



GreatPeopleInsideConference  
**VisionaryHR**

**9-10 October 2019**  
Kronwell Hotel-Brasov, Romania



# CROSSING THE NEW CHASM

**ARMINA DOBRICĂ**

Corporate Wellness & Engagement Consultant – AON România



GreatPeopleInsideConference  
**VisionaryHR**

9-10 October 2019  
Kronwell Hotel-Brasov, Romania

 **GREAT  
PEOPLE  
INSIDE** .brand event



15,6  
mil.  
\$

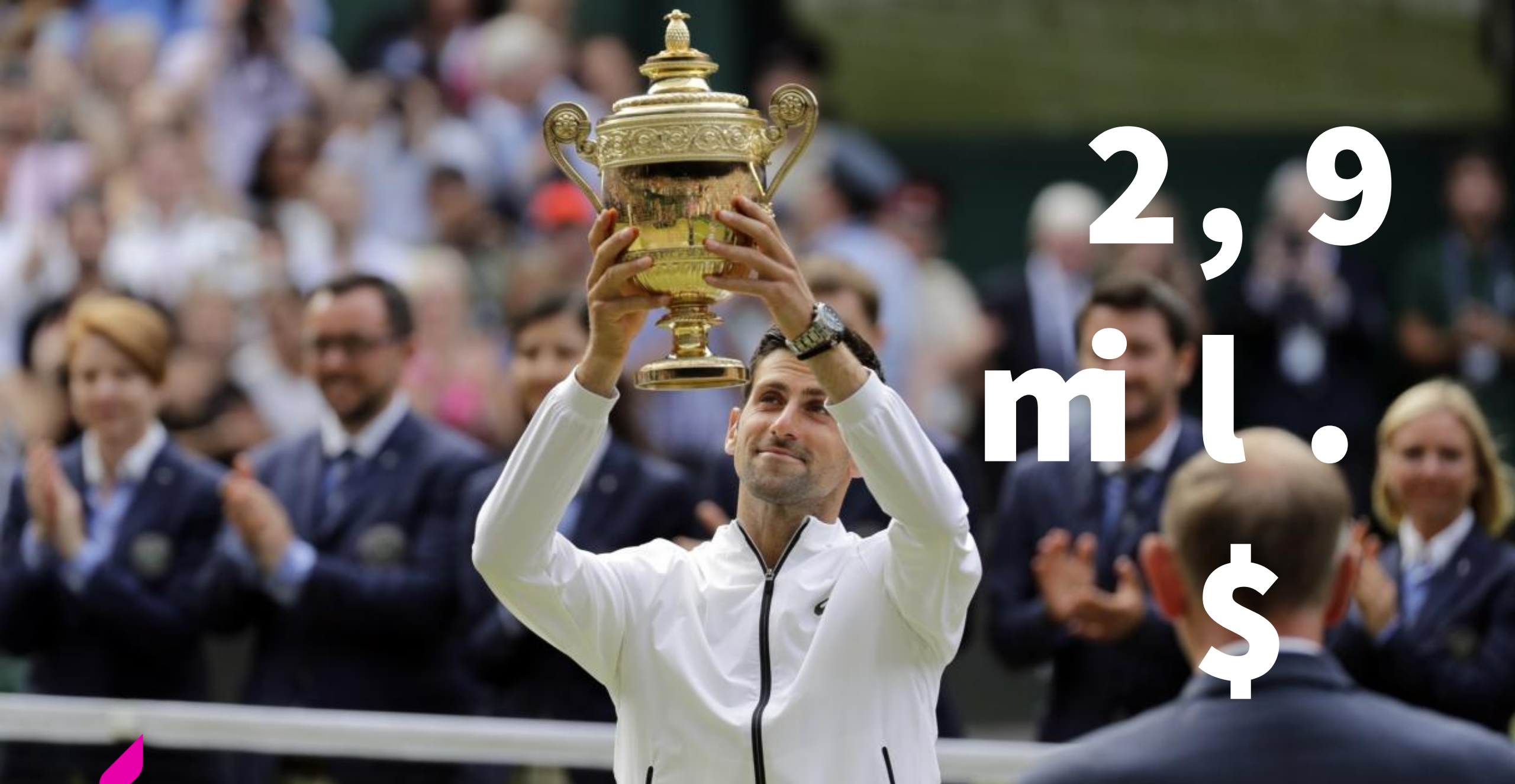






3  
mil.  
\$

LEDERMOVIS



2,9  
mil.  
\$



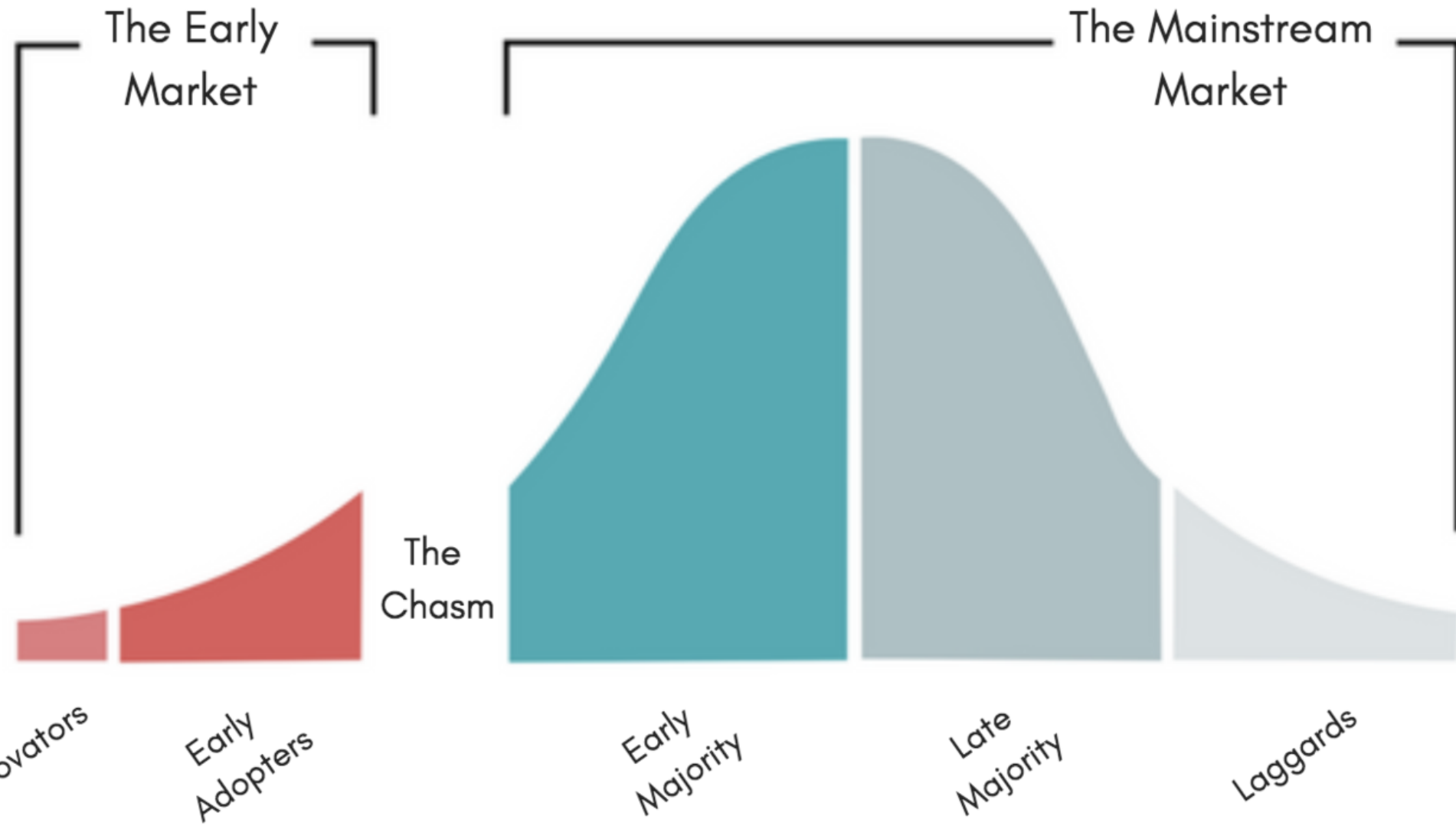


HUMAN BUSINESS PROCESS  
AUTOMATED CULTURE

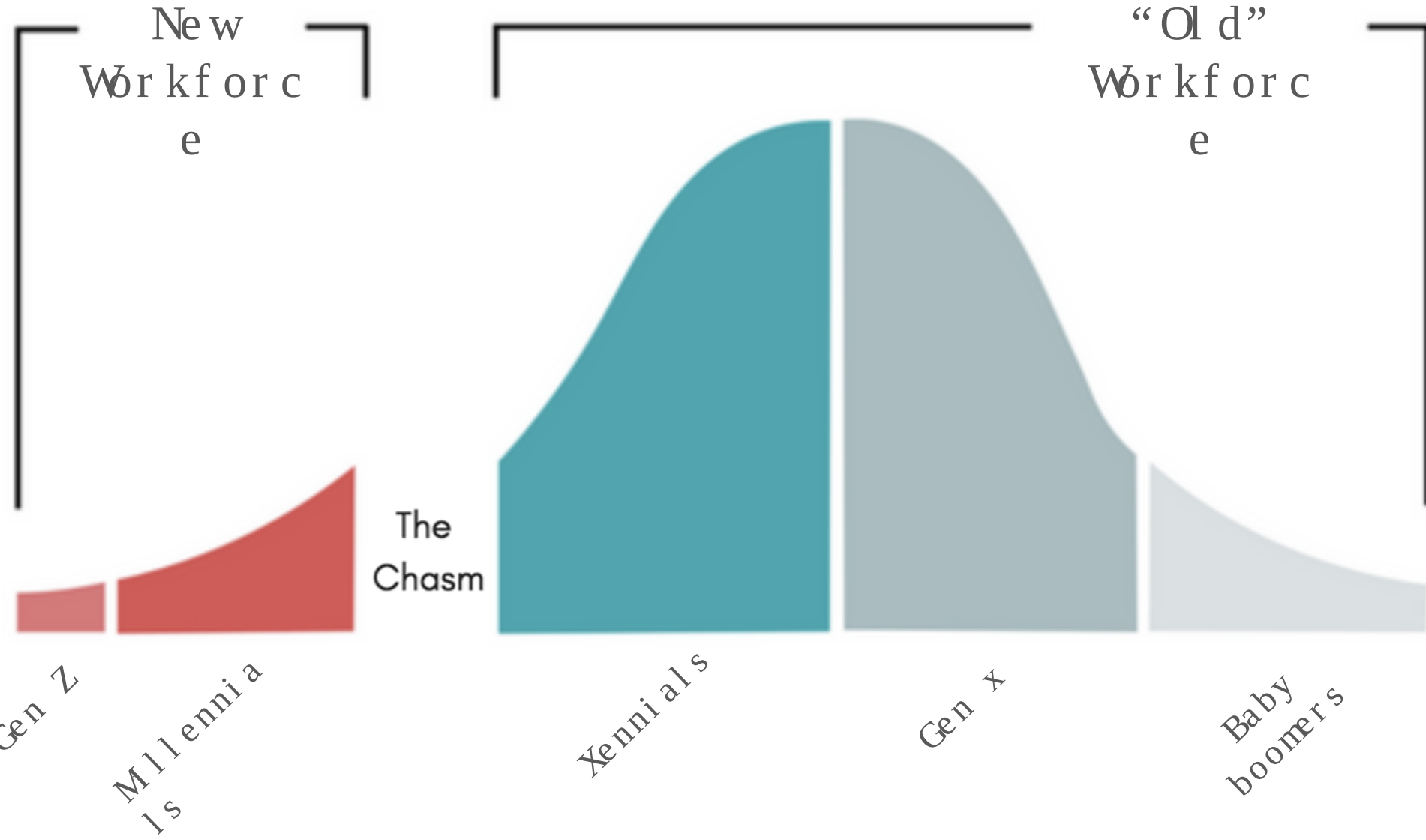


AUTOMATED BUSINESS  
PROCESS  
HUMAN CULTURE

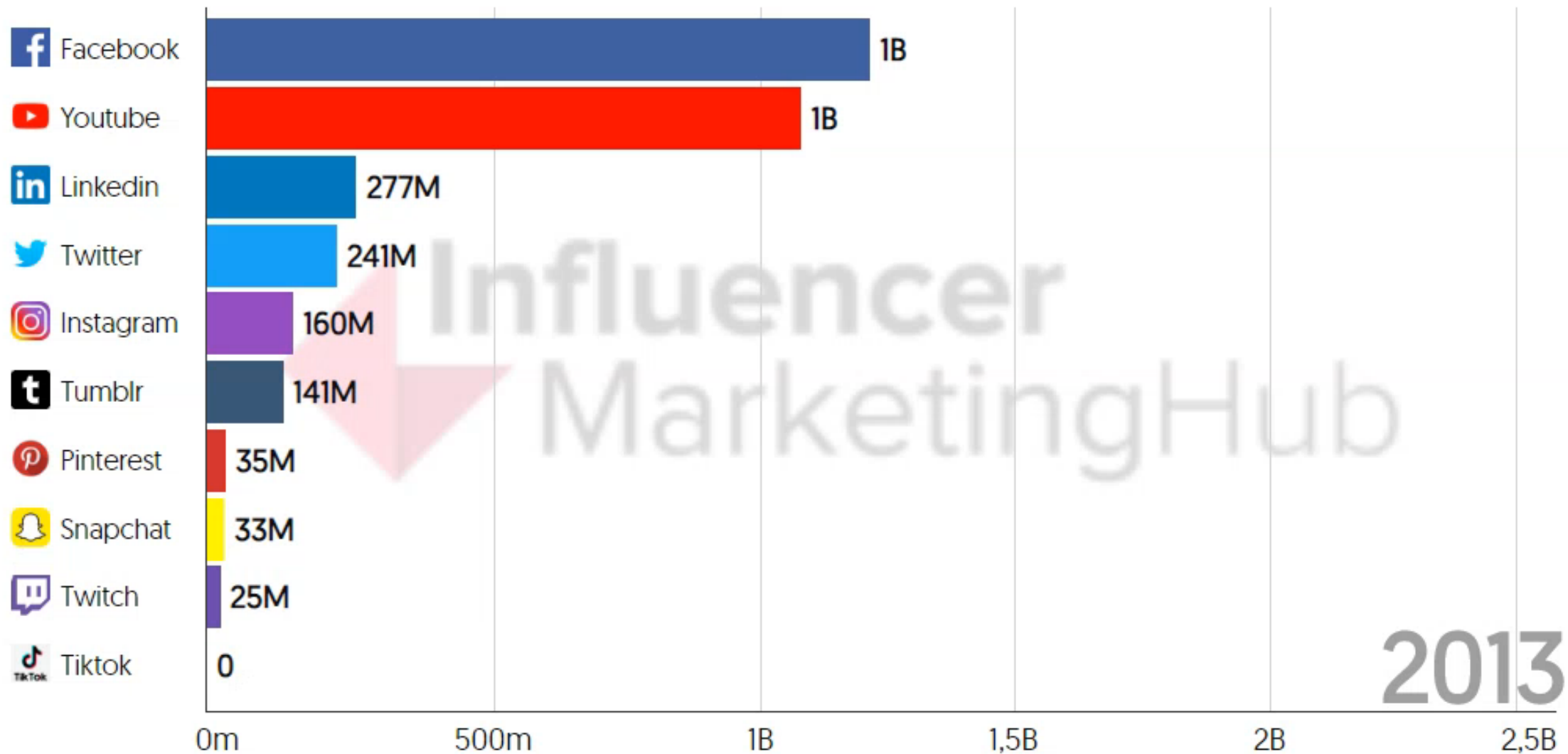








# The Explosive Growth of TikTok



2013



Early adopters

ARE

the mass

labor market



## Millennials are Conscious

When it comes to health, social, economical and environmental issues, Millennials are the most conscious generation to date.

Millennials are often referred to as [conscious capitalists](#), which means that they look up to businesses that serve the interests of all major stakeholders—customers, employees, investors, communities, suppliers, and the environment.

In fact, a whopping [81% expect companies to](#) [their commitment to corporate responsibility.](#)

Nielsen [global online study](#) found that Gen Y co  
out-of-four respondents in the latest findings,  
it can influence the world with the power of th

customers, employees, investors,  
communities, suppliers and the  
environment

Socially conscious mindset is one of their most  
US history ([43%](#) of adults are non-white), Millennials have learned to embrace the differences in one another.

## Millennials are Global Citizens

The majority of Millennials see themselves as global citizens, who have a responsibility to make the world better. They are less patriotic and more globally minded, which enables them to contribute to the general welfare of society.

## *Shareholder Value Is No Longer Everything, Top C.E.O.s Say*

Chief executives from the Business Roundtable, including the leaders of Apple and JPMorgan Chase, argued that companies must also invest in employees and deliver value to customers.



