

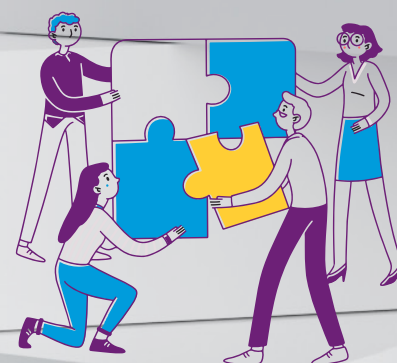


Becoming the **HR** Leader *of Tomorrow*

5 Lands™ Journey

First Time in Romania

The Readiness of HR professionals
for the Post Covid Reality



In the midst of unprecedented change and disruption, it is clear that the HR organization of the future will not look like it used to. For organizations to continue delivering a competitive advantage through the workforce experience, a completely new mindset will be required for HR roles, structures, tools, capabilities and strategy. HR will be critical to the organization's response to changing market realities, but effectively fulfilling this need will require the function to transcend its traditional role.

In coming months and years, HR leaders and their functions will be faced with a dual challenge. HR will be called upon to deliver the strategic, future-oriented support the business needs to weather technological, cultural, and functional change, while simultaneously needing to transform the HR organization itself to meet future demand.

To do so, HR leaders and professionals need to invest time and effort in self-development and upskilling themselves. They need to start building personal winning value propositions and becoming inspirational thought leaders with regard to the new skills that fit the new era of the workplace. Only then will they be able to take their entire organization, leaders, and employees, on the same journey.

For the first time in Romania, KPMG is launching an analysis of the **"Readiness of HR professionals for the Post Covid reality".**

To help our clients think through all of the implications, KPMG has initiated a thought-provoking conversation on the readiness of HR for the new era of work.

We aim to carry out a national level analysis, which will provide an understanding of HR Readiness on 5 key capabilities for the future:



Growth mindset

- *As HR professionals, do we lead by example when it comes to Growth Mindset?*
- *How comfortable are we with getting out of our comfort zone and to what extent are we ready to support our leaders and employees who need to upskill themselves?*
- *What is our level of willingness to invest significant effort to develop and progress?*



The Artgineer

- *Are we using our right and left brain capabilities to be both the artists and engineers that our organizations need?*
- *What are we doing today to help leaders and employees become Artgineers?*
- *Are we ready to foster a culture of innovation and entrepreneurship?*



Emotional Intelligence

- *Are we equipped to continue to be successful in the post-COVID reality, in which we need to make use more of our Emotional Intelligence – handle stress and uncertainty, be flexible, understand the way we feel, manage emotions successfully, use empathy and interpersonal skills, be humble and accept the fact that we are all limited in our ability to be “at our best” today.*
- *To what extent will we successfully adapt to the new reality?*
- *To what extent do we feel passion for our profession and our clients?*



Sustainability

- *Have I found a sense of higher purpose in my work and life?*
- *How can I induce optimism in my organization?*
- *What are we doing today to help our leaders and employees to feel a sense of higher purpose, be more optimistic, take ownership of the personal value proposition, and keep their wellbeing in good shape?*
- *How ready am I to continue to be successful over the long term, in this fast-changing and disruptive reality in the new era of the workplace?*

The tools

The analysis will be based on a survey in which we will employ the 5 Lands Journey methodology.

The 5 Lands Model is a unique model which helps leaders and employees to acquire the various mindsets and skills needed for current and future success in the new era of the workplace.

This model is based on numerous leading theories and up-to-date research on leadership, personal skills, change management, and learning and development.

It is also the result of 20 years of global experience and research, in-depth

interviews with dozens of leaders, C-suite members and CEOs in various industries, and working with hundreds of leaders and employees.

The program was developed at KPMG Israel 10 years ago and reshaped in different industries in different countries.

The innovative questionnaire is composed of statements that were developed on the grounds of leading theory, research and practice in the fields presented in the 5Lands model. The questionnaire has 4 different validity and reliability types.



The HR Leader as one who is both an engineer and an artist: critical and strategic thinker, analytical and methodological; yet also intuitive, visionary, creative, relationship driven and passionate about his/her area of expertise, clients and employees.



The HR Leader as one who is a lifelong learner in 5 areas: professional, emotional, technological, business, and leadership.

Artgineer

Mindset



EQ

The HR Leader as one who understands his/her own emotional world, successfully manages his/her emotions and adapts to different situations. One who encourages change, solves problems, works in multicultural teams and is an inspiring leader. One who builds close relationships with his/her clients and becomes their Trusted Advisor.

Becoming the HR Leader of Tomorrow

Sustainability



The HR Leader as one who can succeed over time in the gushing white waters – who finds a deep purpose in his/her work, takes ownership over his/her career, connects with sponsors and mentors in order to learn and develop, positively frames a challenging reality (both for himself/herself and their team), and understands that one has to maintain one's own wellbeing.

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The HR Leader as one who re-invents himself/herself and develops a compelling and winning value proposition (both for himself/herself and for their team).

The First Readiness assessment for HR professionals in Romania

**Do we have what it takes to reinvent our organizations
and make them ready for the Post Covid Reality?**



We invite you to take part in
the First HR Readiness Assessment in Romania.

What will you get from the process?

- ✓ Your own Personal Readiness Profile
- ✓ The Book – Success in the New Era of the workplace – a Five Lands Journey

What will your organization get from the process?

- ✓ Your HR department's Readiness Dashboard.
- ✓ Your Benchmark to all the other participants.

Practicing in our Becoming the HR Leader of Tomorrow Conference

The Five-Lands Model is a unique model which helps leaders and employees to acquire the various mindsets and skills necessary for current and future success in the new era of the workplace. This model is based on numerous leading theories and up-to-date research on leadership, personal skills, change management, and learning and development.

It is also the result of 20 years of global experience and research, in-depth interviews with dozens of leaders, C-suite members and CEOs in various industries, and working with hundreds of leaders and employees. The Five-Lands program is designed to address the disruptive reality and challenges that leaders and employees face day by day in the markets.

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