




**New Way of Work :
it's about culture –
not technology**



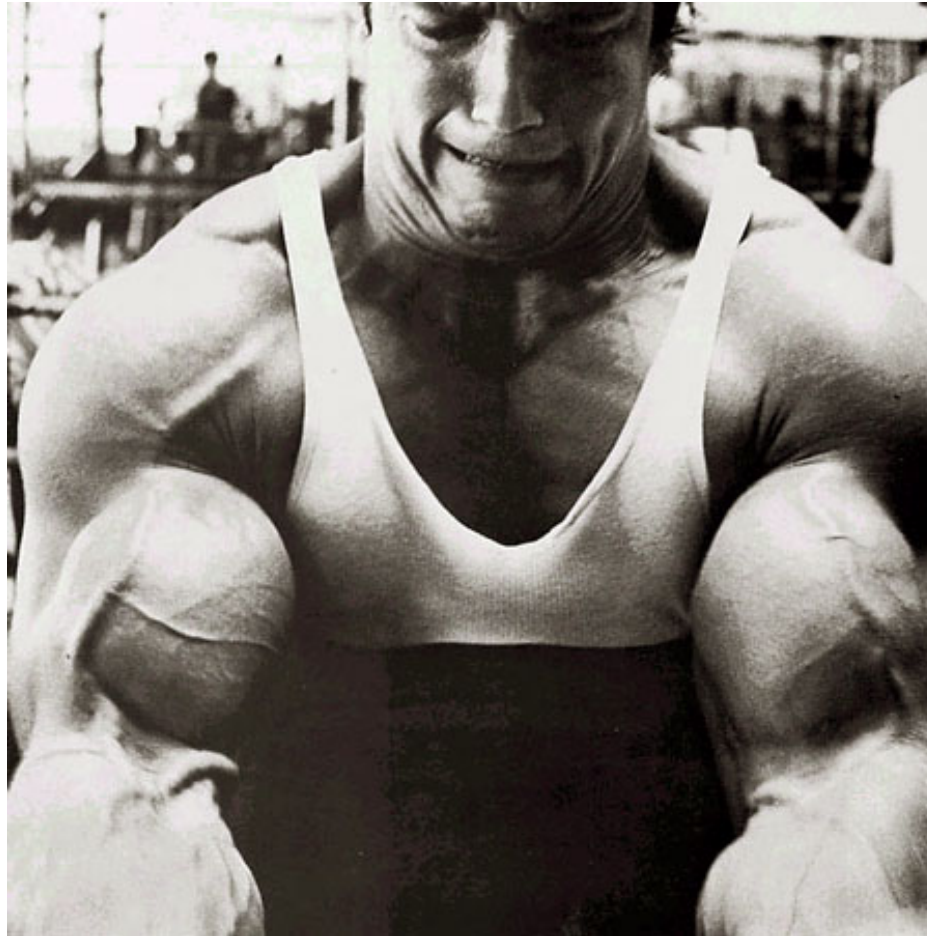
A group of approximately 15 young adults are lying on their backs on a lush green lawn, arranged in a large circle. They are dressed in casual attire like jeans, t-shirts, and sweaters. The scene is bright and sunny, with the grass appearing vibrant green. The text is centered over the middle of the circle.

People are the heart
of a winning strategy.
Great businesses
are an asset to
their people.

STARTING POINT

**What does someone
need and want?**



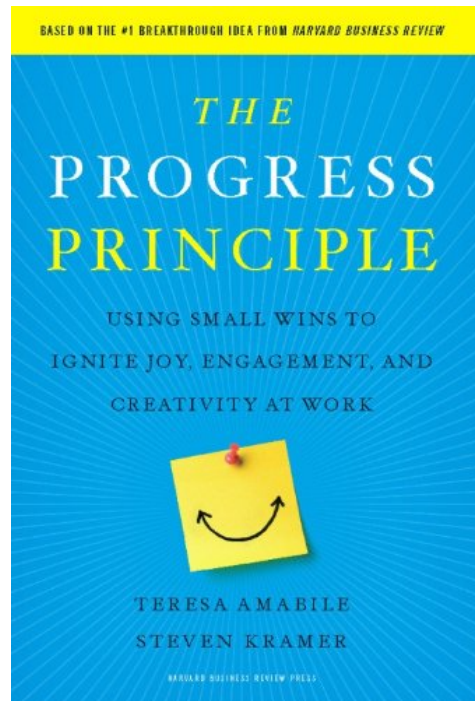


**Does work make you
happy?**



**What can we do to make
work a source of personal
success?**





We rediscover the “H”





Let's stop thinking about our people in terms of our assets, our capital or our main competitive advantage.

