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Oct 17, 2018 **Issue #21 - An organization without people sounds like?**

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 **Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant)**  
@elizabethlembke

**Nothing** - it is *very quiet, and not very fun.*

For many years, we have heard the saying that an *organization is only as good as its people and a company is only as strong as its most engaged employees.*

I believe this to be true – at the same time, we all know the figures around disengagement and the fight around not having enough of the “right” skills and capabilities in this new world of work.

Therefore, in all industries across the spectrum, we are finding a new-found willingness to experiment with what might work better to fit the real needs of our organizations.

To this end, I am honoured to be the official Chairwoman for the [Global Learning and Development summit](#) taking place this week in Amsterdam.

On the docket are the key themes innovation, engagement, culture, diversity and the future of work. Themes, which challenge us as leaders to ask:

**How are we empowering people to rapidly gain skills and capabilities in a fast-changing world?**

**How do we ensure that our people thrive during change?**

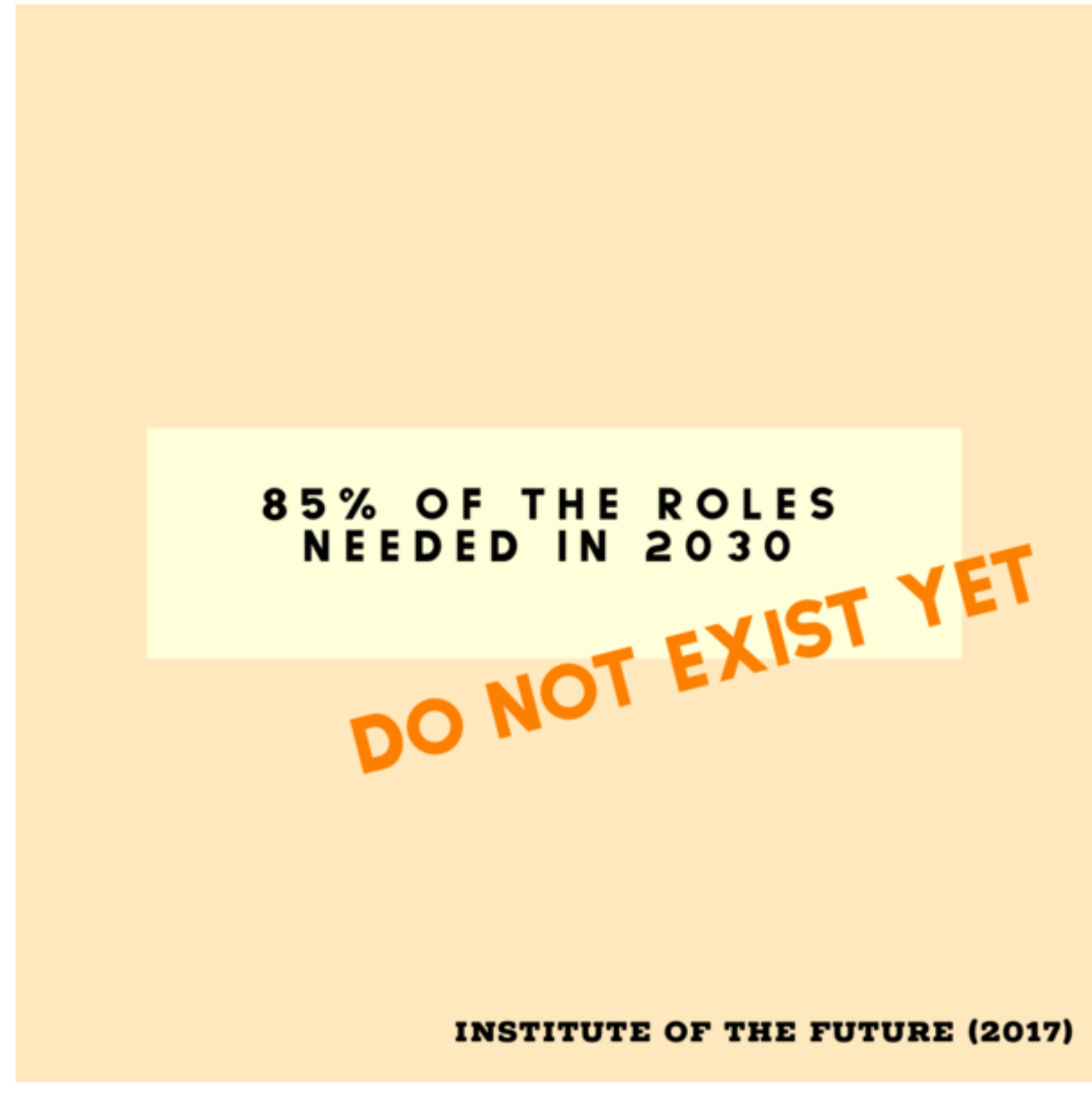
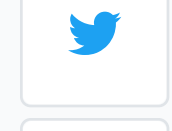
**How do we ensure the most positive impact of our efforts?**

