



Changemakers:

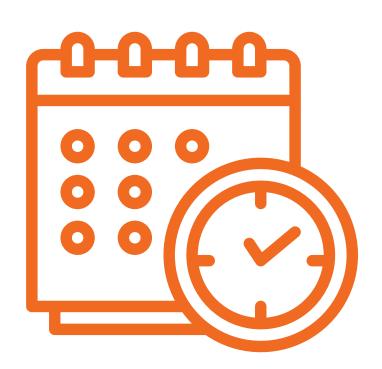
How HR innovators are driving cultural change with inspiring engagement strategies

Kylie Green, SVP of Consultancy at Reward Gateway

Change is hard...

70% of change efforts fail

- Harvard Business Review -



65 Days

Average time to fill a position in the UK







People who are **equipped** and **willing** to mobilise others to make positive, transformational change



What makes a successful changemaker





1. Understand what people crave



2. Embrace and humanise the tools and technology



3. They are mobilisers - creating an environment that is right for change



When we embrace change









Our workforce needs us to bring that change.

They need us to bring that inspiration



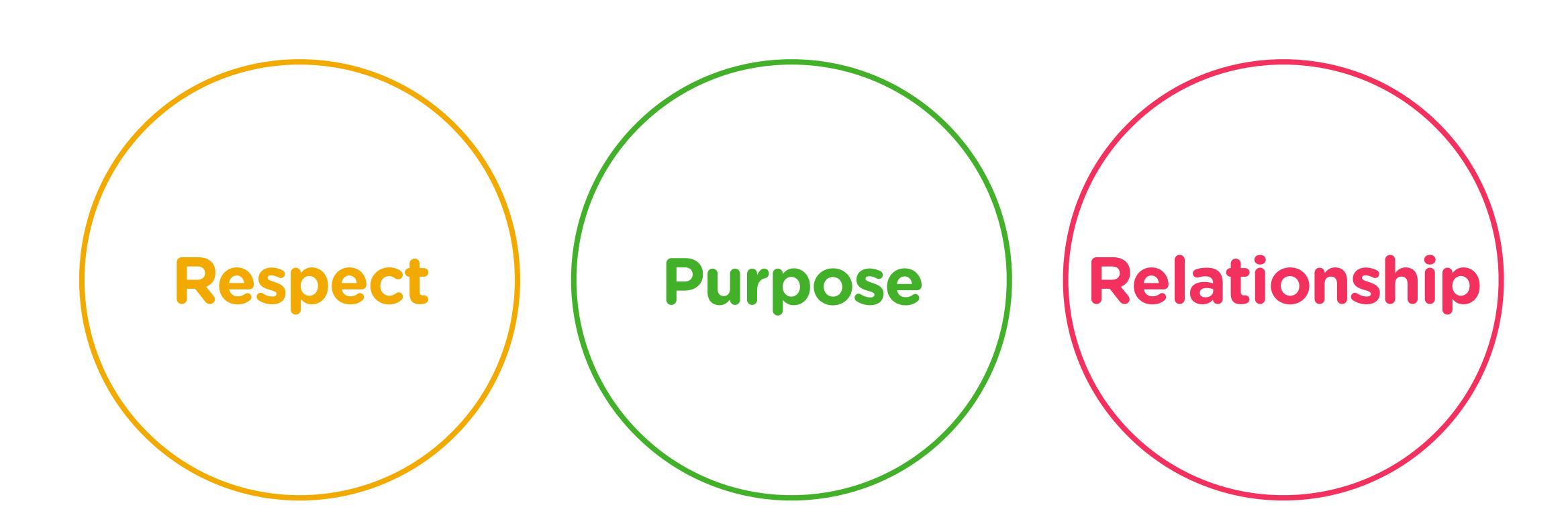
Agenda

- Understand what employees crave at work
- Changemakers embrace technology to achieve their change goals
- Creating an environment that's ready for change

