

# Harmonics Ireland Turin Presentation

October 2017


**John Fitzgerald – Managing Director**



A satellite image of a large hurricane system over the United States. The eye of the storm is clearly visible, surrounded by dense, swirling clouds. The landmass of the US is partially visible on the left side of the frame.

**HURRICANE IN THE US**

**BOARD UP THE WINDOWS, GET THE  
SANDBAGS IN PLACE, STOCK UP ON  
SUPPLIES, HIDE IN THE CELLAR AND PRAY  
FOR SALVATION**

A satellite image of a large hurricane system over the Atlantic Ocean. The eye of the storm is visible, and the swirling cloud patterns are prominent. The outline of Ireland is visible in the center-right of the image.

**HURRICANE IN IRELAND**

**OOH, BETTER BRING THE WASHING IN OFF  
THE LINE**

# The Harmonics Group

harmonics  
People Change

harmonics  
recruitment

A quality recruitment business operating in the Mid-West Region providing support to indigenous and multinational companies across all regions.

Key focus – Technical, Commercial and Financial recruitment

[www.harmonicsrecruitment.ie](http://www.harmonicsrecruitment.ie)

harmonics  
10 years of People Change

We help Organisations align their workforce and become fit for purpose to deliver on changing Business needs.

Irish partner firm of **OI Global Partners**, giving us a global reach of 225 locally owned offices in 28 countries worldwide.

[www.harmonics.ie](http://www.harmonics.ie)

harmonics  
FINANCIAL LIMITED

A niche, boutique financial advisory firm with a nationwide reach and over 40 years' combined experience in providing financial advice to employees and executives.

Recently awarded Most Innovative Financial Services Business Award in Ireland.

[www.harmonicsfinancial.ie](http://www.harmonicsfinancial.ie)

# Harmonics Group Clients

harmonics  
recruitment

harmonics  
10 years of People Change

harmonics  
FINANCIAL LIMITED

REGENERON



Bank of Ireland



UNIVERSITY of LIMERICK  
OLLSCOIL LUIMNIGH

UBER



DIAGEO



Willis Towers Watson

accenture  
PRIMARK  
abbvie



DIAGEO



Deloitte



# Our Nationwide Team

Fiachra Driscoll  
General Manager



John Fitzgerald  
Managing Director - Harmonics



Liam Croke  
MD – Harmonics Financial



harmonics  
recruitment

harmonics  
10 years of People Change

harmonics  
FINANCIAL LIMITED

## Our Change, Coaching & Facilitation Team

Melissa  
Foley



Lee-Ann  
Enright



Rachael  
O'Rourke



Jacqueline  
Ryan - QFA



Lisa  
Donnellan -  
QFA



Danielle  
Molloy



Stephanie Moloney  
Recruitment  
Support Specialist



Joyce Jackson  
Programme Coordinator



Edwina Gore  
Marketing



# Our Services Support Organisation Change

## Organisation Redesign

- Consulting on **Organisation Change Strategy** - Deep Diagnosis, Problem Definition and Solution Development
- **Talent Management** Framework Design & Development
- **Career & Reward Framework** Redesign & Development
- Design and Facilitation of **Functional Team Strategy Off-site sessions**
- **HR & IR Consultancy**

## Leadership, Talent & Career Management

- **1:1 Executive & Business Performance Coaching** Programmes
- **1:1 High Potential** Career Acceleration Coaching Programmes
- Leadership, Management & Team **Development Programmes**
- **Bite-sized Career Talks** on Resilience and Self-Management
- **Career Management & Managing Career Conversations** Workshops
- **Career Management Portal Resources**

## Restructuring & Outplacement

- **Change Project Consultancy**
- Training Leaders on **Managing and Leading through Change**
- **1:1 Outplacement Programmes** from Senior Exec Level to Professional Level
- Large **Group Outplacement Programmes**
- Fully outsourced **Outplacement Project Management**
- Group and 1:1 **Financial Advice Consultations**

# Business Breakdown

Harmonics Business Services	% Breakdown of Revenue
Group Outplacement	22%
1-1 Career Transition	14%
Career Management	20%
1-1 Business Coaching	5%
Leadership Programmes	11%
Recruitment	28%

Financial Business	Additional Revenue Sources
Financial Education Portal	My-Money.ie
Harmonics Financial	<a href="http://www.harmonicsfinancial.ie">www.harmonicsfinancial.ie</a>

