

Creating a flourishing organisation



Today's team



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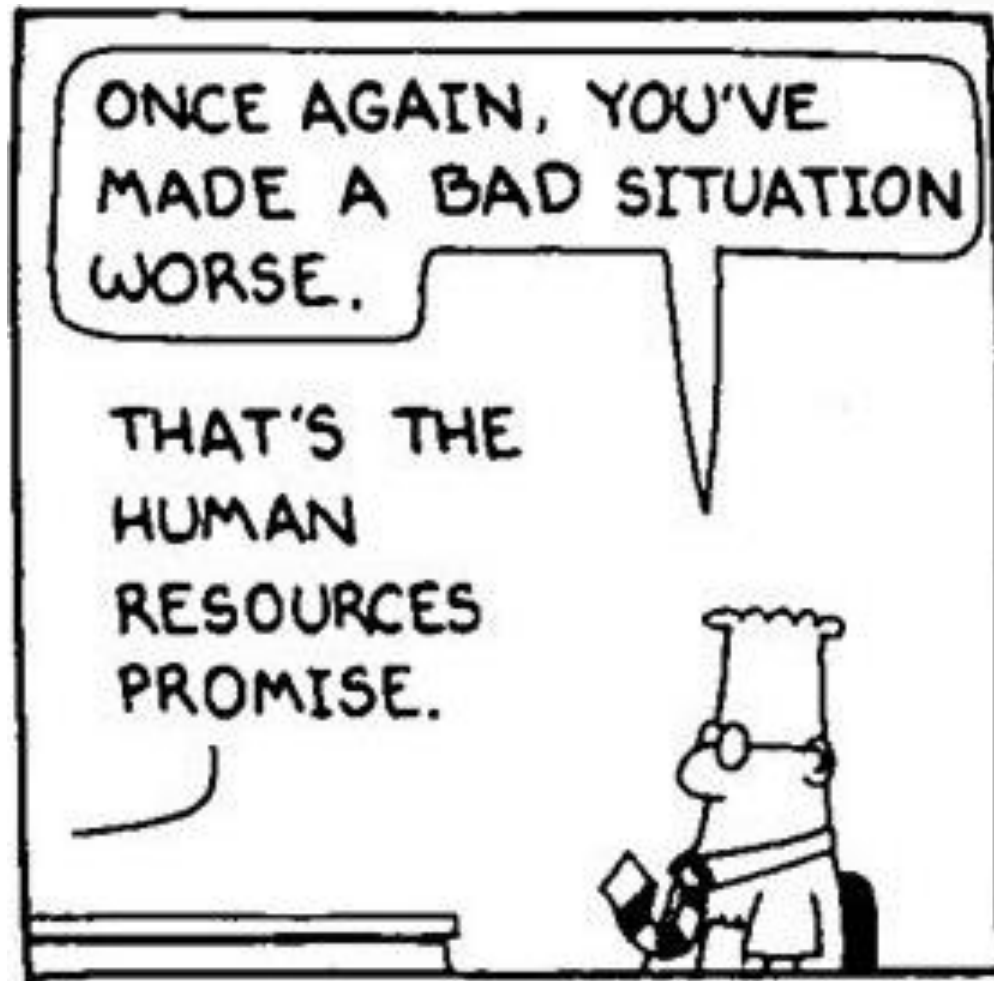
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How the world
sometimes
sees HR....



WHAT DOES
RADICALLY
HUMAN
LOOK LIKE?



WHAT DOES
RADICALLY
HUMAN
LOOK LIKE?

