

Gelecek, İK için de Gelecek...

AKÇANSA

Değişen Dünya
ve
Mega Trendler





Gelecek, İK için de Gelecek...

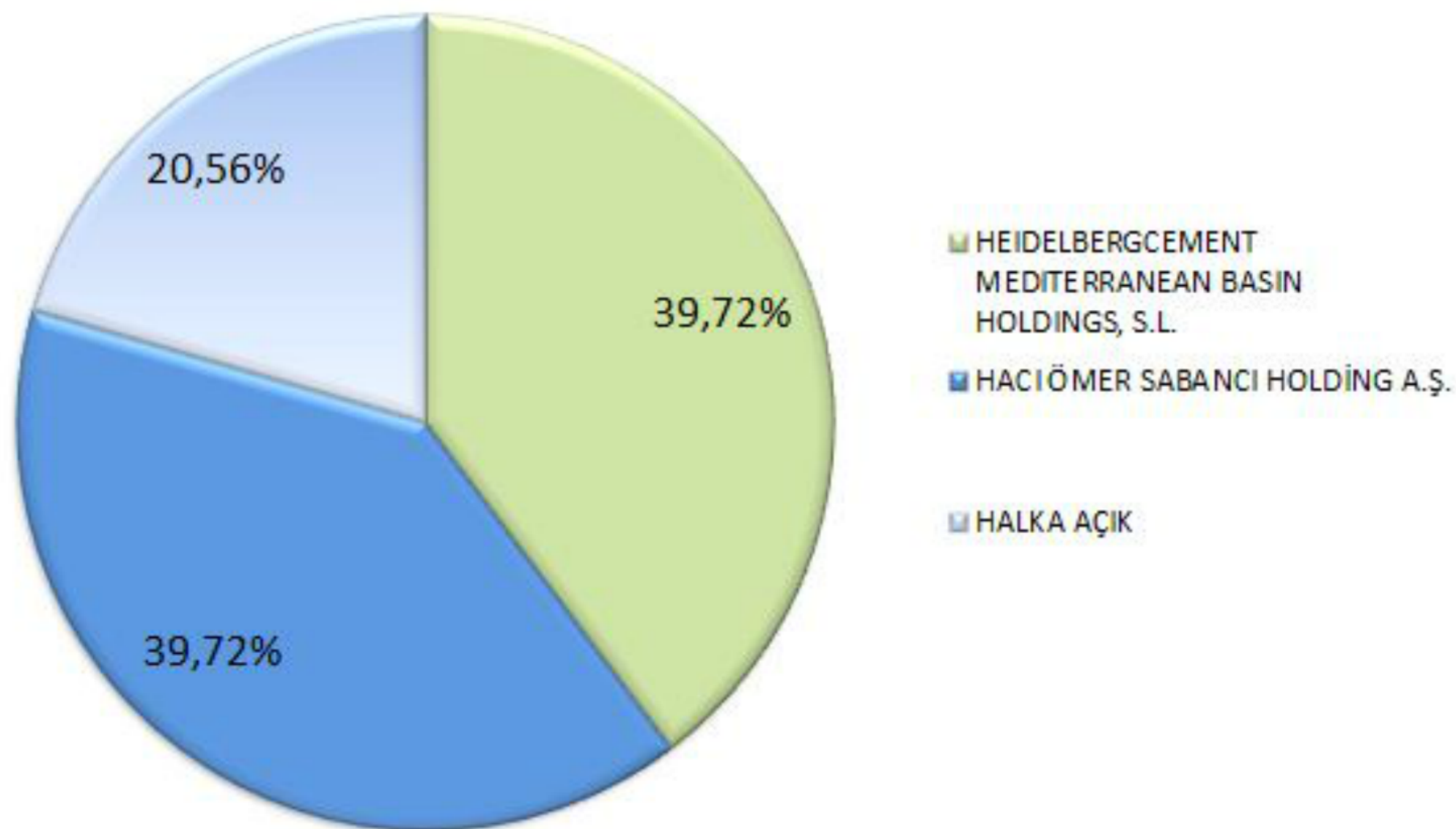
Hakan Timur
Gn. Md. Yrd./İnsan Kaynakları
Akçansa Çimento Sanayi ve Tic. A.Ş

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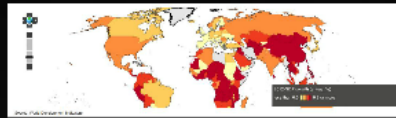
AKÇANSA ÇİMENTO SANAYİ VE TİCARET A.Ş. ORTAKLIK YAPISI



Değişen Dünya & Mega Trendler

Mega Trend ①

Globalleşme ve Mobilité



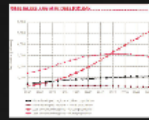
The World Bank



20 X 2



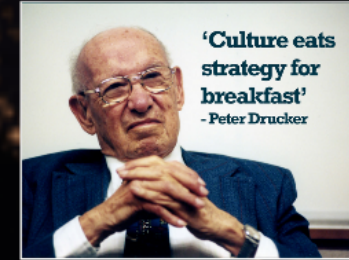
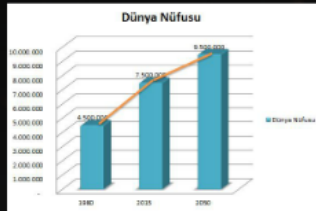
3.500.000.000



Türkiye yatağı 0.05

Mega Trend ②

İş Gücü Çeşitliliği ve Farklılaşma



He was an American-born American management consultant, educator, and author, whose writings contributed to the philosophical and practical foundations of the modern business corporation. He was also a leader in the development of management education, and he invented the concept known as management by objectives.