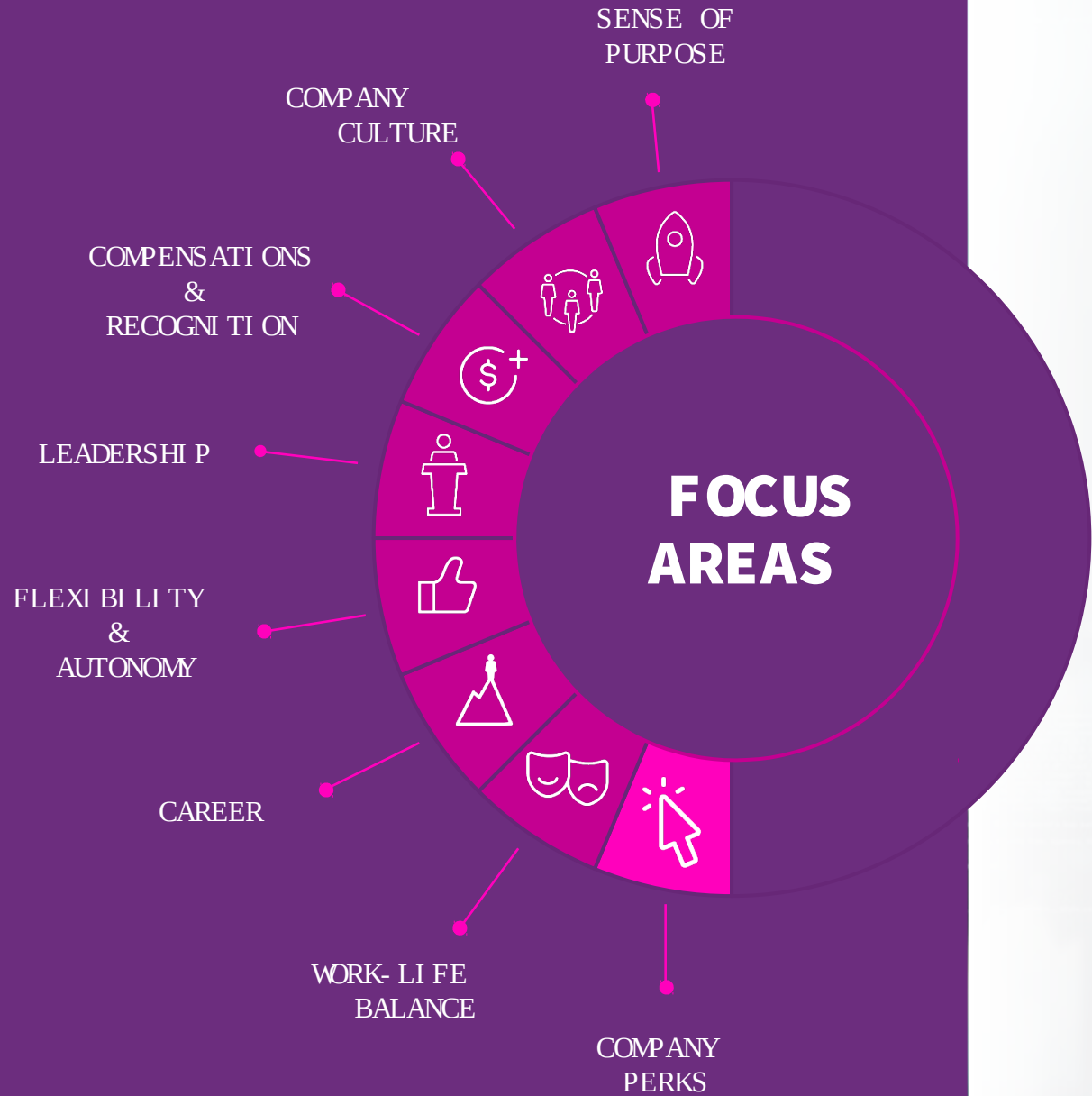
- Delivering value to our customers.
- **Investing in our employees. It also includes supporting them through training and education that help develop new skills for a rapidly changing world. We foster diversity and inclusion, dignity and respect.**
- Dealing fairly and ethically with our suppliers.
- Supporting the communities in which we work.
- Generating long-term value for shareholders.

**People leave  
managers,  
not companies.**



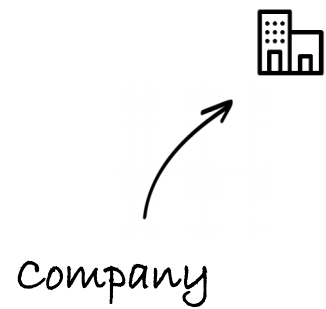
~~People leave  
managers,  
not companies.~~  
People leave **top**  
**leaders,**  
not managers.