The qualities that make us human

Our sense of **purpose**
and search for **meaning**

Our desire to
learn and **grow**

Our freedom to **act**
and make **change**

Be **humble** and
empathise

Our willingness to
connect

Our ability
to **create**

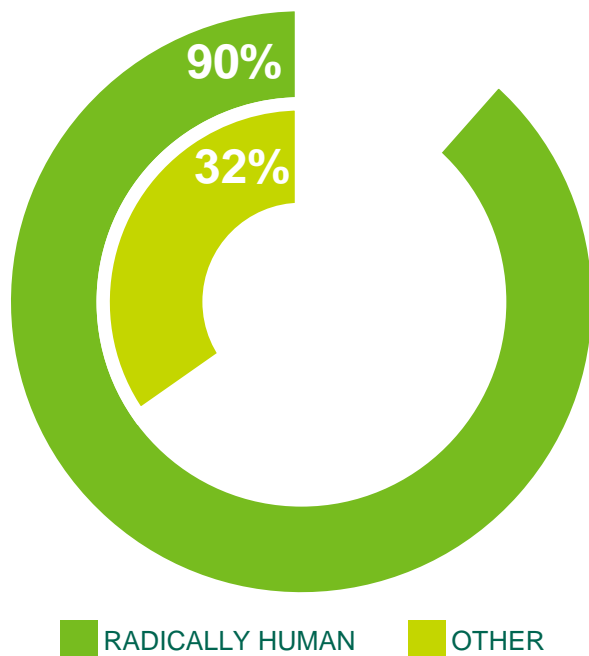
... the very things all organisations need to thrive