1. Understand what employees crave at work



3 fundamentals



The Engagement Bridge™

Recognition

Job Design

Learning

Leadership

Management

Purpose, Mission and Values

Open & Honest Communication

Pay & Benefits

Pay & Benefits

Workspace

Wellbeing

Workspace

Wellbeing

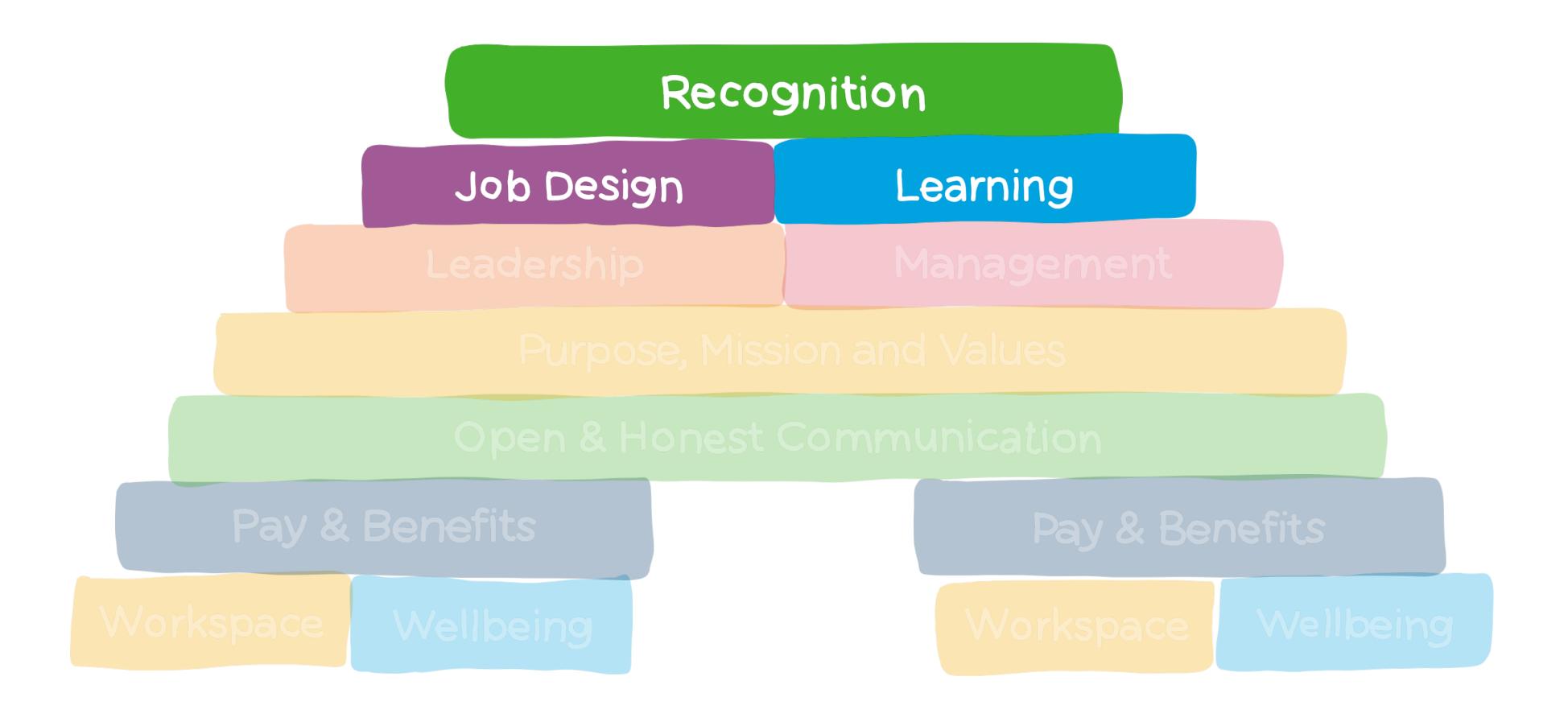


Mark Roberge

Advisor to HubSpot



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Jamie Getgood

Director of Getgood Consulting and former Director of HR at Holden



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2. Embrace technology to achieve their change goals



67% of business leaders agree their company must become significantly more digitalised by 2020 to remain competitive.

