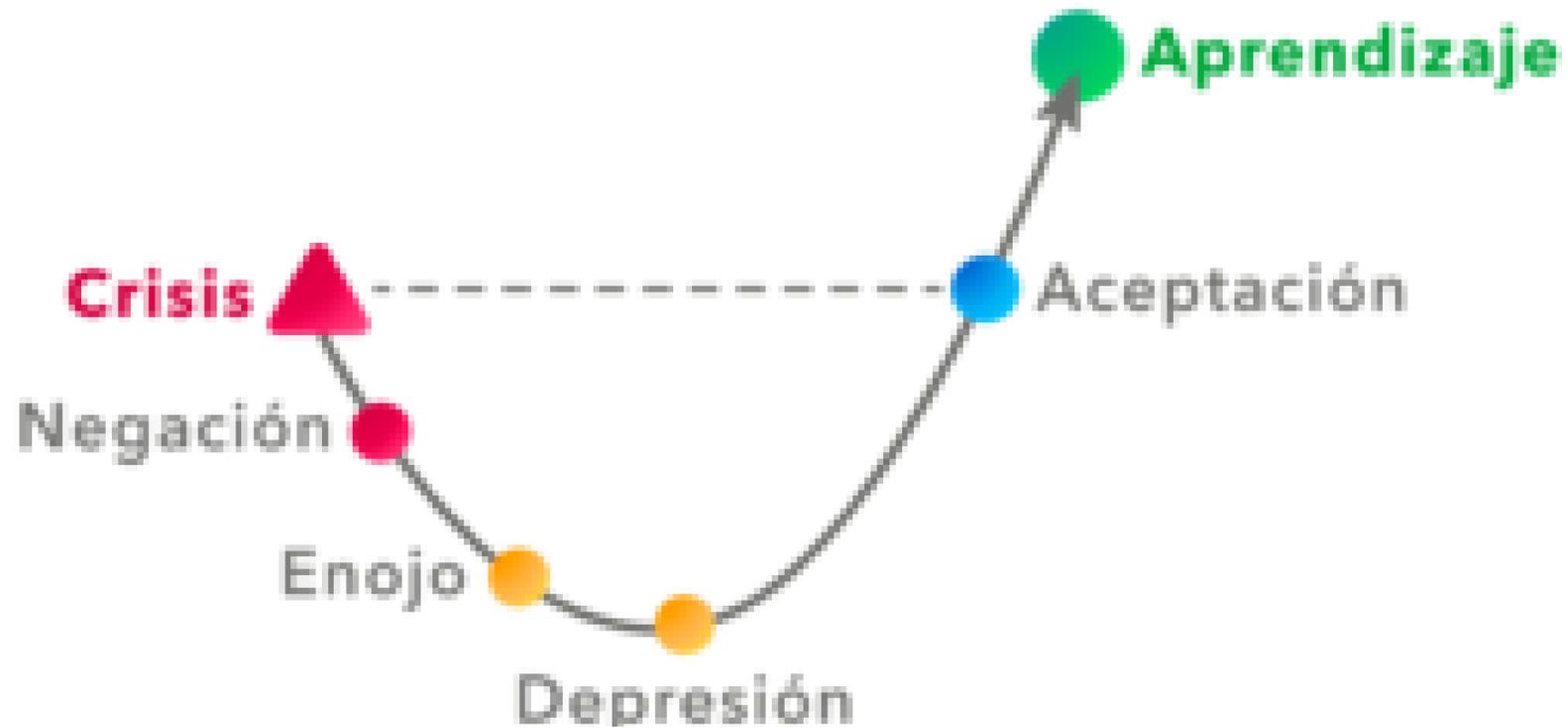
¿EL SISTEMA INMUNE CORPORATIVO SIEMPRE ATACARÁ LA INNOVACIÓN!

¿Por qué? Porque el sistema inmune corporativo reacciona a lo que considera un daño a su ADN!

