













HR PRACTICE IMPLICATIONS

- Artificial Intelligence/Machine Learning Is the Future
- Talent Acquisition Is Most Important HR Function
- I&D Is Here to Stay
- We Will Experience Maniacal Focus on Culture

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LALOUX ON REINVENTING ORGANIZATIONS

Model/Examples	Cultural Characteristics
TEAL Evolutionary	Self Management, Wholeness, Evolutionary Purpose
GREEN Culture Driven Organizations	Empowerment, Value Driven Culture, Stakeholder Model
ORANGE Large Corporation, Charter Schools	Innovation, Accountability, Meritocracy
AMBER Governments, Churches, Public Schools	Formal Roles, Hierarchies, Processes
RED Gangs, Mafias, Mercenaries	Division of Labor, Command Authority

Laloux Model from Reinventing Organizations, Image from Philippe Balleur

HR PROFESSION IMPLICATIONS

- Do HR Function Well ... or Someone Else Will
- Attract the "Smartest" People to HR
- Understand How Your Employer Makes Money
- Practice Courageously

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