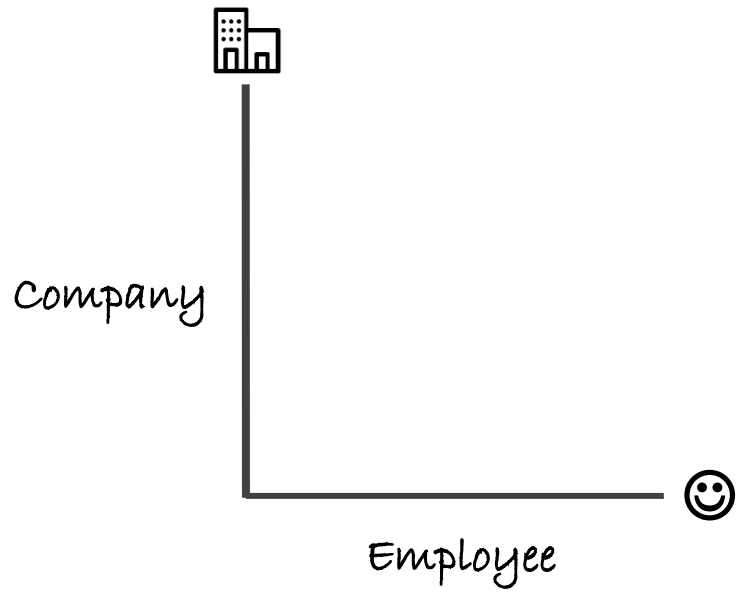


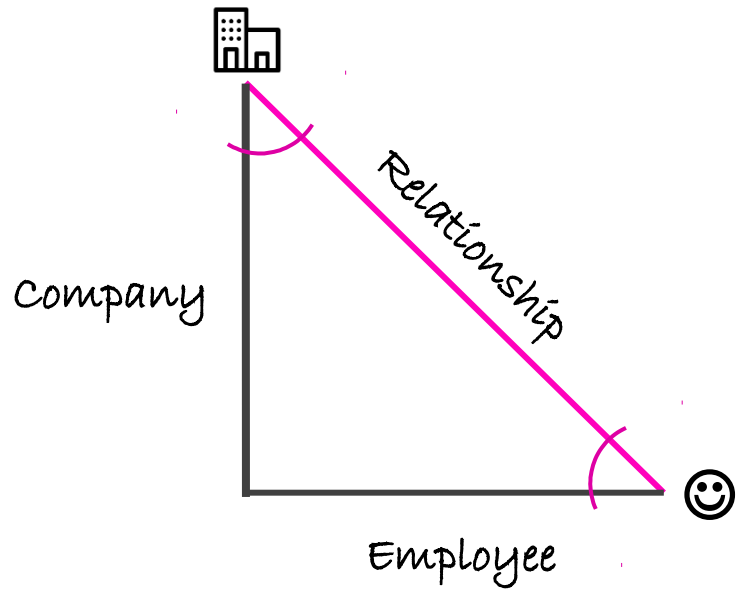
**People ~~leave~~ top  
leaders,  
Not managers.  
People leave  
companies,  
not top leaders.**