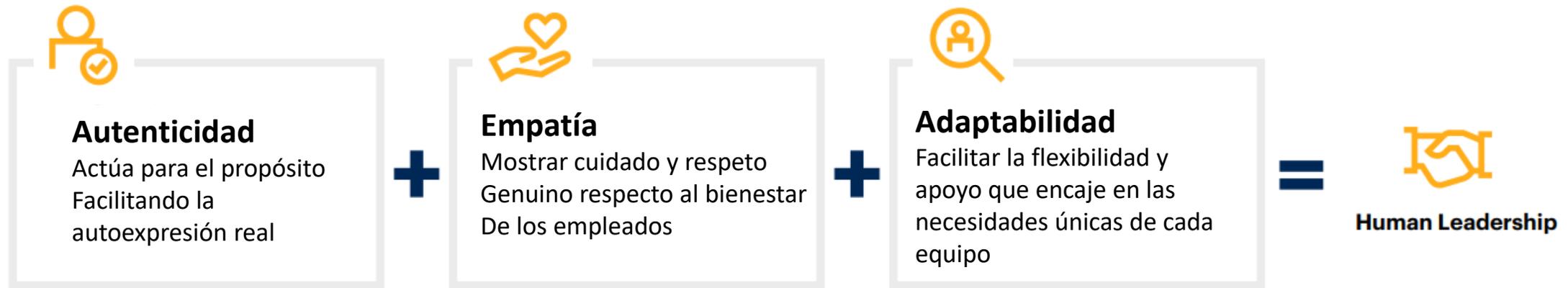
El objetivo aquí no es matar el sistema inmunológico; en cambio, es gestionarlo.