- Gartner -





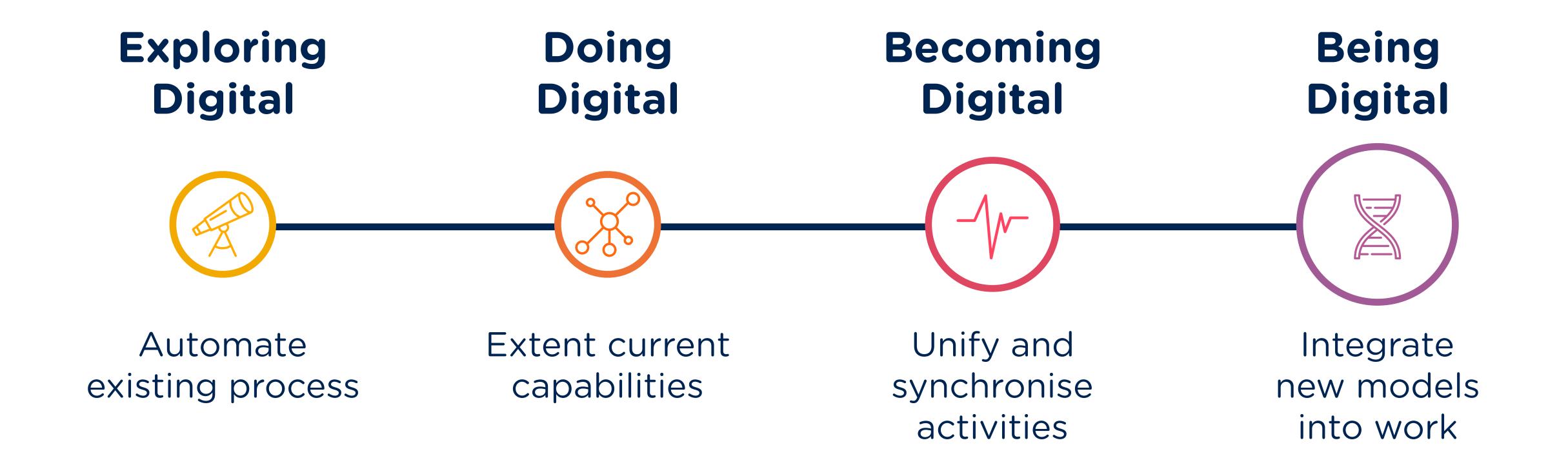
A changemaker's approach to HR tech





Humanise technology





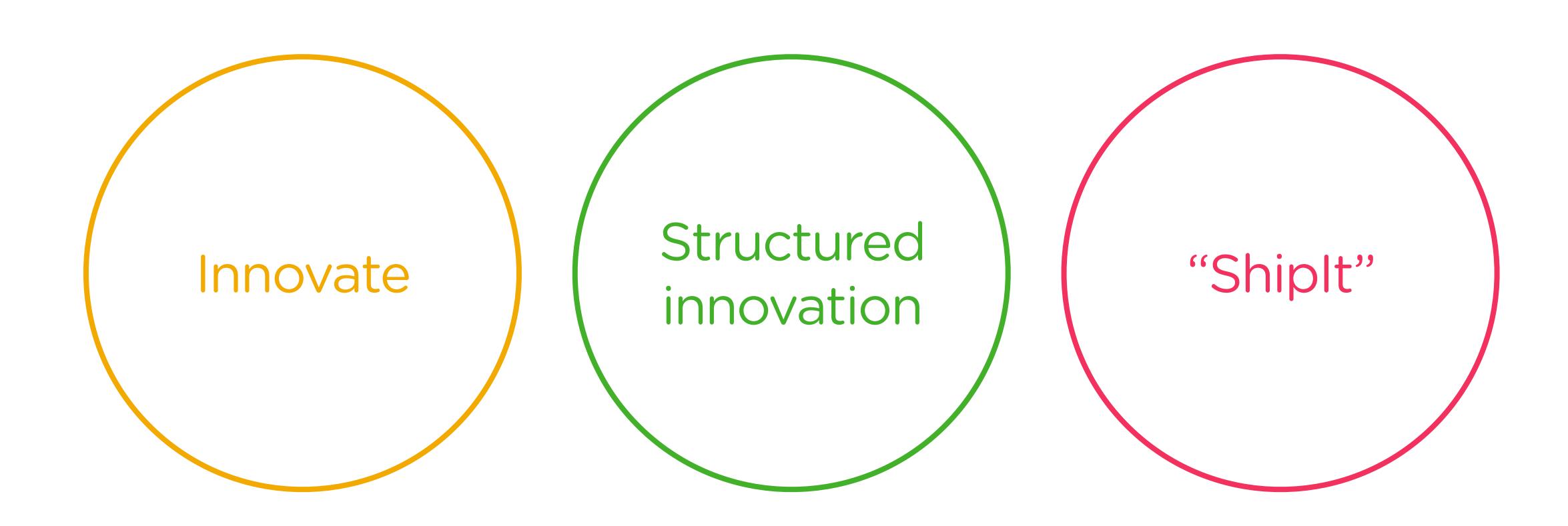
- Bersin & Deloitte -





To unleash the potential in every team and help advance humanity through the power of software

3 rituals for the culture of innovation



The Engagement BridgeTM





We say

Our people hear

We need to optimise our business



Job cuts!