These are terms that might sound very business-like, but the truth is, that we have forgotten to think about employees as human beings, with the full emotional and behavioural dimension of humanity.





People want to live successful lives :

- ❖ Good Health
- ❖ Family
- ❖ Friends
- ❖ Leaving a legacy
- ❖ Work
- ❖ Happiness

Every individual has to “assemble” his/her own definition of what success means. It’s a **choice**. No-one can judge.

**To what extent is a
company designed to
contribute to
people's happiness?**



Time & attendance	Control Mechanisms
Cameras	Approval Flows
Dress Codes	Structures
Bureaucracy	Power Distance



Follow



Produce



Imitate



Shut up



Putting the “H” back.

**By integrating human
needs in strategy**



**People are the heart
of a winning strategy**

**And great businesses
are an asset to their
people.**



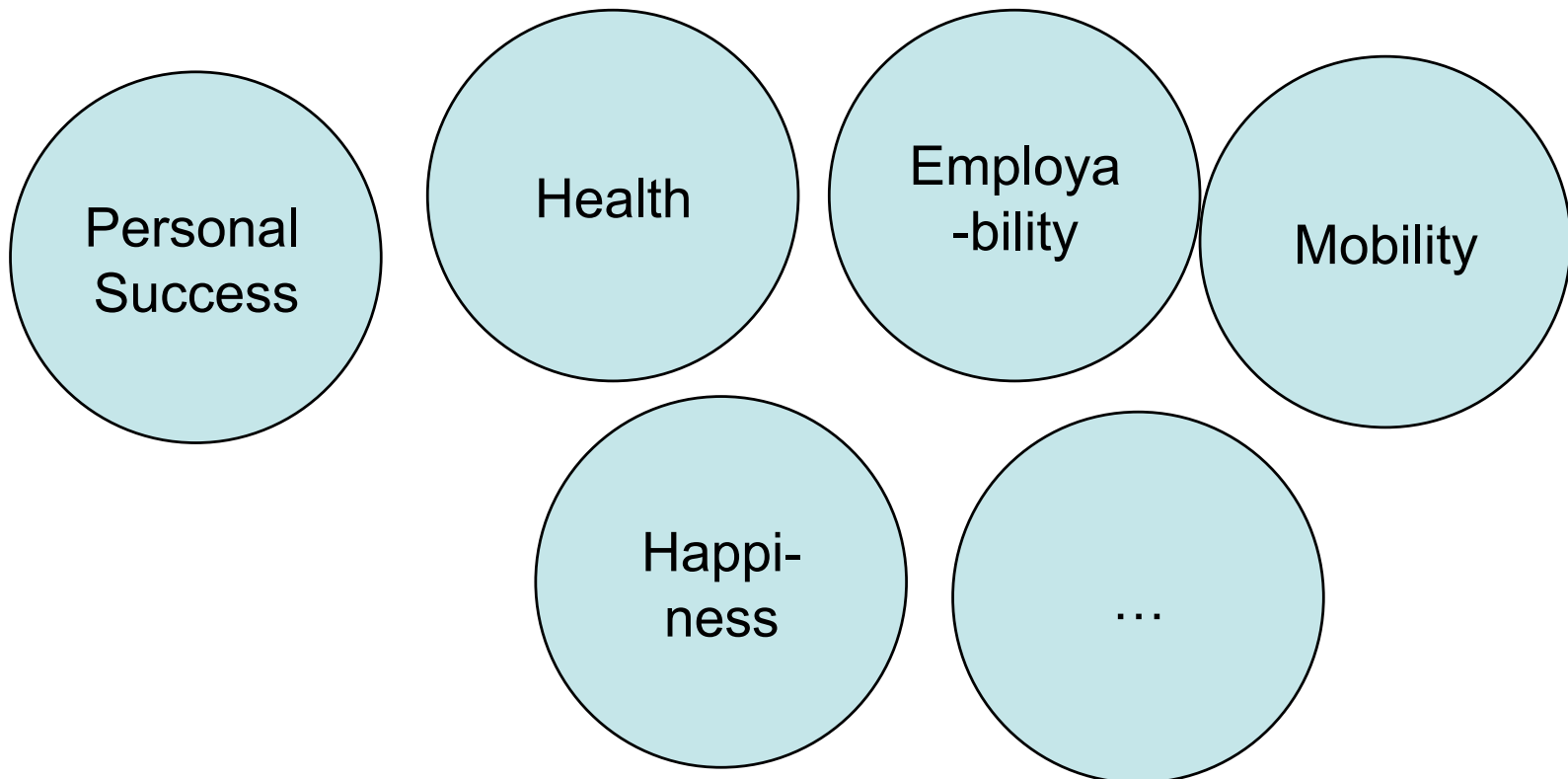
**Being an asset to
your people.**

=

**helping people to live
their lives**



helping people to live their lives