**How are we attending to our own personal and professional growth?**

Digging into my archives to prepare my summit workshop *Facing Our Paradigms: Talent, Learning and the Future of Work*, I found myself thinking of the motto from [Green Tortoise](#) “arrive inspired, not dog-tired”. The thought drew me back to the topics of purpose, innovation and talent expectations of the modern workforce.

So here is a bit of inspiration for your journey.

SHARE



How to we best prepare for future capability?

### Innovation is the new Competitive Advantage

#### Built for Innovation

Way back in 2007, this article came out around how do you understand your businesses innovation architecture. Many things still ring true as we look to how are we fostering innovation? How are we addressing barriers to great ideas?



[www.forbes.com](http://www.forbes.com)



#### These Three Phrases Are Killing Innovation At Your Workplace

Your tone and word choice may be sending the message that it’s not worth exploring new ideas. Here’s how to change that.

[www.fastcompany.com](http://www.fastcompany.com)

### Finding Meaning in Good Work

#### How do we create meaningful work in an age of automation? | McKinsey

New workplace trends such as automation, AI, and the gig economy are generating a need for policies that create jobs and work that is more fulfilling. This podcast and article dive into important thoughts around the “how-to’s”.

[www.mckinsey.com](http://www.mckinsey.com)

#### Purpose at Work: 2016 Global Study Report

Earlier this year, I had a conversation with the co-founder and CEO of [Imperative](#), Aaron Hurst around the meaning and fulfillment at work. (Neat guy with a great vision for social change.)

Together with LinkedIn, they conducted a global study on the topic of purpose. The premise was “People are increasingly looking for jobs that give them personal fulfillment; and companies are seeing that purpose-oriented employees are more productive and successful.”

This was one of the first more in depth studies on the subject and worth a read as we all consider for ourselves “what is contribution I am making? what do I consider to be good, meaningful work.”

[business.linkedin.com](http://business.linkedin.com)



#### How to Help Your Team Find Their Higher Purpose

“People who find meaning in their work don’t hoard their energy and dedication. They give them freely, defying conventional economic assumptions about self-interest. They grow rather than stagnate. They do more—and they do it better. By tapping into that power, you can transform an entire organization.” Key insight here being:

how do you do that authentically as an organization? A good overview from HBR.

[hbr.org](http://hbr.org)

### Talent and Upskilling Imperatives

#### Talent Management and the Modern Workforce Perspectives EMEA

Making meaningful contributions, having the skills and capabilities to meet the future demands, and tapping into the talent necessary to truly have an innovative advantage are topics at the forefront of most Learning agendas.

To help bolster the discussion, David Wilson from the [Fosway Group](#) gives an good overview of the expectations of the modern workforce and key imperatives for Learning, HR and leaders.

[www.fosway.com](http://www.fosway.com)


#### Question: What do you think ought to be on the Learning agenda?

If you have any additional thoughts or want to shoot the breeze on the future of work, cool practices etc., I am looking forward to continuing the discussion!

All my best wishes from the wonderful city of Amsterdam!

Liz

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 **Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant)** @elizabethlembke  
Feeding the Passion for Transformation: Be it Talent, Culture, Work or HR

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Elizabeth Lembke, Transforming Talent Consulting: [www.transformingtalent.co](http://www.transformingtalent.co) and [www.transformingtalent.de](http://www.transformingtalent.de)

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