We say

Our people hear

We are going through a digital transformation

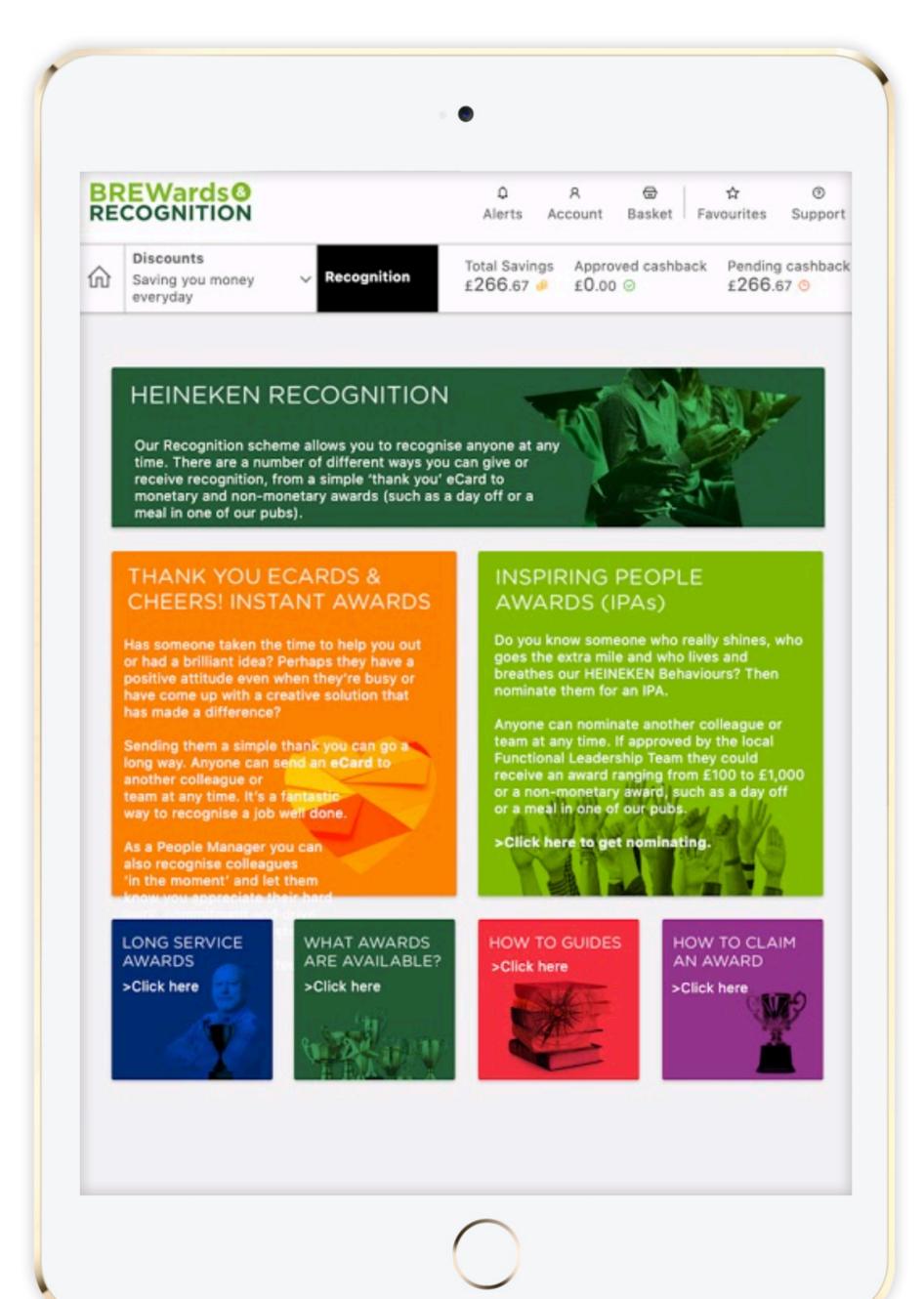


Another login



What if we moved their hearts as well as their minds?





















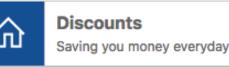
What are you looking for?







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Total savings \$**675**.53 #