**helping people to live
their lives**

**as a basis for
enduring business
success**

STARTING point





People management
of the future

is

Personalised



A personalised HR starts from the **needs and possibilities** of any individual

And provides a context that helps people to **fulfill their needs** and to **use their potential**

"Thanks to Securex I can ..."

Personalisation means to **add value** to the lives of the people that decide to work with us (not for us).

And through this enable them to add value for the company.



MASS CUSTOMIZATION

Producing goods and services to meet individual customer's needs with near mass production efficiency



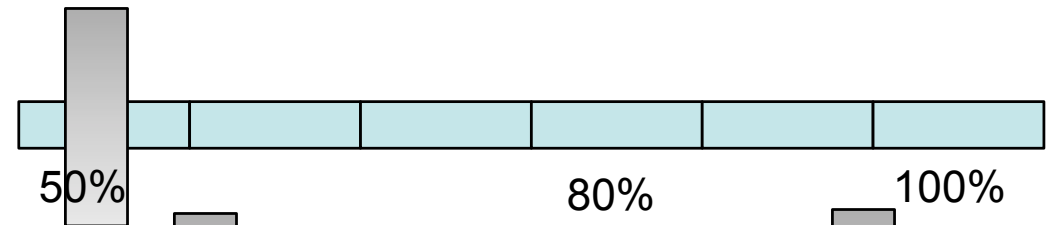
I-DEALS

Voluntary, personalized agreements of a nonstandard nature negotiated between individual employees and their employers regarding terms benefiting each party. These individualized employment arrangements differ to some extent from those received by coworkers.

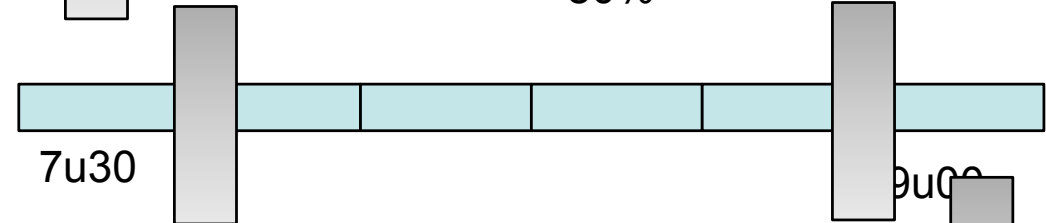


What could it look like ?