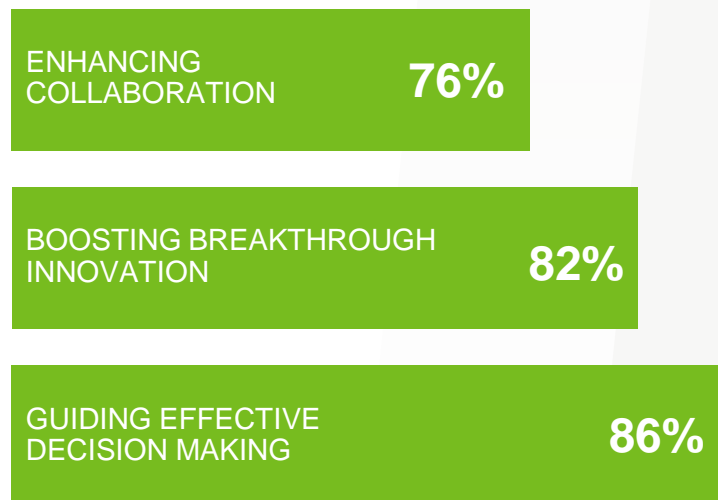


organisations thrive and productivity

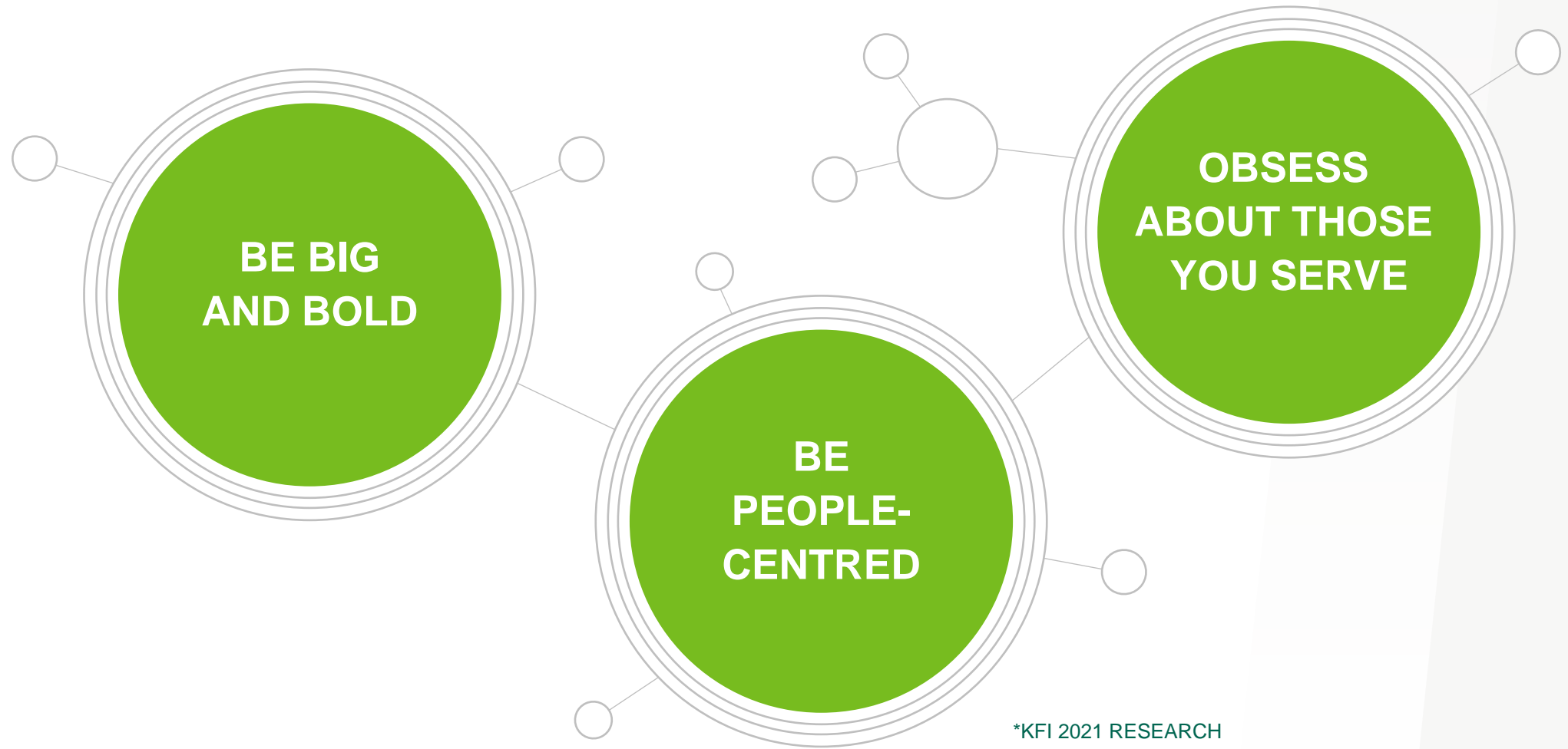
Employees in
Radically Human organisations
are far **more engaged**



Radically Human organisations
are far **more productive**



Radically human organisations have three principles at their core



Introducing...

The Simon Allen Quartet



How did the performance make me feel?

Holding slide for SLIDO poll
(create word cloud)

