

TUNING HR

17TH MRH CONGRESS
MONTREUX CH

Chaired by
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Vice-President
HR International at Staples



WELCOME

TUNING HR: HRMs IMAGINE THE HR DEPARTEMENT OF TOMORROW

the 17th MRH Congrès is organised with the participation of:

Mercuri Urval



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PARTENA HR

Jobat

Stibbe
Specialists through and through

Berenschot

ACCOR
Services

RH tribune. HR tribune.

MENTALLY FIT



references

TUNING
HR
17TH HIGH CONGRESS 06 - 09 MAY 2009
MONTREUX 09



INTERACTIVE PANEL speakers

- > Eva LAUWERS – Pfizer
- > Alain FLAUSCH – STIB/MIVB
- > Guy-Joël DE LHONEUX – Ploutos



INTERACTIVE PANEL statement 1

Does the HR function
deliver the expected level
of performance ?

YES(1)

NO (2)



INTERACTIVE PANEL statement 2

Many areas of expertise are being transferred/shared with other teams incl. line management.

Human Governance is a CEO issue.

Is there a future for HR ?

YES(1)

NO (2)



INTERACTIVE PANEL statement 3

QUOTE :

“HRMs do not demonstrate enough management/leadership skills. Most of them stick themselves to advisory positions...”

YES(1) NO (2)



INTERACTIVE PANEL polling

HRM of the 3rd Millenium – statement 1:

HRM responsible for
creating a new living
environment at work

YES(1)

NO (2)



INTERACTIVE PANEL polling

HRM of the 3rd Millenium – statement 2:

HRM responsible for maintaining knowledge within the company and promoting team intelligence

YES(1) NO (2)



INTERACTIVE PANEL polling

HRM of the 3rd Millenium – statement 3:

HRM responsible for
sustainable development

YES(1)

NO (2)



INTERACTIVE PANEL polling

HRM of the 3rd Millenium – statement 4:

HRM responsible for
coaching and bringing
the comex/management together

YES(1)

NO (2)



INTERACTIVE PANEL polling

HRM of the 3rd Millenium – statement 5:

HRM responsible for
promoting an innovation
mindset/culture

YES(1)

NO (2)



INTERACTIVE PANEL polling

HRM of the 3rd Millenium – statement 6:

HRM responsible for
creating goodwill and animating/
managing networks

YES(1)

NO (2)



INTERACTIVE PANEL **polling > ranking**

Your first choice as HRM of the 3rd Millenium :

- 1.creating new living environment at work
- 2.maintaining knowledge and intelligence
- 3.leading sustainable development
- 4.coaching the comex and management
- 5.promoting innovation culture
- 6.creating goodwill managing networks



INTERACTIVE PANEL statement 4

No specific academic training for HR.
Should we have the HR Academy ?
Based on which model ?

YES(1)

NO (2)