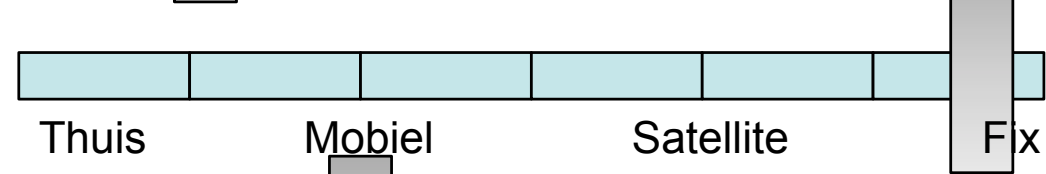
FTE



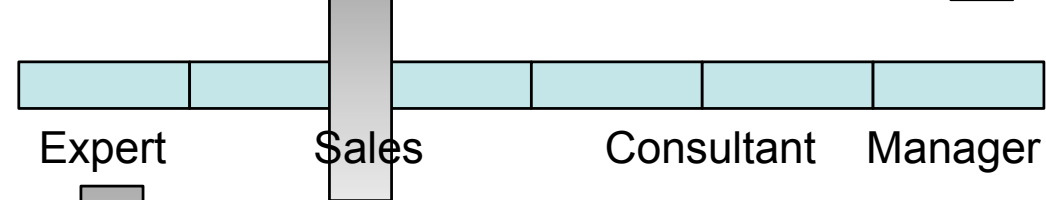
Flexibili-time



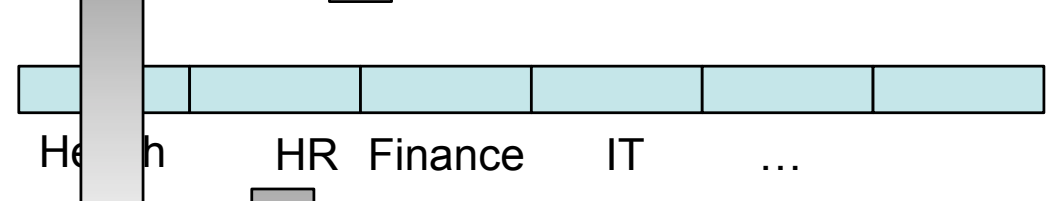
Plaats



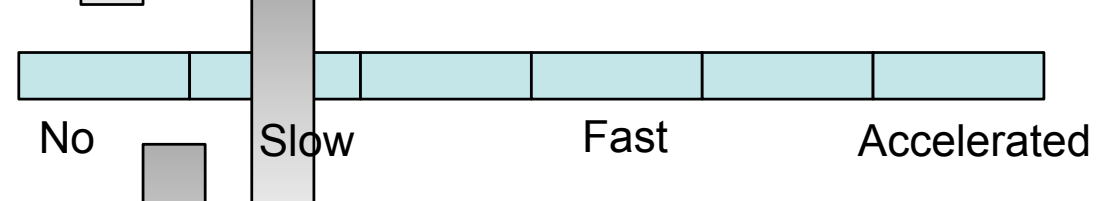
Career orientation



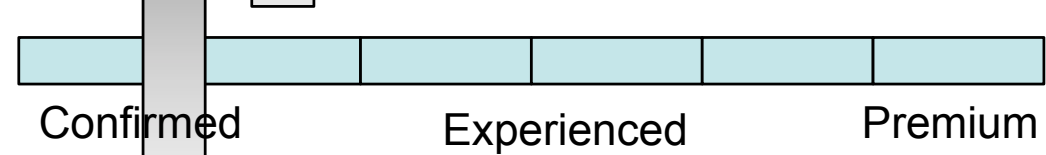
Profession



Career Speed