Pending cashback Approved cashback \$18.54 **(** \$1.33 ⊙

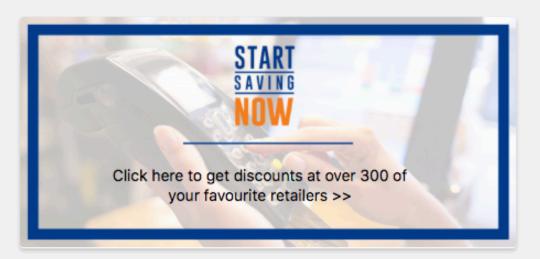
Welcome to PYBAR Perks



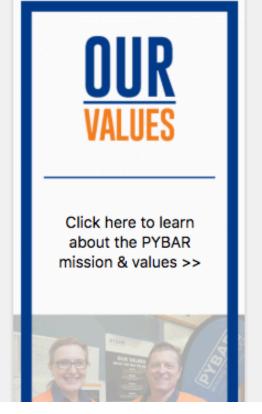
Hello from PYBAR

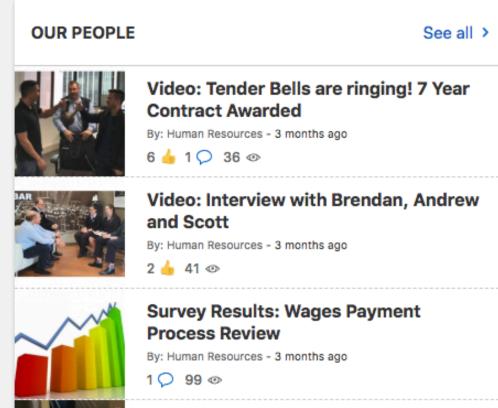
We're really excited to share PYBAR Perks with you - our new home of company news, employee benefits, and reward and recognition.