# Market Review

## Market situation:

- Economic recovery well underway in greater Dublin region but recovery slower in the regions
  - Revenue from Group Outplacement down compared to last year
  - Just three months into 2015 and we can see a increase in Career Management, Leadership Development and Recruitment programmes focus back to developing and retaining employees

## Services:

- New OD Specialists focusing on Talent Management and Org Redesign with GE, Career Portal with 4 clients on 3 year contracts , New Leadership Development Programmes in GSK, New Financial education portal launched with Accenture, 1-1 Career Transition Programme continuous flow

## Challenges / Opportunities:

- LHH have the very big contracts, Right Management in decline
- Bespoke quality engagement solutions to meet client needs
- Movement to Org Redesign to challenge as alternative to Big 4



# Video tomorrow

30 seconds video intro:

- Who am I
- We specialise in
- Our philosophy
- Why am I part of OIGP

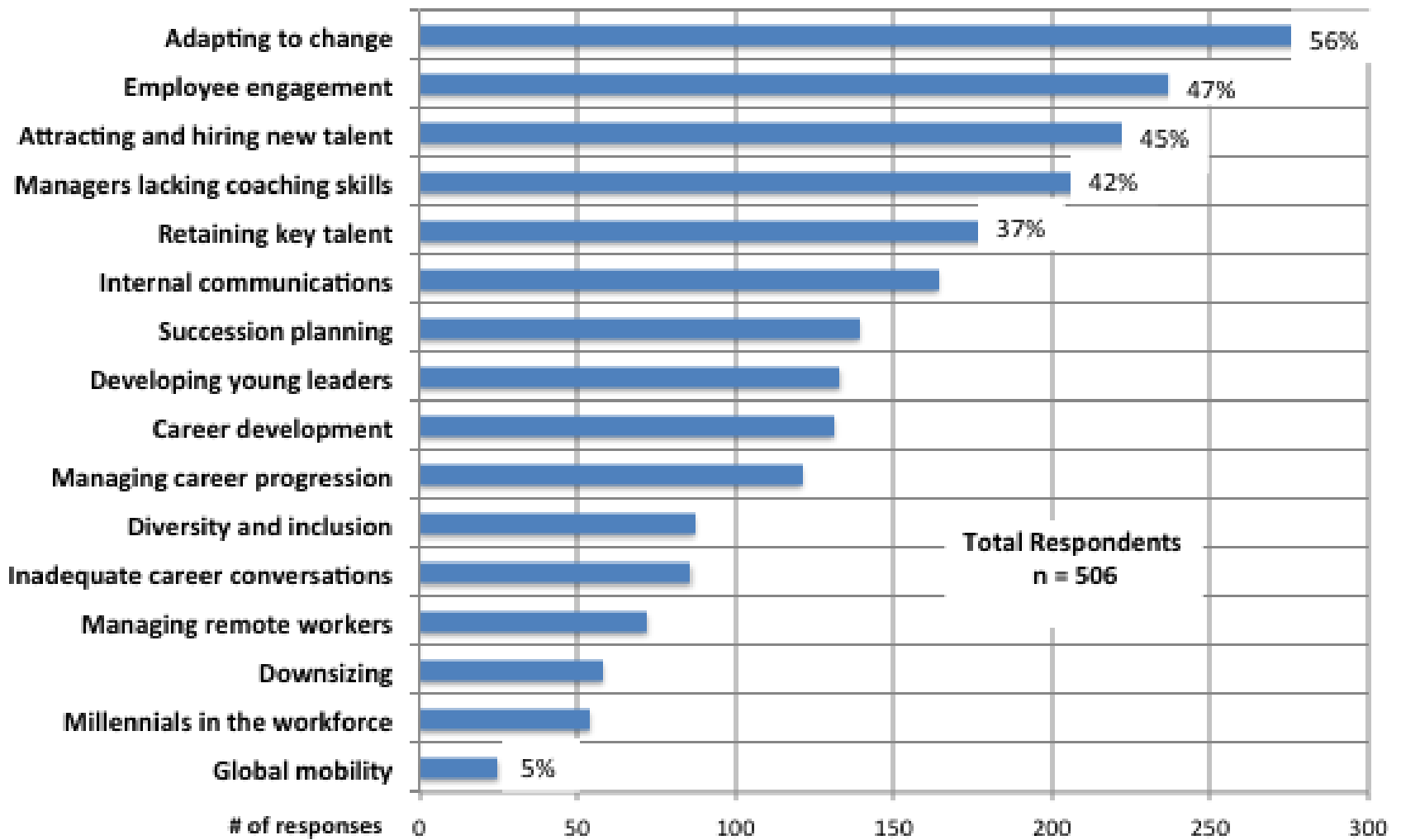
# What the Research Says

## Future of Work

OIGP Global Research Study  
2017