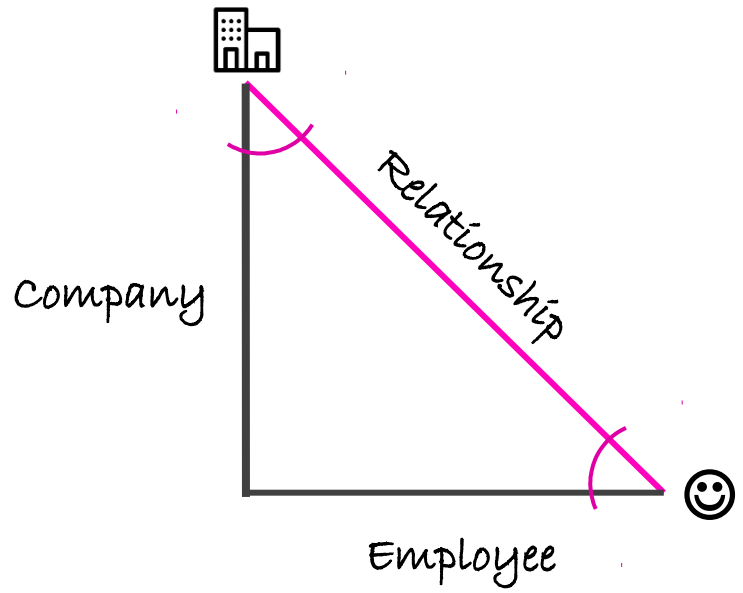






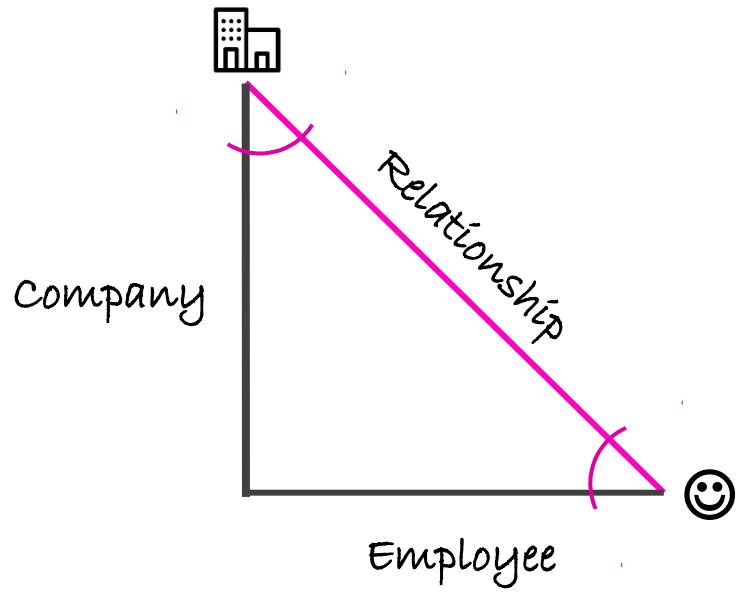






$$\sin = \frac{\text{Company}}{\text{Relationship}}$$



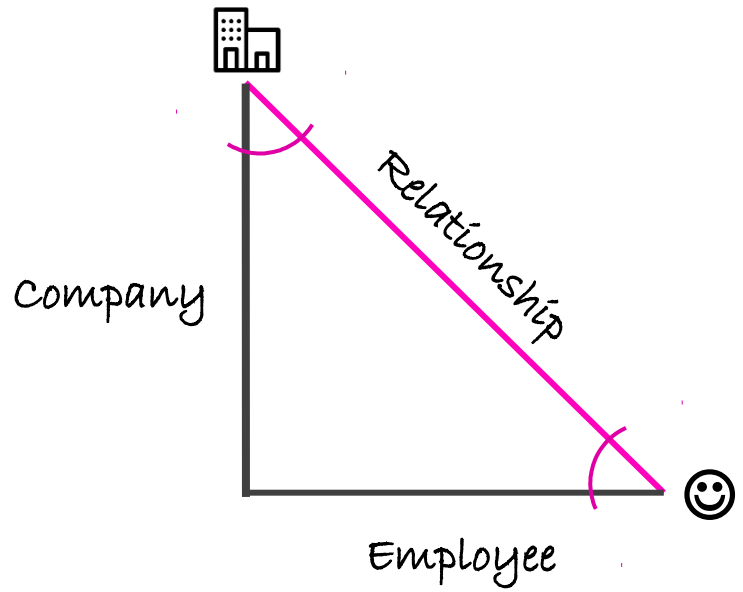


$$\sin = \frac{\text{Company}}{\text{Relationship}}$$

$$\cos = \frac{\text{Employee}}{\text{Relationship}}$$



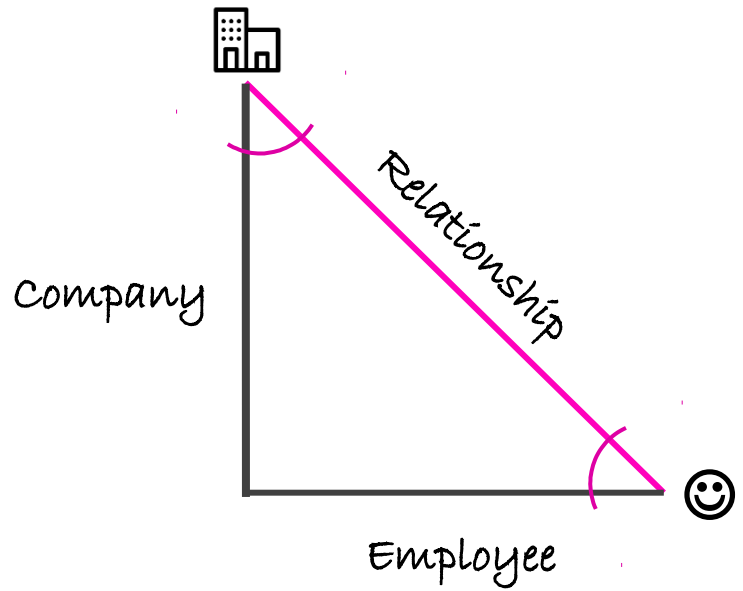