A place where we can celebrate our successes, keep in touch, and save big! Watch the video above for more info.















rg.co/pybar

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3. Create an environment that's ready for change

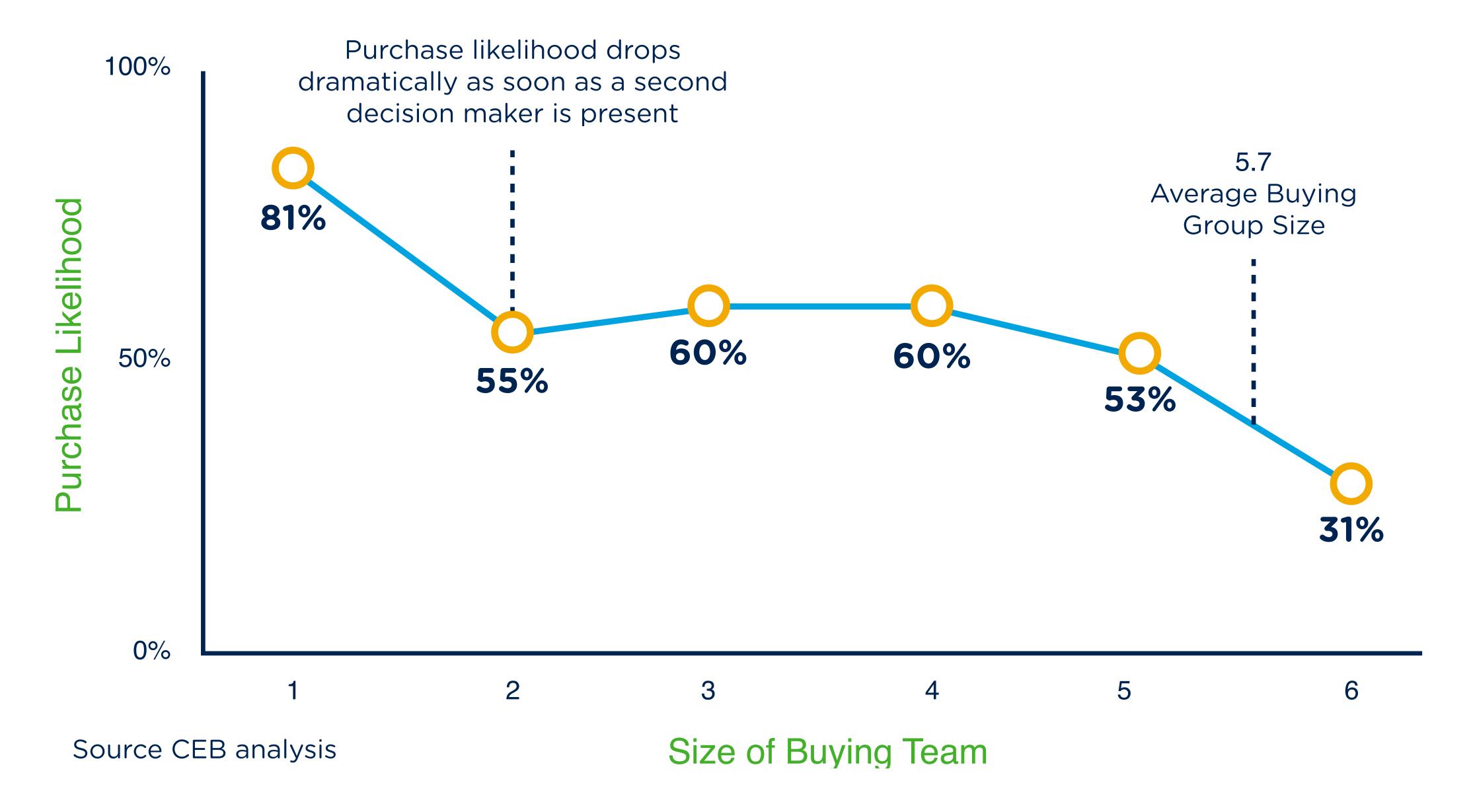
Changemakers deliver transformation change





