A New Statesman round table in association with Oracle

NewStatesman

ORACLE

Tuesday 5th February, 18:30-21:00 • The Ivy Market Grill, Covent Garden

HR for the 21st Century:

Adapting Human Resources to the Jobs Market and Technology of the Future

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In 2019 the ability for HR to adapt fast will be more critical than ever, as will a change in the way they think, work and communicate with the rest of business.

AI, machine learning, social recruitment, finding top talent and employee engagement will only grow in importance, but not all industries will be able to adapt fast enough.

Is your sector adapting to the chanllenges of the future?

Join **Oracle** and the **New Statesman** for a round table discussion with your manufacturing peers as we address these issues.

"The only thing that is constant is change" (Herakleitos; c. 535 BC – 475 BC)

2019 will be a year of change, some of that change will come from external forces that are beyond your control, some will come from your organisation and some could come from technologies available to you. The evening will concentrate not on the reasons for inevitable changes of 2019 but on the demands that will place on your HR team.

The first topic for discussion will be - **There is a bright future for HR, but it's not the HR you know today**.

HR needs to think differently

"We've always done it that way" doesn't work in today's ever changing world, an organisation's people, processes and technology need to enable change not hinder it. Your HR department needs to think differently; it needs to lead change, be an enabler of change and to bring the employee population with them on a digital transformation journey of both HR and the business.

The nature of HR's workload needs to change

In some organisations HR is seen as an expensive transaction processing department and the conscience of the organisation. This has to change, the cost of HR needs to be reduced through the adoption of self-service and rather than being the conscience of the organisation HR needs to be a strategic partner. HR needs to be seen as shaping the employee population to support the current and future business. It needs employee engagement, development, retention, succession strategies.

The second part of the discussion will focus on new technologies and how they can help the **HR department of the Future**.

There are lots of technological buzz phrases about, what do they mean and how can they help HR

Finding, retaining, developing and engaging the right talent isn't easy but there are tools and techniques to help you. Some, like Cloud, Artificial Intelligence (AI), Machine Learning (ML) and Predictive Analytics sound like buzz phrases from futuristic movies not something HR departments are using today. We'll explain what they are and how they can help HR become a key department in the success of your company.

Come and find out a bit more about the changing – ever more digital – world of HR, enjoy some great food and network with your HR peers from the world of Manufacturing.