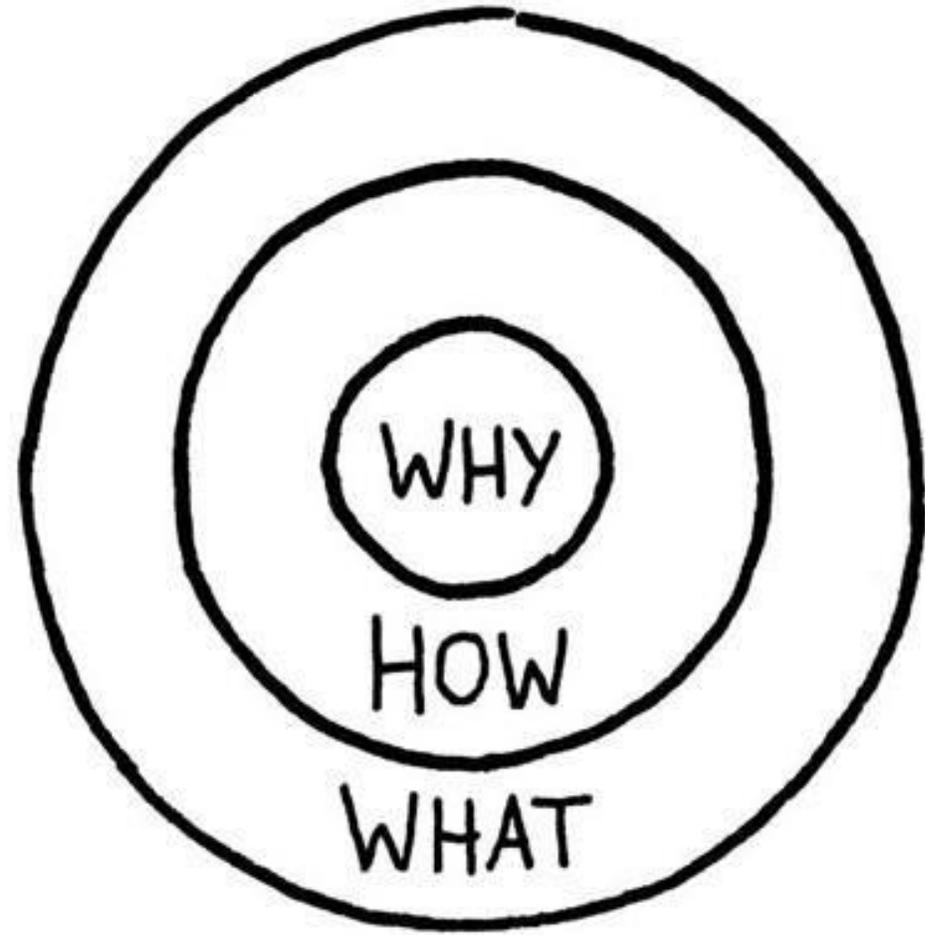


ETAPAS DEL DUELO



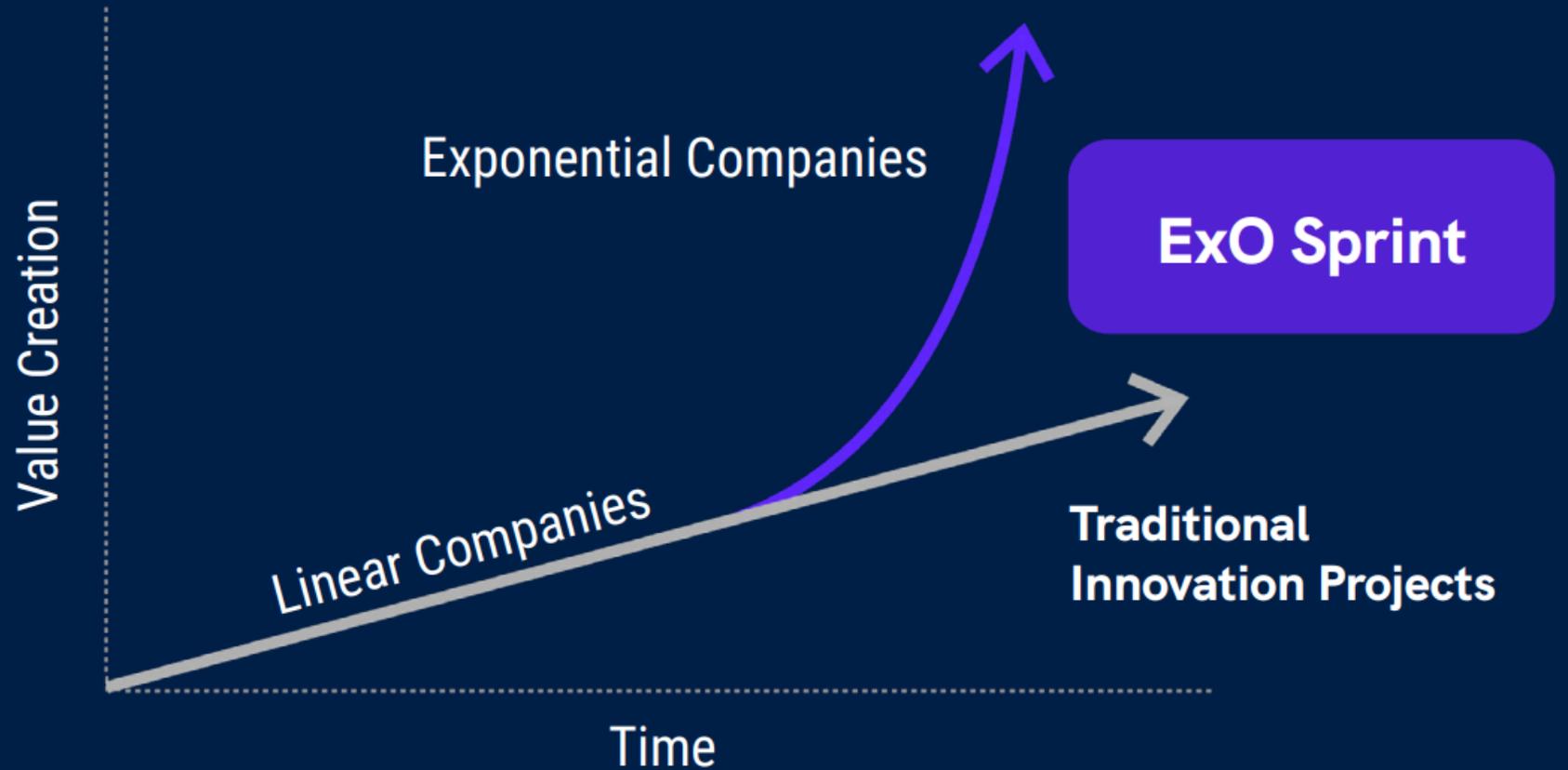
Líderes Human-Centric







Exponential Transformation



MTP

Massive Transformative Purpose

This is what the
organisation must live by.