$$\sin = \frac{\text{Company}}{\text{Relationship}} \quad \text{tg} = \frac{\text{Company}}{\text{Employee}}$$

$$\cos = \frac{\text{Employee}}{\text{Relationship}}$$





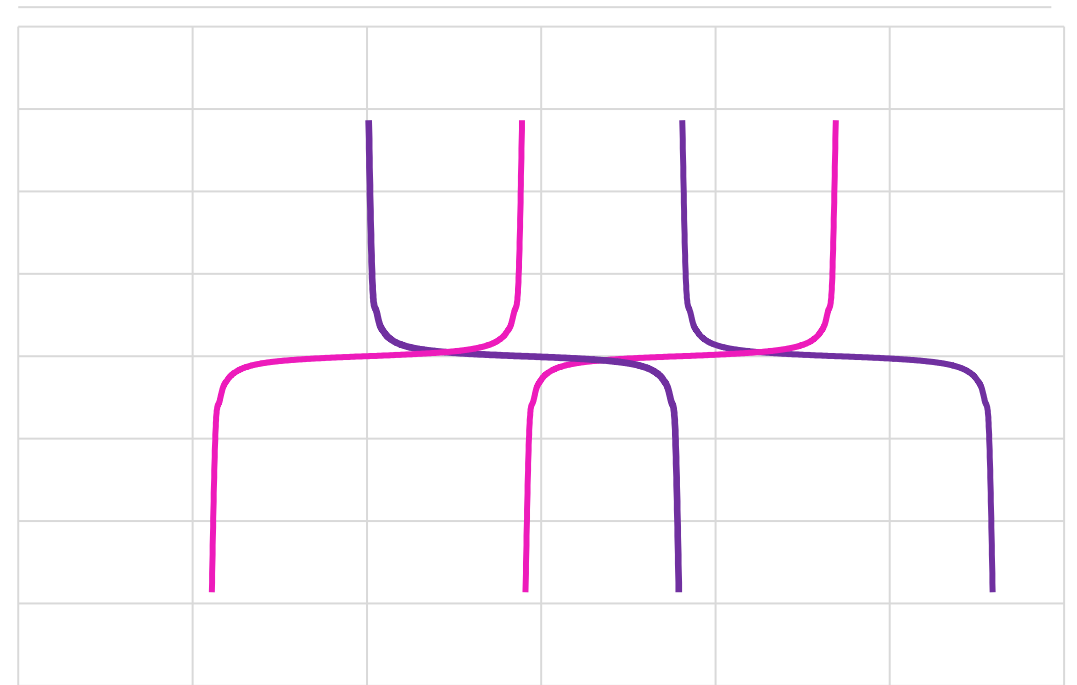
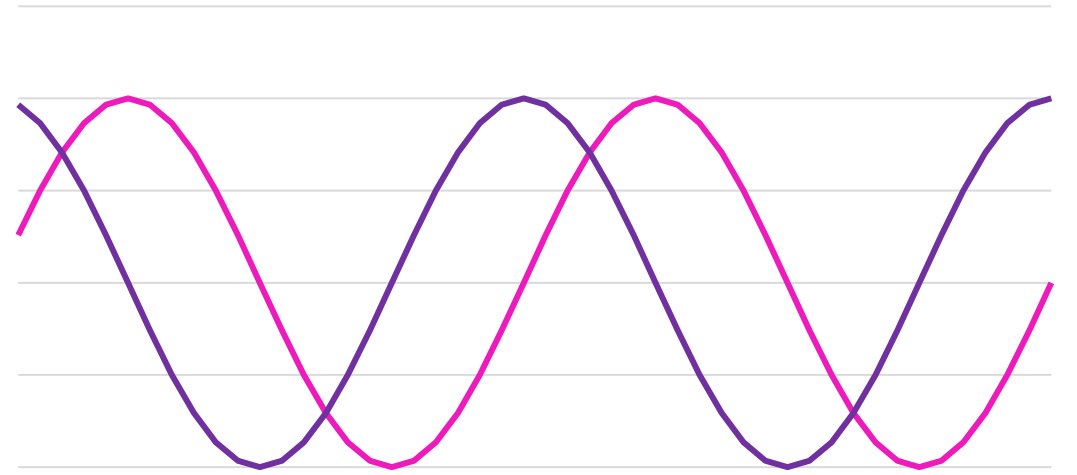
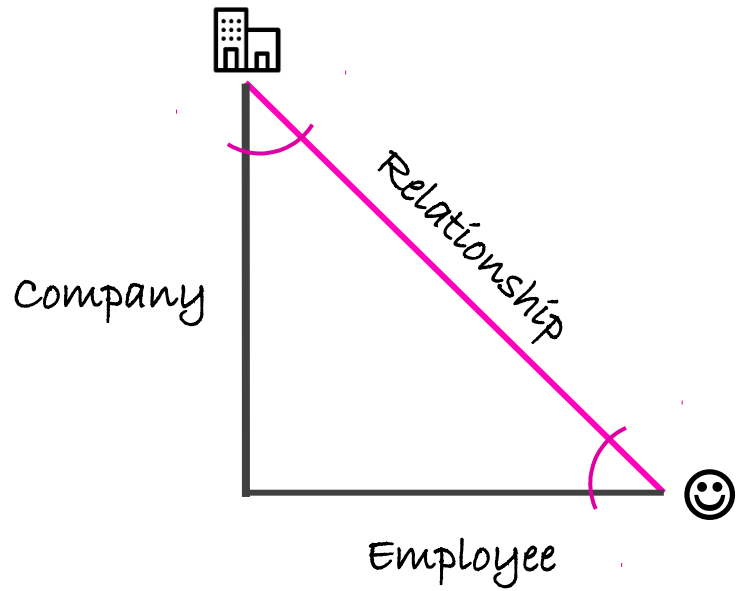
$$\sin = \frac{\text{Company}}{\text{Relationship}}$$