Generation
X, Y, Z

49.5%



Mega Trend ③

Dijitalizasyon ve "Decentralization"



H.R 2.0

Mega Trend ④

Değişen İşler ve Yetenek Gerklikleri

Geleceğin Yeni İşleri



Talent Aggregator

Large organizations will continue to shrink down to their essential core functions, depending on contractors, outsource, and contingent laborers to get needed work done. The entire economy will become more project based much the way Hollywood now assembles cast and crew for movie productions. Talent Aggregators will maintain databases on thousands of independent "free agents," assembling (often on short notice) the talent that is needed for any given project.

Chief Experience Officer (CExO)

Reporting to the chief executive officer, the C-ExO player will oversee a wide variety of functions from recruiting and sales to human resources. The C-ExO will be responsible for all of the experience offered to both employees and customers, and for the outcomes. This position will be created because businesses will have reduced staff for all of the responsibilities of any enterprise. It's about the experience! Whether it's the experience of being an employee or the experience of being a customer, people will desire to be associated with companies based on how it feels. Offer a great experience, and the company will prosper.

Alternative Currency Bankers

According to Javien Graynes, 70% of all online trades are already being done with alternative currencies. The stage is being set for next generation.

Brain Quants

This is where the stock market manipulators of the past meet the brain manipulators of the future by using control of Medium Access, (a quantitative analysis, or "quant"), is a person who works in finance using numerical or quantitative techniques.

Clone Rancher

"Raising" basic humans will be similar in many respects to cattle ranching. But once a clone is selected, and the personality download is complete, the former clone will instantly be elevated to human status.

Geleceğin Yeni Yetkinlikleri

Digital Skills

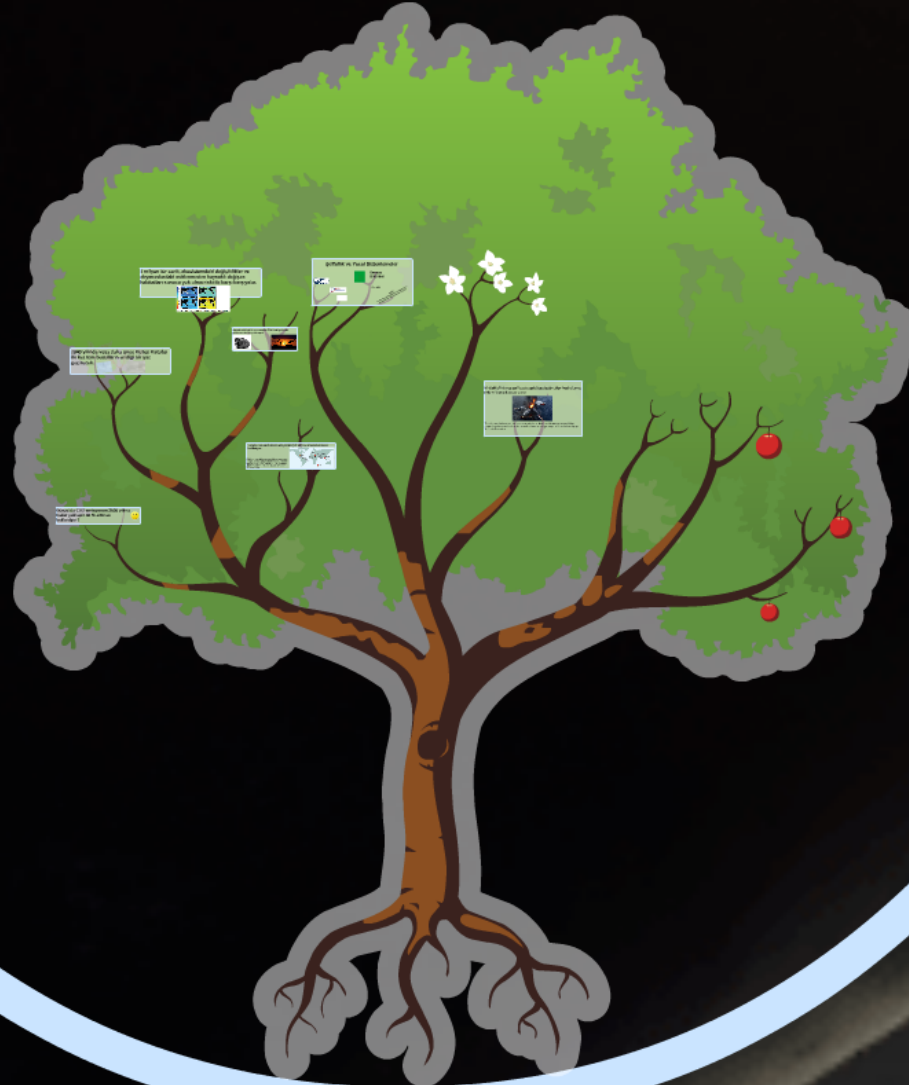
Global Operational Skills

Agile Thinking

Interpersonal & Communication Skills

Mega Trend 5

Sürdürülebilirlik



Peki ya Biz ?

Farklılıkları Yönetebilmek



Kompleksiteyi Yönetebilmek



Belirsizliği Yönetebilmek



Değişimi Yönetebilmek



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