Engagement & Competencies

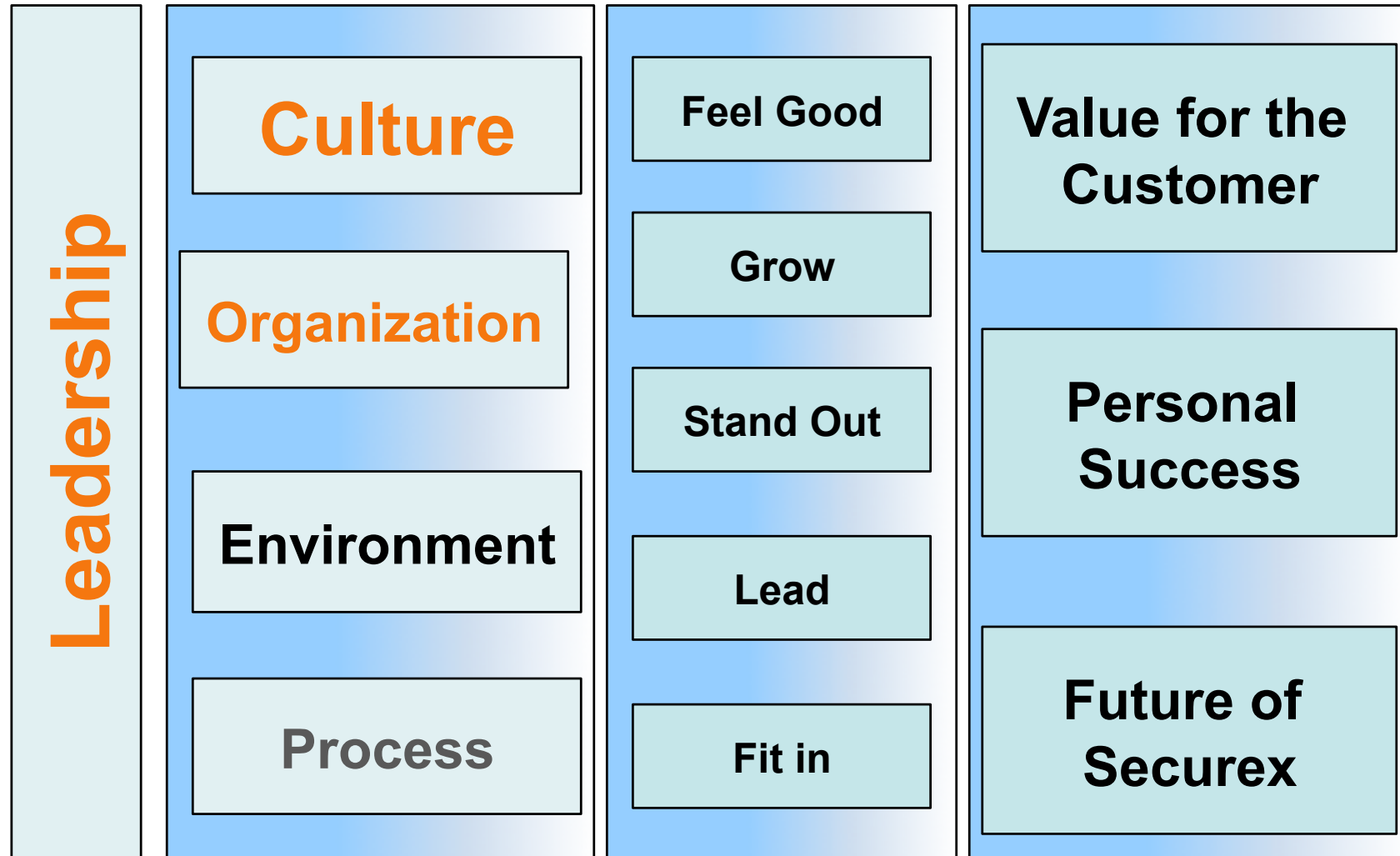


**New Way of Working
@ Securex**

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Context



People
Outcomes

Value
Creation



- Offer a **mobility solution** to employees
- **Reduce costs** of office space & transport