$$\text{tg} = \frac{\text{Company}}{\text{Employee}}$$

$$\cos = \frac{\text{Employee}}{\text{Relationship}}$$

$$\text{ctg} = \frac{\text{Employee}}{\text{Company}}$$



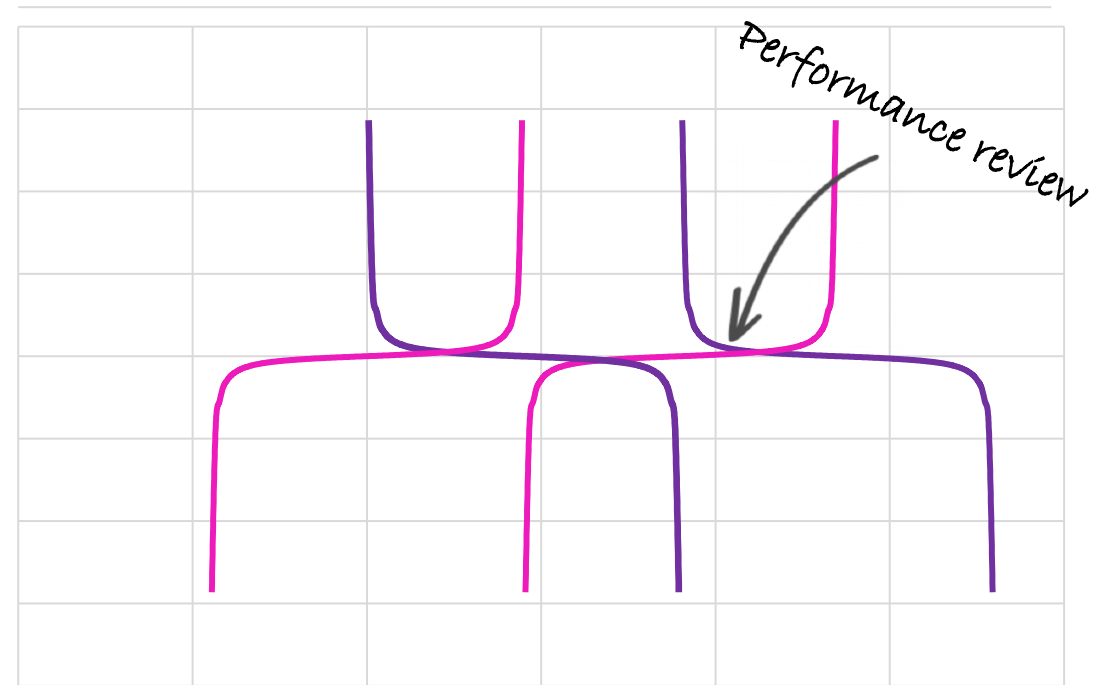
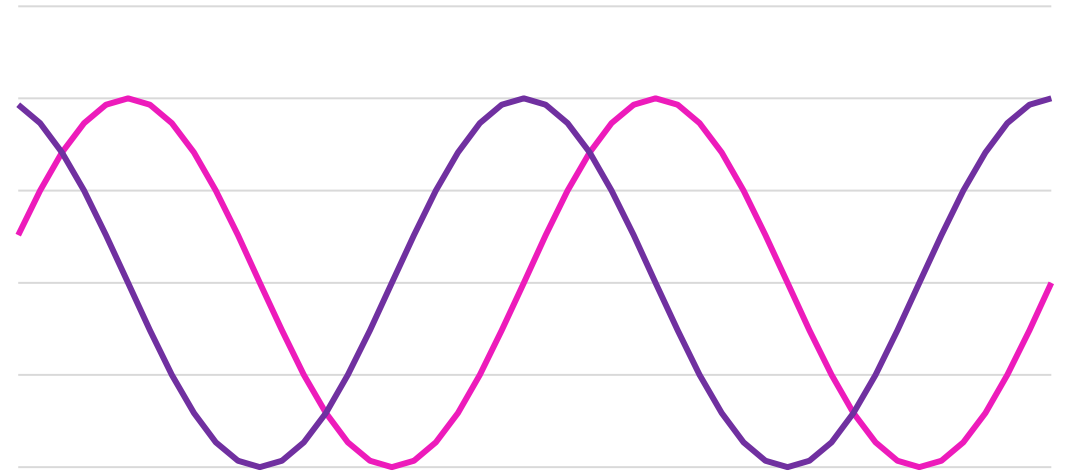
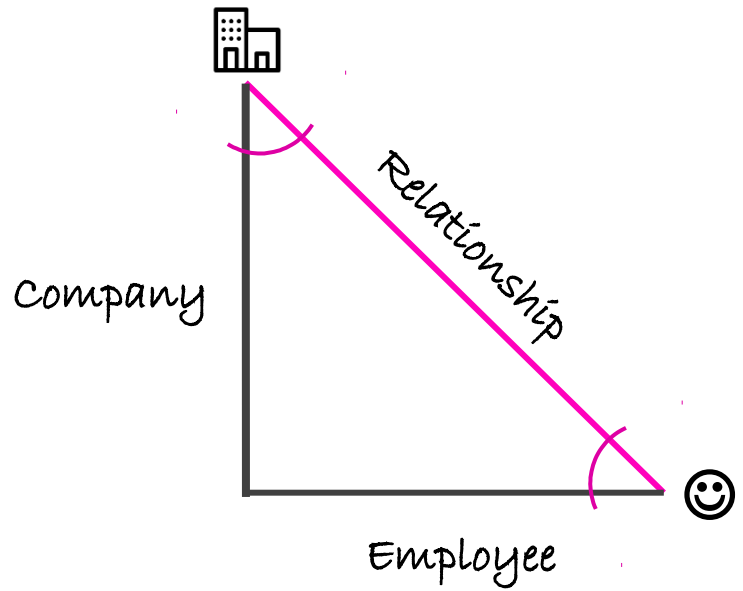


