

The Pocket Guide to Continuous Transformation:

Key Milestones to Take You
into Tomorrow



Digital disruption has completely transformed the way organizations operate. With markets changing so quickly, agility, flexibility, and the ability to continuously innovate are now the traits most often found in market leaders—and these qualities begin with the people within those organizations.

Employees don't develop these attributes automatically, however. They need the right encouragement and environment, and providing that requires HR to undergo its own culture shift.

Motivating people is no longer as simple as offering traditional perks, and success can't be monitored using basic metrics. For your employees to reach their maximum potential, you need to provide the tools and opportunities to continually satisfy their personal goals as well as those of your business. This requires a more holistic approach to HR.

This pocket guide shares four key milestones you should reach to develop a culture of continuous transformation in HCM.

The key is continuous transformation—experimenting, allowing job roles to evolve, encouraging cross-team collaboration, providing your people the right environment in which to focus, and making continuous tweaks to the makeup of your organization for the greater good.

Get this right and you can attract top talent, keep your people satisfied, and get the best performance from your teams. Ultimately, your organization itself becomes more agile, innovative, and efficient.

Empower Employees to Transform Their Roles

Daniel Pink's renowned book, ***Drive: The Surprising Truth About What Motivates Us***¹ tells us that workers are motivated by three things: mastery, autonomy, and purpose.

These three things also benefit the organization at large, so it's important to put practices in place that encourage individuals to achieve these goals.

How?

You need to give your employees permission, and even incentive, to change. That means:

- Presenting them problems to solve instead of tasks to perform
- Promoting creativity and curiosity
- Offering people the freedom to adapt to the challenges they face without managerial instruction

Encourage Employee Focus and Experimentation

The real value of your workforce lies in "the zone": the psychological space where thoughts and creativity can flow effortlessly.

And it's your job to provide that space.

How?

You must offer employees the ability to work deeply, without distraction or interruption, by:

- Simplifying or removing day-to-day, administrative tasks
- Integrating and reducing the complexity of processes
- Tolerating and expecting small failures, acknowledging that these are key to learning



Foster Team Collaboration

Today's organizations of the future are building "tiger teams" that consists of members from different disciplines and backgrounds who come together to solve a specific problem.

This evolving model of collaboration allows organizations to make faster decisions and innovate quicker. You can implement it today.

How?

The answer lies in:

- Establishing the areas in which you still need a hierarchical structure, and those where interdependent, objective-based teams would be more useful
- Building trust by enabling complete transparency into collaborative processes and personal contributions
- Correlating employee and business data to assemble the most effective teams for each issue

Change the Culture

Imagine the talent your organization would draw in if you were able to tell prospective hires that not only would their job evolve rapidly over the next year, but that they'd be the person to lead the change.

In a modern business, the only constant should be continuous development, and you can enable it.

How?

The best way to ignite cultural transformation and empower top talent is to:

- Take a more holistic approach to employee wellbeing by ensuring individuals have the development opportunities they need
- Create a strategy to put all your new goals into motion
- Start planning your HR department's cloud-based evolution

Conclusion

To learn more about driving a constantly innovative future for your organization, read our ebook [here](#).