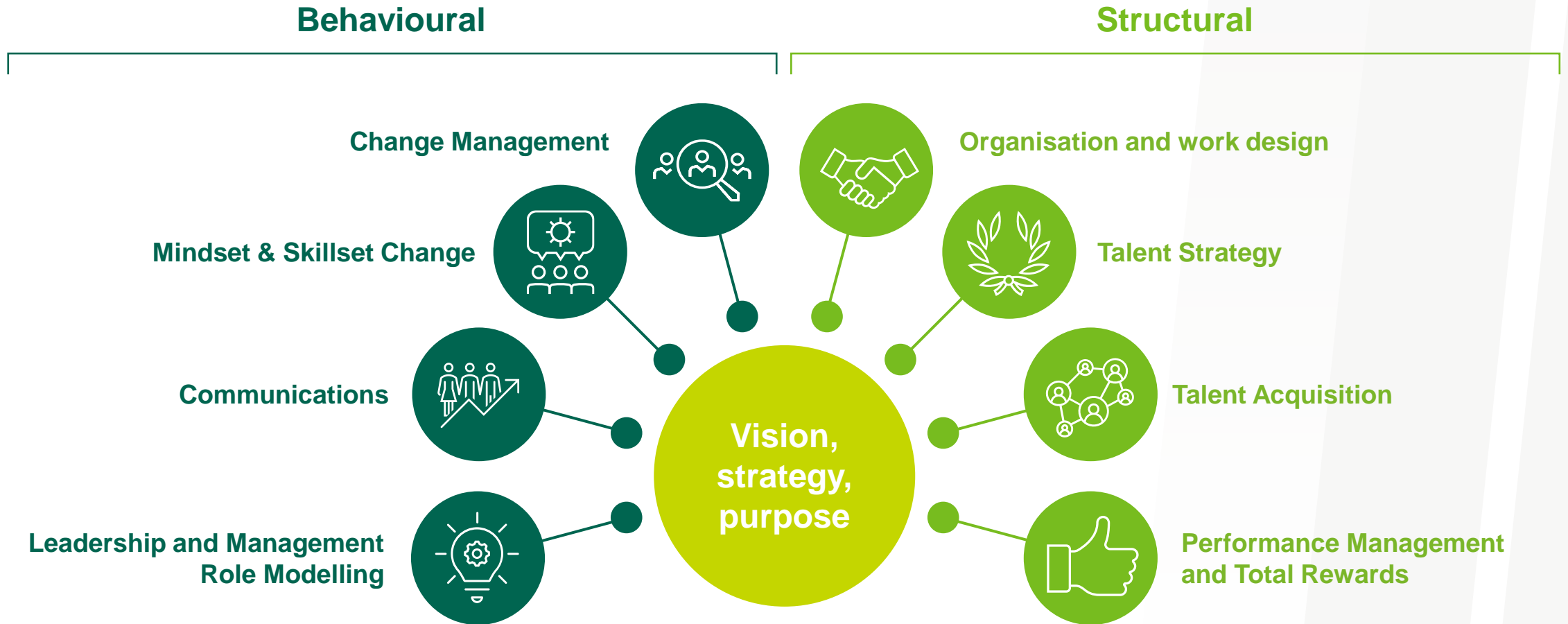


Reflection in your tables

1. What resonated with us (and our Cathedral) most around the research findings presented?
2. Choose three words to describe how it feels to work in our organisation / system currently?
3. What more should we do to ensure our 'collective sound' (our work in our Cathedral) comes out well?



A flourishing, radically human organisation



Let's just take
one of these
processes



**Performance Management
and Total Rewards**



Some of the inspiring people we spoke to about their radically human approach



The opera singer
Morgan Pearce



The restaurateur
Bruce Chapman
Co-founder of the
Providore, Singapore



The dancer
Ted Brandsen
Director
Netherlands National
Ballet



The showjumper
Andy Kistler
Former head of the
Swiss National
Showjumping team



The performer
Neil Mullarkey
Performer, author,
communication
coach



The conductor
Jessica Gethin



The rugby player
Gordon D'Arcy



The filmmaker
Isabel d'Escragnolle-
Taunay



The yachtsman
Furio Benussi
Professional sailor
and team manager
of Fast and Furio

“You know, it’s actually about regaining a human space where we listen to each other. Nobody minds the truth, if it’s done in a human way with full presence and respect.”

*Patsy Rodenburg,
OBE, British Voice
Coach, Author and
Theatre Director*

Which levers need our attention?

Some references related to cathedrals shown in purple – What else?

Behavioural

Structural



Role descriptions

Nominations committee

CSF Funding

Annual reviews

Annual objectives

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Intact team exercise

A Flourishing Human System in our Cathedral

Process:

- A. Consider the behavioural and the structural levers and discuss in your tables which ones are important for your Cathedral at this moment.
- B. In your intact team, split into two smaller groups – One group focuses on the behavioural levers and the other on the structural – Identify 1 lever on each side that will require your attention over the next 6-12 months and propose 1-2 key actions.
- C. You will be notified when 10 minutes is left of the exercise. At this point, each smaller group shares their thinking with the whole team to ensure you consider how the two levers and corresponding actions integrate and interact.

Make sure you capture your notes and bring these back for discussion and action with your Cathedral teams.



Six radical actions to set you off on your journey

- 1** Redefine performance. Think broader, think bold, and be human.
- 2** Start a conversation. What would “radical” and “human” mean for your organisation.
- 3** Take ownership. Choose to be a leader wherever you are.
- 4** Ask how “this new process” can help your people and team to flourish
- 5** Connect. Align. Help your people see the red thread from vision to their job.
- 6** Inspire a Movement.





The future is radically human

