

Getting to Know: **Ola Ehinmoro**

25+ years in handling People and Business Transformation

FMCG – 16 years
Finance/Banking – 3 years
Building Solutions – 6 years



19 years
West Africa
experience



6 years Regional &
global expatriation
experience in
Ghana, Egypt and
France

- BA – English 1993/94 Unilorin
- MPA – 1997/98 Unilorin
- ACIPM – 2000
- LBS (MDP) INSEAD (SMDP) etc...



Daughter :21
Sons: 16, 11,11



If I wasn't working I would be...

Volunteering to improve poor neighborhoods



What I'm passionate about...

People delivering results in a fun way



This Photo by

What I like to do on weekend...



Purpose:
Making Life Meaning and Fun

HR and Business Leaders Primary role.

Organization
Mission

Create Sustainable internal and external environment to Grow Top Line and Bottom Line

Line and HR
Primary Role

Create organization's capacity with Purposeful, Capable, Accountable and Engaged employees

Look of
success in
today's HR
world

- ▶ Fit, agile and digitally enabled collaborative team (virtual)
- ▶ Strong Employee Value Proposition to attract, build and retain great talent in an efficient manner (Purpose driven)
- ▶ High performing teams with a culture of accountability and right incentives
- ▶ Clarity of individual and functional roles and interdependencies
- ▶ Enabling policies, processes and procedures that inspire and drive progress and unique employee foundation leaders experience
- ▶ Engaged employees, with strong psychological safety, growing, learning and delivering results

Unilever broad Focus areas to enable achievement of Top/Bottom Line

Capacity

Reinforce capacity through agility and digital transformation

- Reinforcing the basics – employee digital records, enabling policies, processes, reward practices/principles and controls
- Organisational and Talent optimisation (Fit for purpose and cost effective)
- Ensuring available resource and Talent pipeline cover
- Performance Management and capability
-and...and...

Capability

Unlock capability through lifelong learning

- Dialling up Line/Team capability (Licence to Operate)
- Capability profiling for unique learning needs for now and the future for a be-spoke intervention
- Driving digital learning Platforms and collaboration with learning institutions and partners
- Drive current and future fit capability plan (Upskill, Reskill, Future skill, Cross functional/country experience)
-and ...and...

Engagement and Culture

Driving the Organization's values. Health and wellbeing

- Enable wellbeing and wellness programs in tune with times and circumstance
- Embedding the Organisation's Value systems and controls
- Driving engagement platforms and feedback mechanism/Acting on feedback
- Landing appropriate Equity, Diversity and inclusion agenda
- ...and....and...

More human, Humble, Transparent, Inclusive, Impactful and Fun

My Proposed Future Fit Plan for HR to thrive now and into the future

Critical HR Skills

- Data and People Analytics
- Digital HR (Evangelist)
- Strategic Workforce planning (Freelancers, contingent workers etc..)
- Stakeholder engagement and Change Management

10 years evolution and future of HR



Directional learning themes

- Get used to technology and innovation on data analytics, chatbots etc...
- Focus on organization success by aligning HR goals with the mission/break work into bite sizes and align performance mgt
- Prepare for changing work methods and processes of a multigenerational workforce (Agile mindset)
- Renovate benefits in line with economic changes
- And stay updated with changes in compliance requirement.....and....and..

Value of upskilling, reskilling, Future skills & Cross functional skills