Some
Examples of
MTP's are

SpaceX: "Humans must become a multi-planetary species"

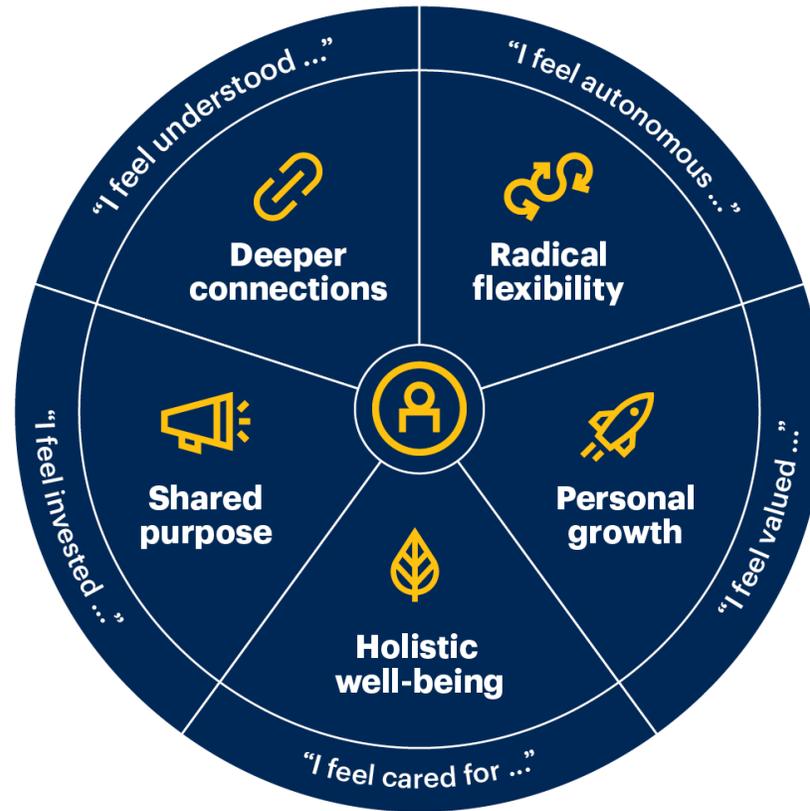
TED: "Ideas worth spreading."

X Prize Foundation: "Bring about radical breakthroughs for the benefit of humanity."

Google: "Organize the world's information."