1. Changemakers understand the world of stakeholder adoption has changed

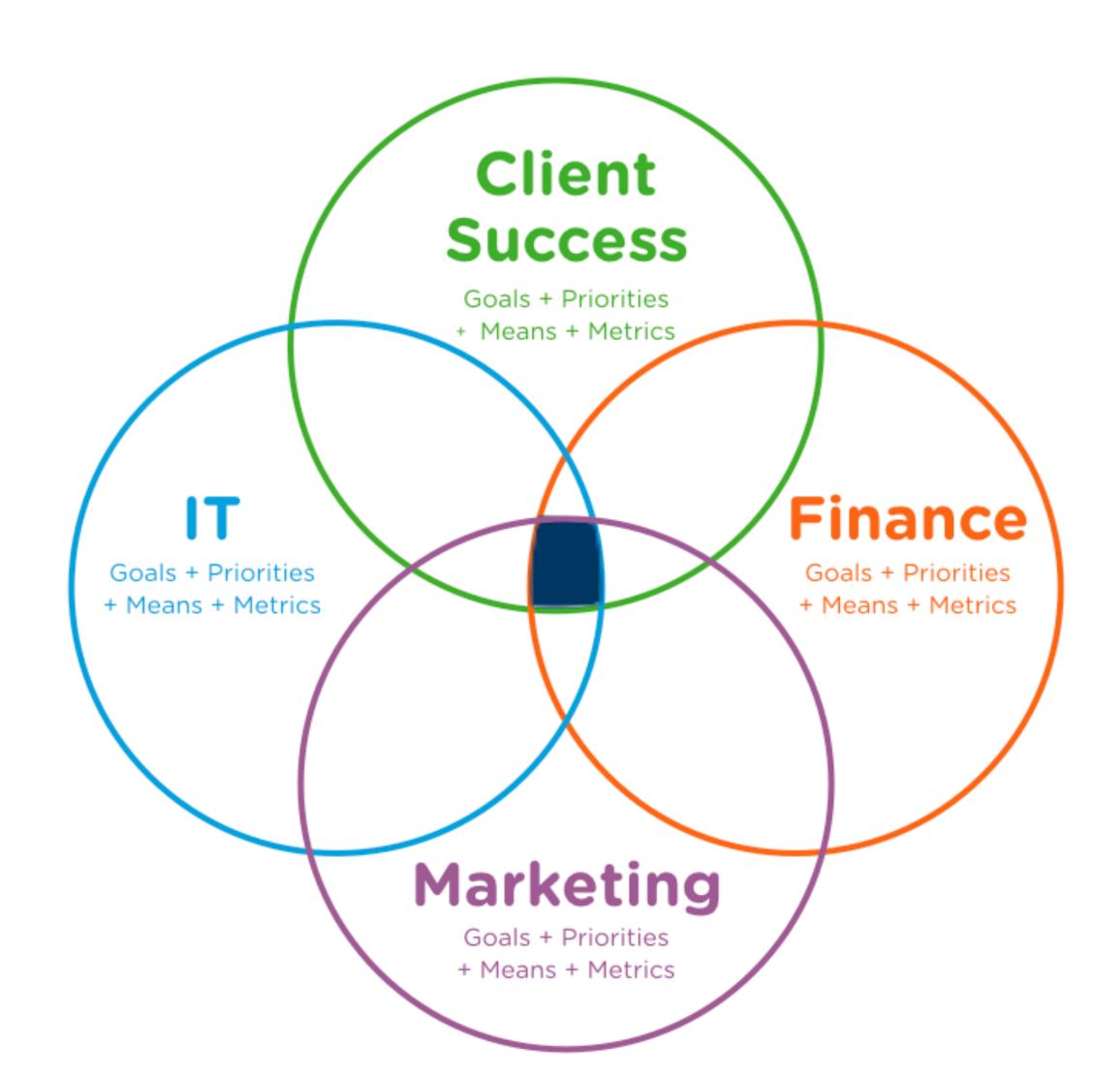
Change intent by stakeholder team size

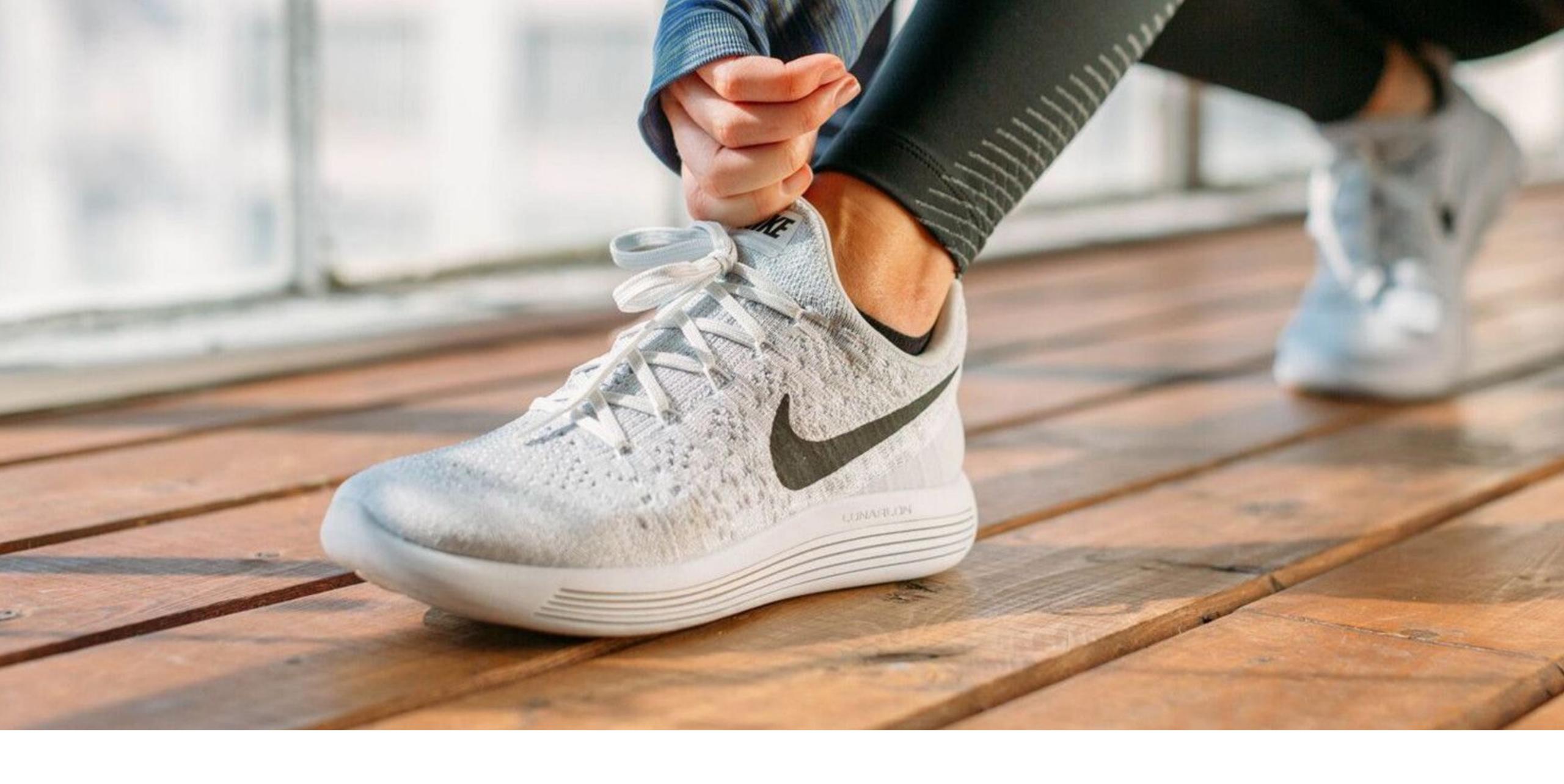




2. Changemakers go left when others go right

Stakeholder Mental Models





3. Changemakers challenge their colleagues thinking about the current state



4. Changemakers understand the roles of their stakeholders and how best to utilise them



Changemakers create an environment that welcomes continuous improvement and change

It begins with a step