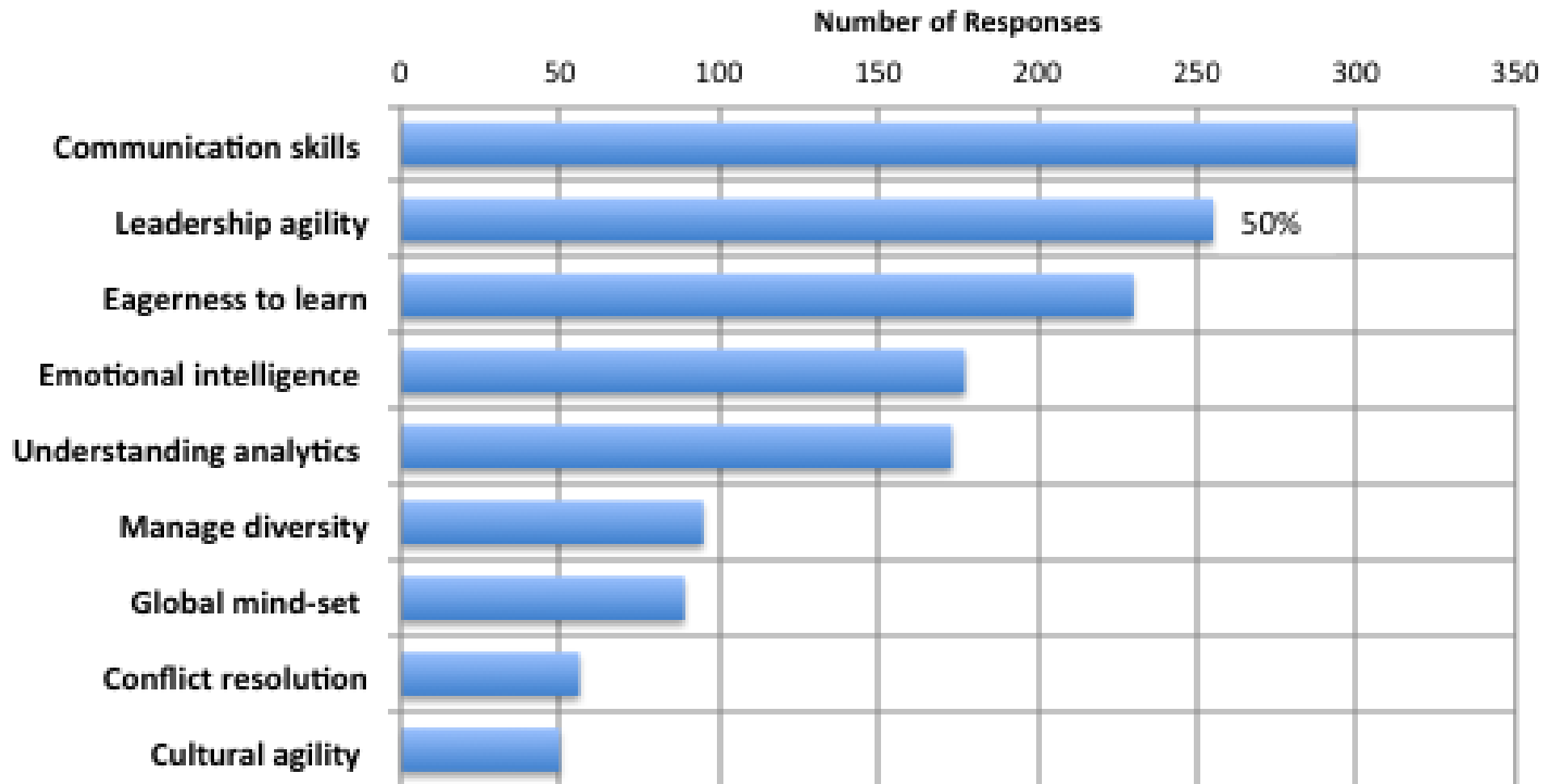
# Industry People Challenges

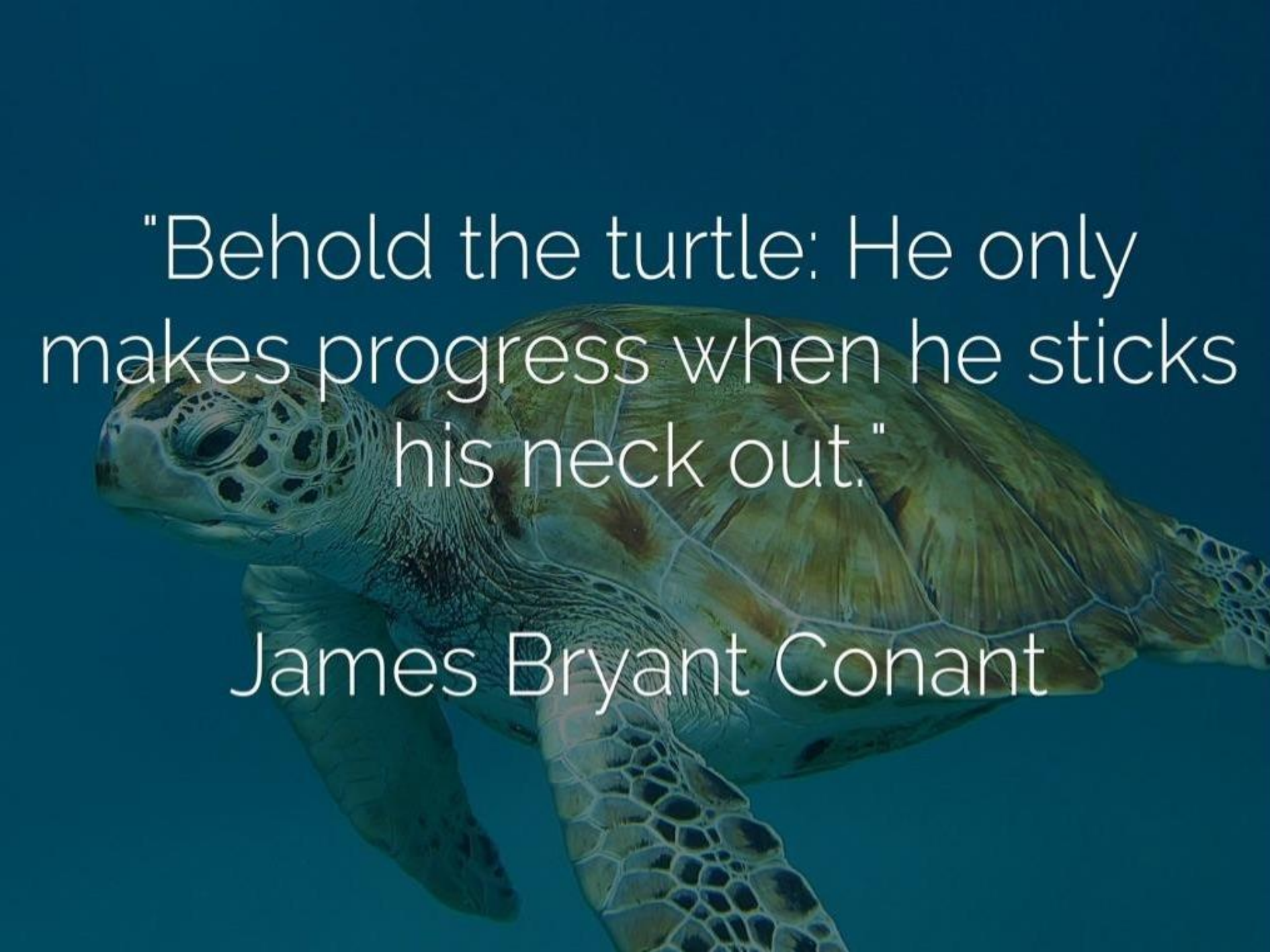
## Biggest People Challenges in 2017



# Future of Work Skills

## Most Valued Skills in 2017



A sea turtle is shown swimming in clear blue water. The turtle's head is on the left, and its body extends towards the right. The shell is a mix of green and brown with distinct scutes. The flippers are visible, and the overall scene is serene. Overlaid on the image is a quote in white text.

"Behold the turtle: He only makes progress when he sticks his neck out."