The Human Deal

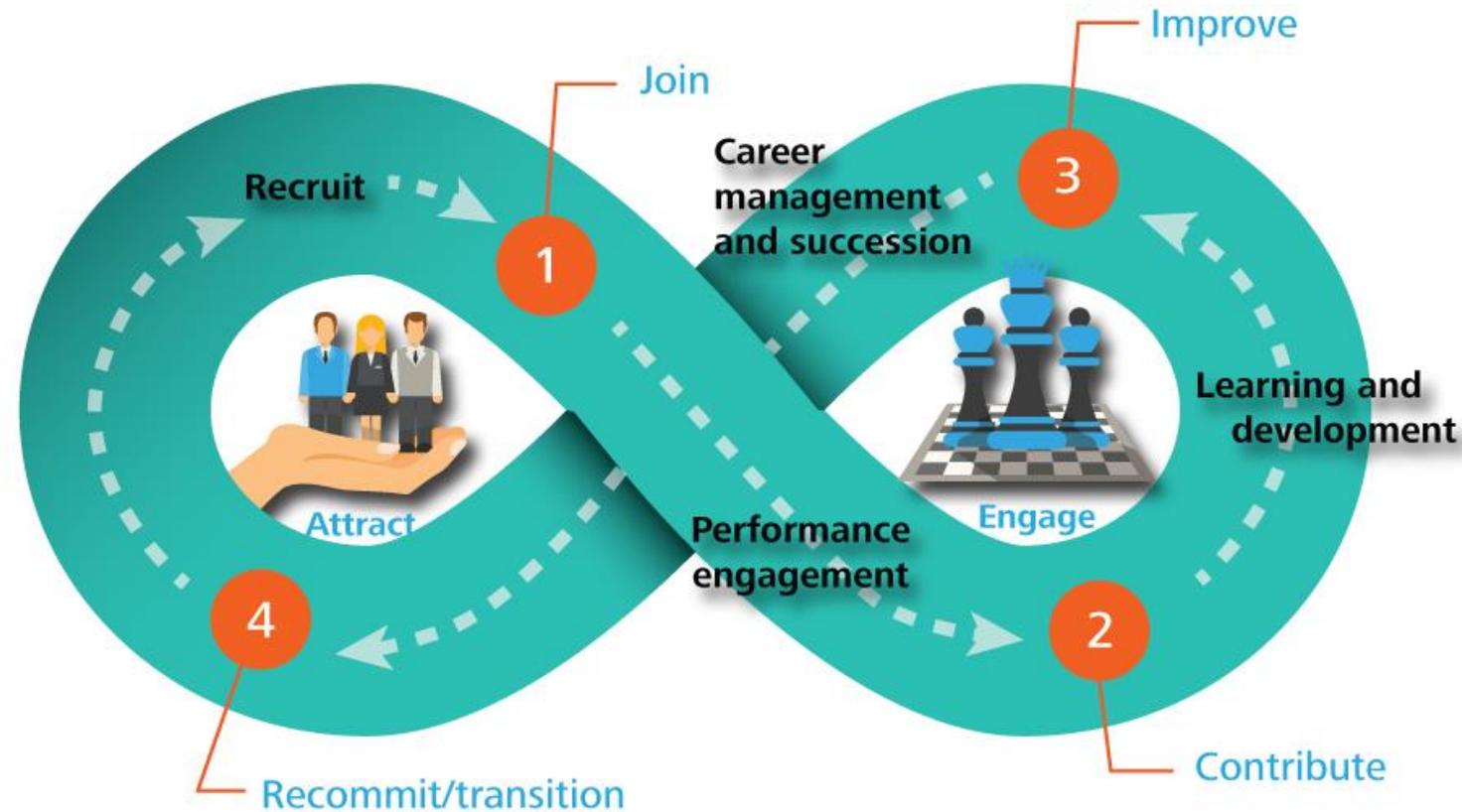
The human deal increases employee satisfaction with the EVP by 15%.



gartner.com

n = 5,000 employees worldwide
 Source: Gartner 2021 EVP Employee Survey
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Strategic Employee journey



