


HR CHANGEMAKER'S CLUB FINTECH SECTOR

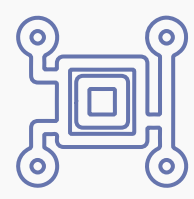


IMMEDIATE IMPACT




BURN OPTIMISATION

Activating additional Revenue Channels, Vendor Reviews & Voluntary senior management pay cuts if necessary




DIGITALISATION

Increased reliance on Technology to drive processes, communications & initiatives. Notable jump in blue-collar adoption




INCREASE IN EMPLOYEE L&D

Significant increase in employee investment in L&D and adoption of e-learning



EMPLOYEE WELLNESS

Acceptance of mental health has been on the rise with support being provided by organisations through initiatives like professional counselling & safe spaces



MINDSET CHANGE TOWARDS WFH

Organisation's outlook towards WFH hampering productivity is being erased as they are experiencing a step-up jump in productivity levels

PREDICTING PERMANENT CHANGES

01

REFERRAL DRIVEN RECRUITMENT

Reliance on head hunters is already decreasing and going forward most of the positions will be filled through referrals and organic sources

02

DIGITAL INVESTMENTS

Significant investments will be made in employee engagement, productivity and governance. Practices like OKRs will become a reality for the orgs of all sizes

03

ACCEPTANCE OF VIRTUAL SALES

Prospects will be more open to virtual interactions and not insist on in-person meetings, a positive shift for the Industry

04

LEADERSHIP DEVELOPMENT

Notable efforts will be made in enabling managers to identify reportees pain points and guide them to make the digital transition

05

VIRTUAL REWARDS & RECOGNITION

While it is already being increasingly leveraged to drive digital employee engagement this is one trend that is here to stay

LEARNINGS TO CARRY FORWARD



OPTIMISE FOR VIRTUAL WORKFORCE

While the remote and on-ground workforce is being trained/ interacted with on the same platform the sessions unconsciously are optimised only for the employees present in the room and not as effective for the ones joining virtually. This new work mode has taught how to optimise and engage the remote workforce.



DO NOT LIMIT INTERACTIONS TO IMMEDIATE REPORTEES

In this new work mode leader interactions with the entire team increased not limiting it only to direct reportees. This should practice should continue as it drives real engagement and understanding.



STRENGTHEN EMPLOYEE RELATIONSHIPS

Invest in agenda-less relationships, those which have come in handy when locked up at home and are being further reinforced and reinvested through creative digital ways.

FOCUS AREAS FOR HRs

More than ever there is a strong need for HRs to become business partners, to understand the needs of the organisation and accordingly take initiatives to enhance employee experience while ensuring business continuity

- Thanthar Sawe, Wave Money

Keep building the Organizational resilience

- Pratap, Nium

HRs need to become extremely Tech-savvy to help organisations thrive in this digital age

- Nicole Poon, MatchMove

Be innovative and think out of the box to bring about disruptions in the Industry

- Viki Thillai, Xendit