$$\sin = \frac{\text{Company}}{\text{Relationship}}$$

$$\text{tg} = \frac{\text{Company}}{\text{Employee}}$$

$$\cos = \frac{\text{Employee}}{\text{Relationship}}$$

$$\text{ctg} = \frac{\text{Employee}}{\text{Company}}$$



$$\sin = \frac{\text{Company}}{\text{Relationship}}$$

$$\text{tg} = \frac{\text{Company}}{\text{Employee}}$$

$$\cos = \frac{\text{Employee}}{\text{Relationship}}$$

$$\text{ctg} = \frac{\text{Employee}}{\text{Company}}$$



Great People Inside Conference  
**VisionaryHR**

**9-10 October 2019**  
Kronwell Hotel-Brasov, Romania

 **GREAT  
PEOPLE  
INSIDE** . brand event

No receptionist,  
secretaries or  
personal  
assistants

No headquarters,  
no job titles

No mission  
statement

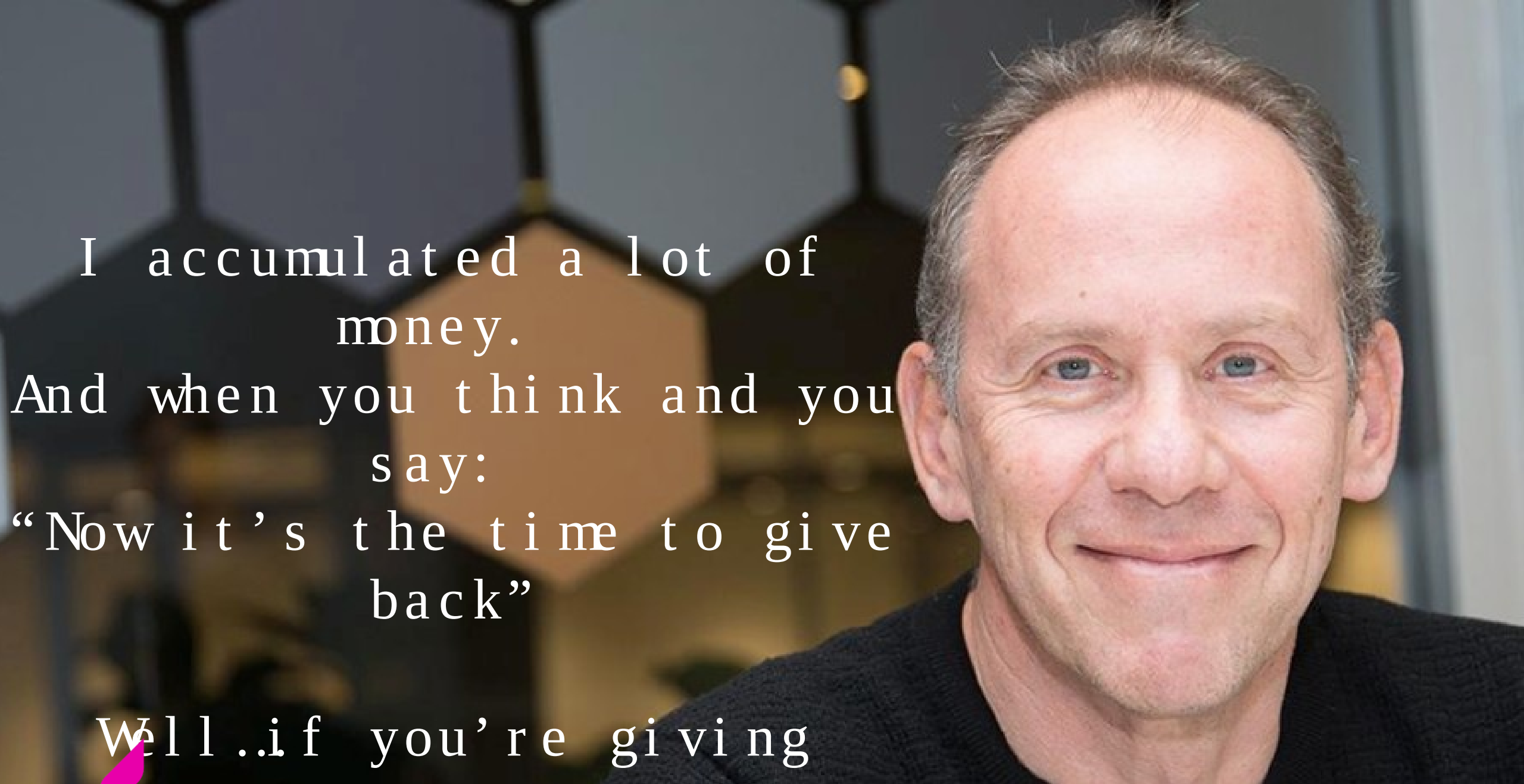
People set their  
own salaries

People set their  
own working  
hours

Workers choose  
their managers  
and evaluate  
them twice a  
year

21 page “Survival  
Manual”

Profit sharing



I accumulated a lot of  
money.  
And when you think and you  
say:  
“Now it’s the time to give  
back”

Well..if you’re giving  
back,

**THANK YOU !**



GreatPeopleInsideConference  
**VisionaryHR**

**9-10 October 2019**  
Kronwell Hotel-Brasov, Romania

