



Ministry of Defence

1SL Sea Power Conference

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Transformation, MoD

1. Our context
2. Our Defence People strategy
3. Our transformation
4. What all this means in terms of leadership

Our context



- Threat
- Technology
- Society
- Resources

Our Defence People strategy

- **Enable agility**

Our Defence People strategy

- Understand the world, and ourselves, better
- Be better able to move (and combine) talent across (and into) the Defence enterprise
- Take more account of individual characteristics, and preferences (where we can)

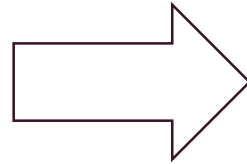
Our transformation

1. Revise the workforce model
2. Set the requirements for the HR system
3. Change the system to deliver it

Our transformation



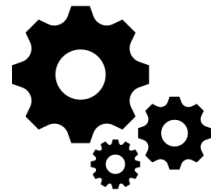
Portfolio of change



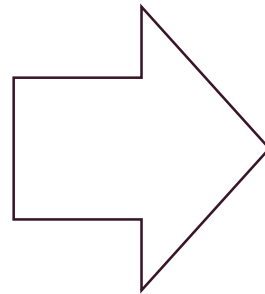
Transformation of the workforce



Data and analytics



Operating Model



Transformation of the People
function

What does all this mean for leadership?

- Leading in a VUCA world?
- Top talent – strong internal pipeline?
- Purpose vs Portfolio