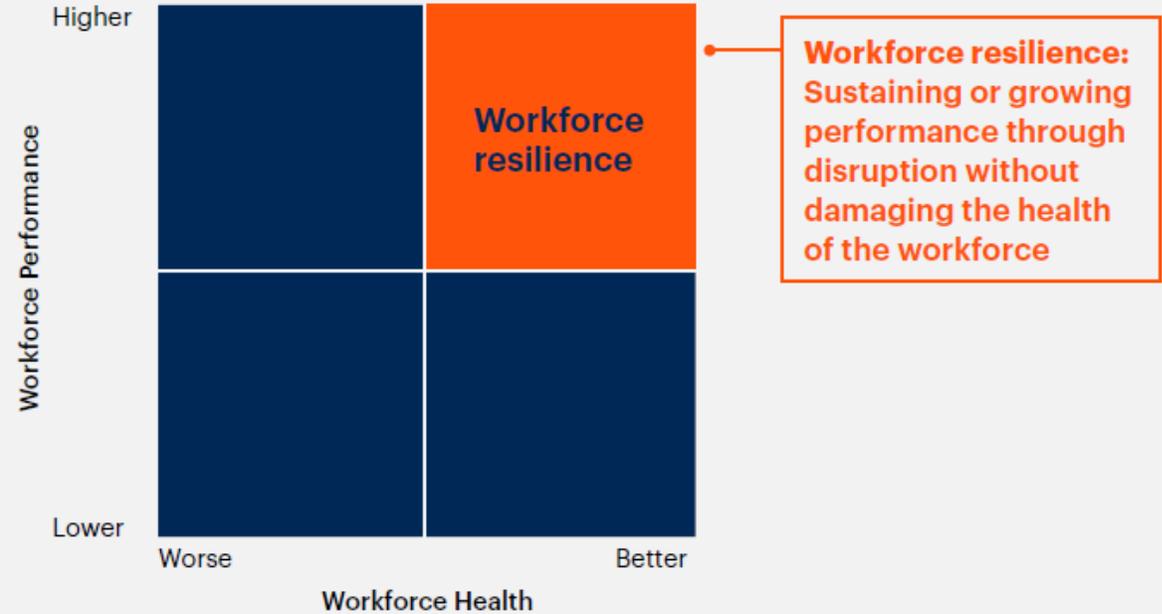
Treating employees as customers reframes the employee career model, designed to **attract and engage** (rather than manage) employees by focusing on **employee decisions** (instead of HR processes) that form a **continuous series of journeys** (instead of a single, career- or role-based life cycle).

Graphic: Deloitte University Press | DUPress.com

Gartner Measure of Workforce Health Has Three Components



Gartner Model of Workforce Resilience



Estrategia de cambio Open-source



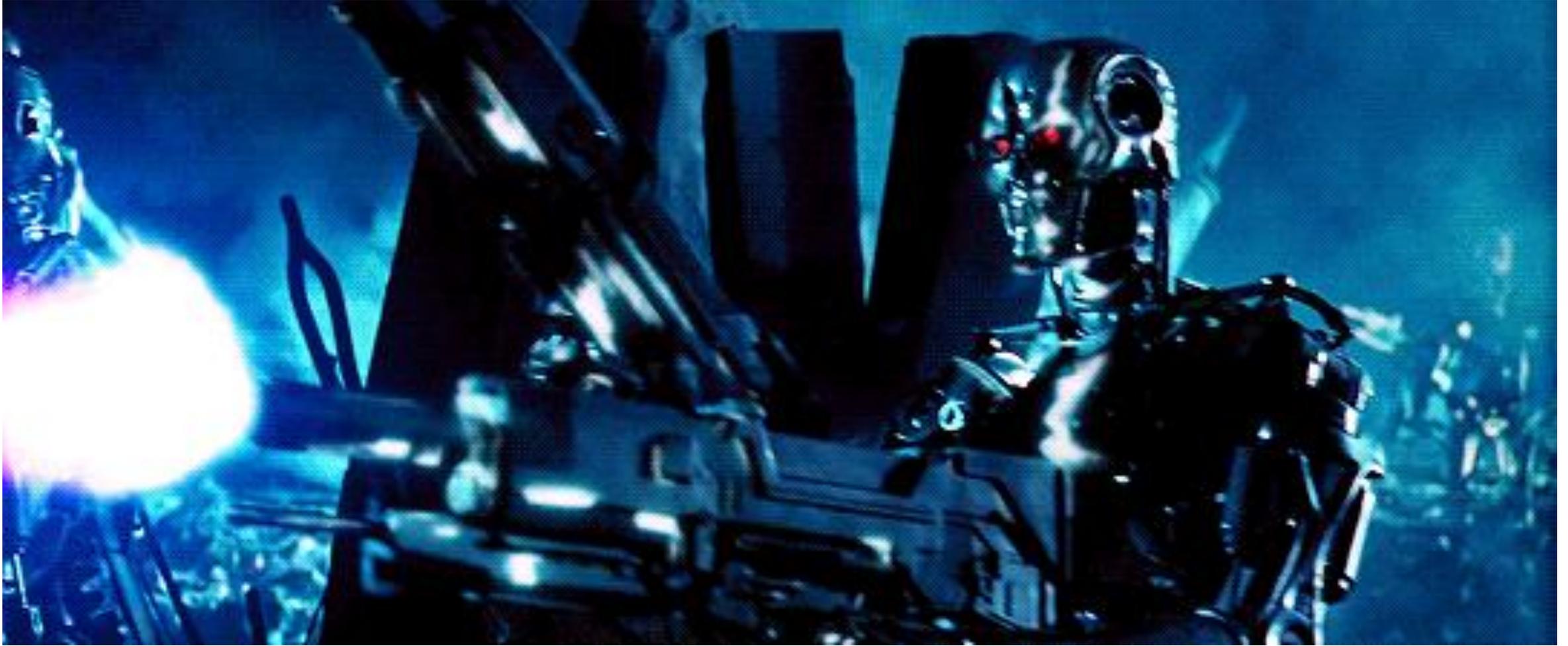
Los empleados cocrean las decisiones de cambio

