

The Workforce Revolution

BroadVision

COLLECTIVE  SOLUTIONS
TECHNOLOGY + COLLECTIVE MINDS + INNOVATION



Presented by:

**Nov Omana
Founder/CEO
Collective HR Solutions**

Collective HR Solutions Services

HCM CONSULTING

VIRTUAL ENVIRONMENTS

SOCIAL MEDIA

HR VENDOR MARKET SERVICES

The Workforce Mix

Traditionals (born 1930 – 1945)

- very socially and fiscally conservative
- in the workforce because they want to be or have to be
- knowledge brokers – trading for “worth”

Baby Boomers (born 1946-1964)

- value hard work and long hours
- need to make sure they are very upfront and specific with their instructions to others
- largest number of workers ever – sizable impact when they leave the workforce

The Workforce Mix

Generation X (born 1965-1977)

- very independent and dislike rigid schedules
- value being efficient and getting work done quickly
- more balance between their social and work lives
- work in a more creative, open workplace

Millennials (born 1977-1990)

- advanced technologies
- opinionated but are very creative – need avenues for expression
- expect to be challenged
- they have far more confidence and work well in groups

The Workforce Mix

Generation 9/11 (born after 1990)

- less optimism
- maturing in times of tragedy and strife
- larger sense of group through communication
- moving their world to the cloud



Working Environments

Brick and mortar

- Confined and traditional patterns of communication
- “over the wall communication” or the “water cooler”
- Meetings, meetings, meetings.....



Working Environments

Telecommuting

- home based and office time
- still tied to the “workday schedule”
- Movement of information on personal medium
 - Laptop
 - flash or back-up drive
 - Email
 - mobile phone
 - shared calendars



Working Environments

Mobile office (evolving from Telecommuting)

- 24 X 7, while living smart
- smart phone/laptop
- Wi-Fi internet connections
- cloud storage
 - shared documents
 - shared communications
 - “outside the firewall” networks
 - group problem solving



Work Flows

Traditional

- top down
- compartmentalized assignments, tied at the top
- deadline and sometimes, linearly driven
- little support network in place
- within the company (bounded by the firewall)



Work Flows

Trend

- company goal supporting
- shared vision and objective driven
- staffed across the network by knowledge and contribution
- support from network, personal and professional
- contributions from less traditional sources



Technology as a Differentiator

THE OLD

- Email is becoming antiquated –one to one
- Document libraries are unwieldy – silos of information

THE NEW

- Mobile applications to reach the workforce
- Social media to connect the workforce
- Collaboration suite to support the workforce

What does the NEW Technology look like?

Social Media-based

Integration to existing platforms - Platform of Engagement

Supports “outside the firewall” connection

Mobile application support

Collaboration tools – blogs, forums, wiki’s

Secure

Easy to use, intuitive

Why Use this Infrastructure?

Create the “glue” that will keep the workforce connected – something *MUCH NEEDED*

Create an environment of creativity and sharing, a “virtual water cooler”

Appeal to the work style of the varied workforce – retention factor

Develop a place to store “new Intellectual Property and Social Capital”

What will be appealing about the NEW Technology

Lends itself quickly to most of the workforce, based on their current knowledge

Ability to extend beyond the person to the group an environment of creativity and sharing, a “virtual water cooler”

Knowledge sharing is more available, providing worth from individuals

Recognition is generated within the environment

What will be appealing about the NEW Technology

Can leverage both professional AND personal networks to extend knowledge base

Not hampered by “being in the office”

Available 24 X 7

Sharing is part of the platform

Risk is minimized to “try something new”

Storing the new “thinking and innovations” of the workforce

Benefits for HR

Quicker recruitment and on-boarding

Stronger culture of knowledge sharing and sense of interpersonal ties

Decreased turnover rate (38%)

Low costs of implementation

Nurturing and growing corporate culture – all contributions tied to innovation and goal attainment.



Considerations for the Rollout

Communication/Marketing

Governing Policies

Review/Oversight

Recognition of contributions

Leveraged as an image for the organization

Change Management for Adoption

Potential impacts to organizational structure

Continuing Technological improvements

Wrap-up

Varied workforce interacting towards goals, working as a “body of knowledge”

Organizations tapping into new IP and SC

Technology is easily adopted and supported under the new platforms

Create a culture keeping pace with the changing work environment and workforce



HOW TO CONTACT US

Nov Omana: 650/341-5067

www.collectivehrsolutions.com

info@collectivehrsolutions.com

More on BroadVision Clearvale
and Enterprise Social Networking

www.broadvision.com | www.clearvale.com

Clearvale-info@broadvision.com