Technology

Leadership

Infrastructure

Organization

Legal

Processes

Training





Flexible Work Spaces



Cooperative Environments



Teleworking arrangements



Collaborative Technology

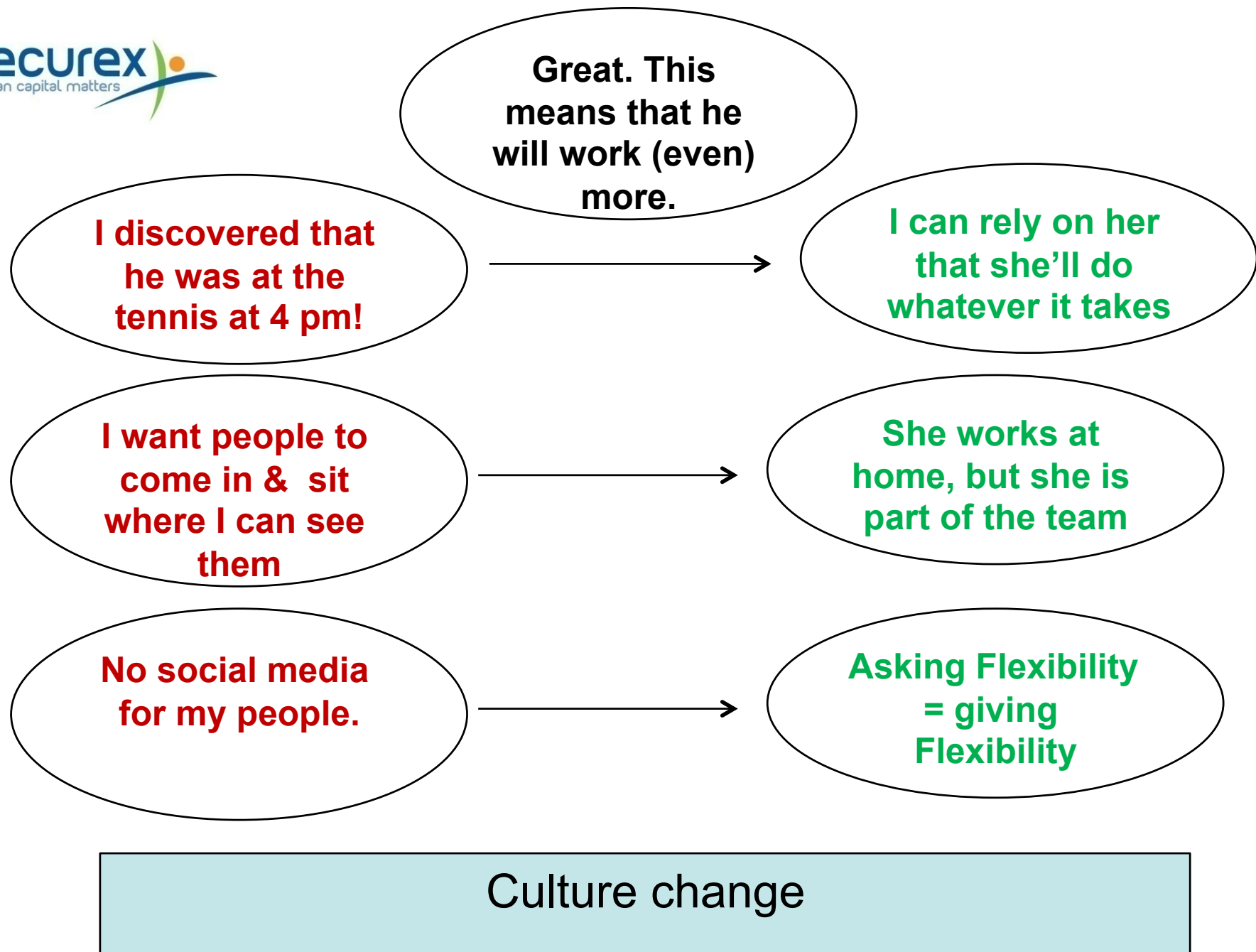


Modern Environments



- 65% of people use the facilities offered to them to flexibilise their working place and time.
- 10% (ca 150) do it every week on fixed days
- Retention of employees is high (96,4%).
- Managers increasingly use the facilities to accomodate personal needs.
- Mileage went down by 8%
- Office space reduced by 10%, still 15% to go.
- Flexibility basis for managing personal health







Less Hierarchy



Contribution and Progress, not rules



**What I do, counts. Not my function.
Or where I am.**



Temporary Talent Associations



Networks instead of tribes (silos)



The new way of working is based on **trust**

But also on **relentlessness.**





Autonomy



Trust



Responsibility



Values



Social capital



- Must be part of your (people) strategy.
 - What do you want to offer people by promoting the new way of working
 - What are the business results you expect
- Requires a culture of trust & responsibility
- (Remote) Leadership essential





Thank you!





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