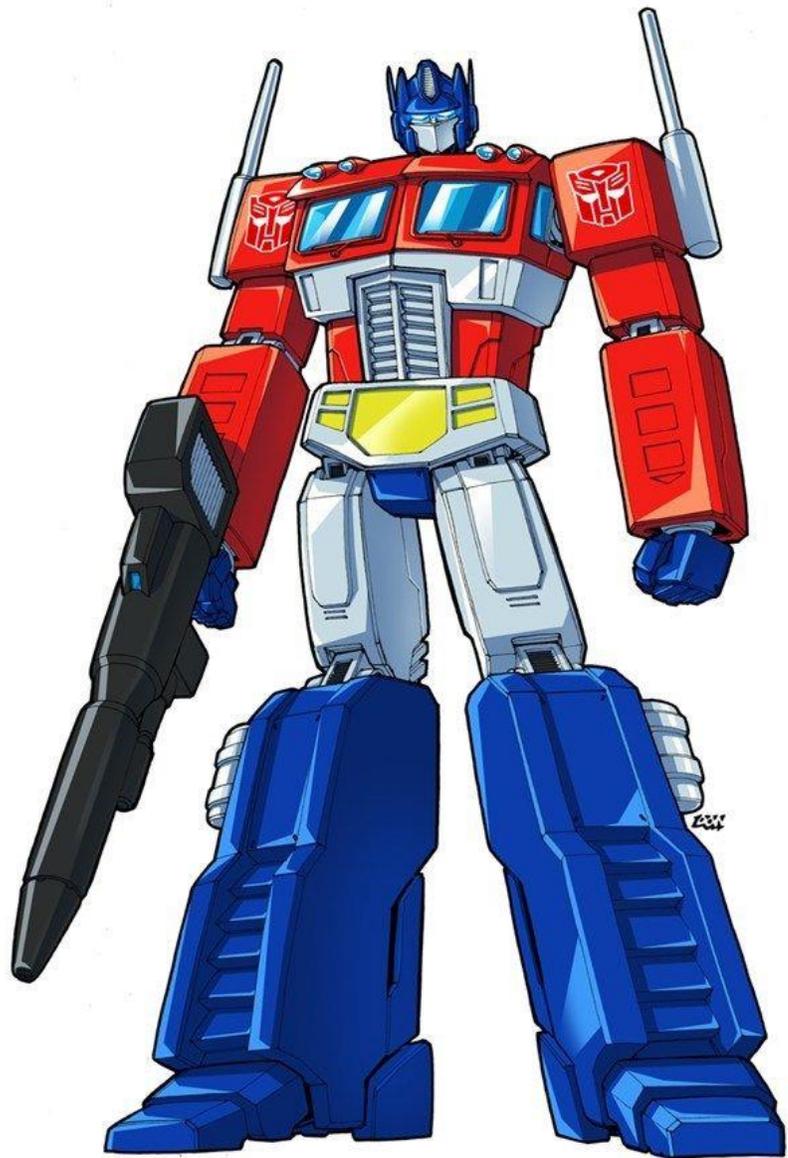
Los empleados toman responsabilidad en la planificación de implementación

