



#ZigZagHR

rethink | reboot | retool

Lesley Arens

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A person who is
nice to you but
is not nice to
the waiter is not
a nice person





#ZIGGAZ

Lesley Arens - Lisbeth Claus

WAAROM DE BESTE HR
GEEN HR MEER IS

HR



It's all about experiences



Everything is in flux



Demography



Technology & Digital



Globalization

An illustration of a hybrid blended workforce. A central figure, a man with a headset, is split vertically by a dashed line. The left side of his body is yellow and blue, representing a freelancer, with a paper airplane flying above. The right side is dark blue and black, representing a businessman, with a laptop and a calendar. The background is a teal gradient with floating icons like a ruler, pencil, and coffee cup. The overall theme is the integration of freelance and business roles.

The hybrid blended workforce

FREELANCE

BUSINESSMAN

A young boy with brown hair and black-rimmed glasses is the central figure. He is wearing a light blue button-down shirt and a red and white striped bow tie. A red cape is draped over his shoulders. He has both arms raised, with his fists clenched in a heroic gesture. The background is dark grey with several glowing, wavy lines in shades of orange, yellow, green, and blue. The text "Impact on our leaders" is overlaid in white, sans-serif font across the middle of the image.

Impact on our leaders

An illustration featuring four stylized business characters climbing a large, upward-pointing arrow. The arrow is a vibrant orange-red color and is set against a background of flowing, translucent ribbons in shades of orange, red, and cyan. The characters are diverse in appearance and are all smiling and looking upwards. From left to right: a man in a yellow shirt is climbing the lower part of the arrow; a woman in a green top and blue skirt is climbing the middle; a man in a blue shirt and red tie is climbing higher; and a man in a dark suit is at the top, holding a telescope and pointing towards the right. The overall scene conveys a sense of teamwork, progress, and positive outlook.

Impact on our organizations



A new world = new leaders









GET OUT

We need to get out

Out of our comfort zone - Out of our silo - Out of the building

A large, iridescent bubble is the central focus, containing a dark, forested landscape with tall evergreen trees. The bubble's surface shows iridescent colors like purple, blue, and green. The background consists of flowing, translucent ribbons in shades of orange, red, and teal against a dark, almost black, backdrop. The text "Out of the bubble" is overlaid in white, sans-serif font across the middle of the bubble.

Out of the bubble

A young girl with red hair in pigtails is smiling broadly, holding a small, fluffy monkey. The scene is overlaid with abstract, colorful, semi-transparent shapes in shades of red, orange, and teal. The text "A new mindset" is centered in white.

A new mindset

A giraffe stands in the middle of a city street, surrounded by a large crowd of people. The scene is overlaid with a digital interface featuring a red and orange abstract shape on the left and a blue and green grid pattern on the right. The background shows city buildings, traffic lights, and mountains in the distance.

A new skills set

A background image featuring the complex rigging of a sailboat, including ropes and pulleys, set against a view of the ocean and a cloudy sky. The image is overlaid with several semi-transparent, wavy, colorful bands in shades of yellow, orange, red, and teal. The text "#ZigZagging is key" is centered in white.

#ZigZagging is key



48-HOURS RULE

LET'S CONNECT

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or let's have coffee

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