James Bryant Conant

# Future of Work Thoughts

## Disruption:

- We need to focus on how our businesses will be disrupted in the next 3-5 years. We cannot afford to stand still, how do we evolve and develop new services to meet our client's changing needs

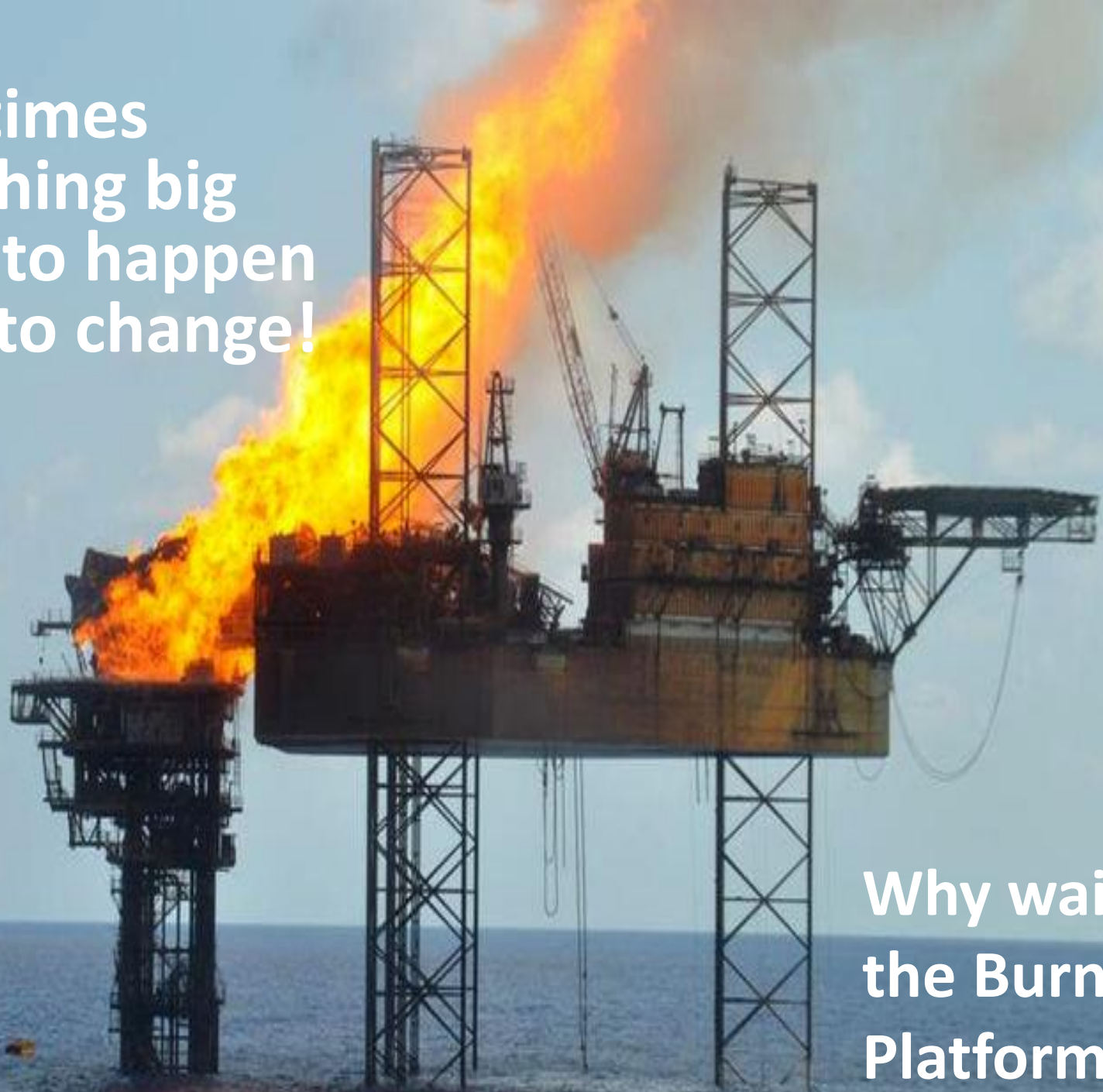
## Future of Work:

- This will lead to new Organisation redesign. We need to be playing in this space with CEO's and Site Directors and not HR to influence Org change.
- Future of Work will bring a critical need to upskill, reskill and we need to offer solutions to meet these needs.

## Thought Provoking Questions for us as a Group:

- What do we see ourselves as Thought Leaders in and why?
- How do we reinvent ourselves to win not just compete
- Why do we really meet twice a year? What is our common purpose?
- Do we need to recontract what OIGP/CNI offer apart from a global referral network for outplacement and coaching?
- Do we need to think about Org Redesign? Do we need to upskill?

**Most times  
something big  
needs to happen  
for us to change!**



**Why wait for  
the Burning  
Platform**

**Thanks any thoughts**