Los empleados hablan abiertamente del cambio

Humanizar por medio de la tecnología



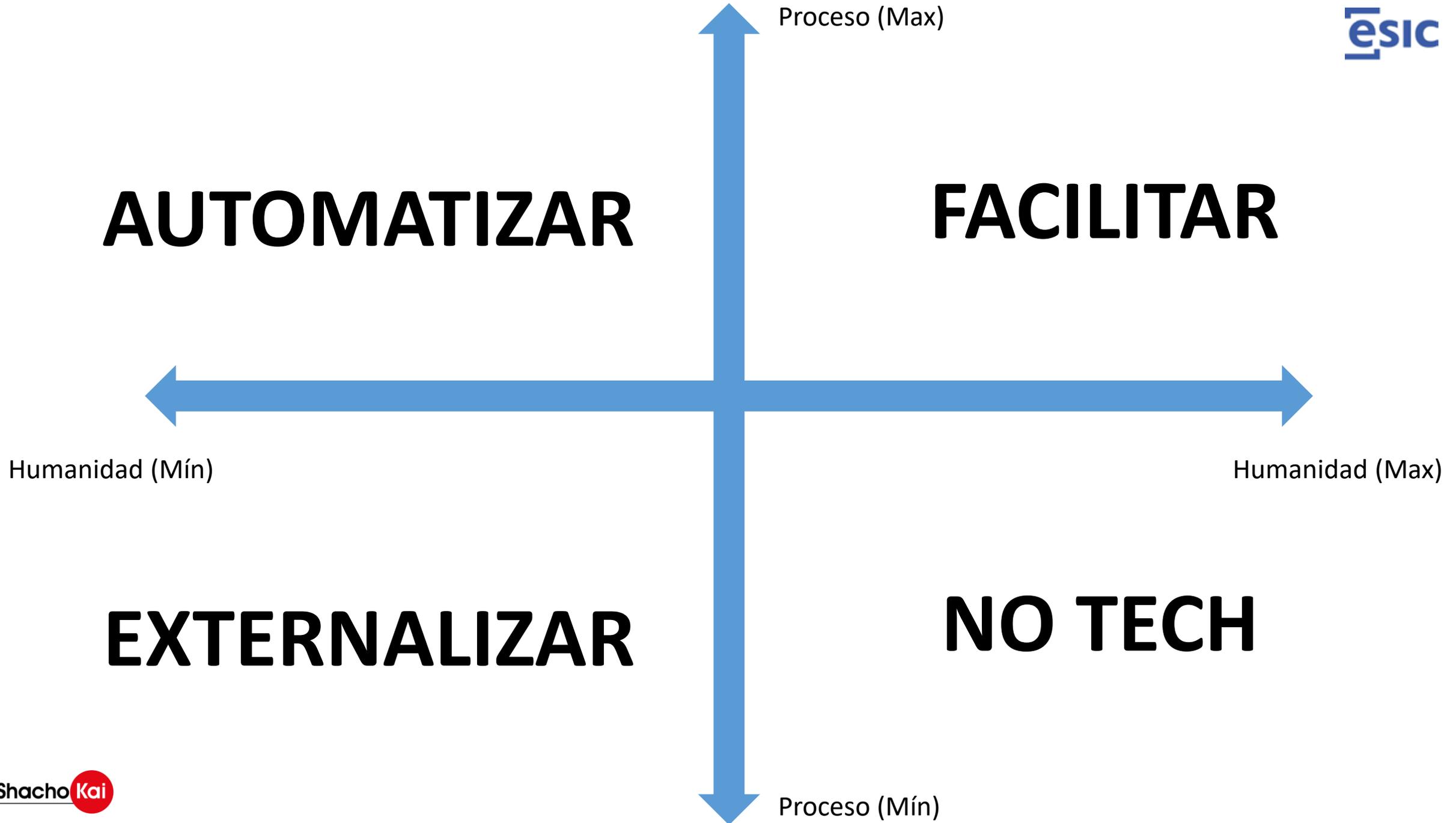












beneficios





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