Sound Labour Relations, Contemporary Enterprises

6th Meeting
of the
Sound Labour Relations Network

How Could Blockchain Change HR?

Sam Fletcher

ABOUT ME

Head of Client Services at Armstrong Craven

- 7+ years' experience

- Consulting, HR and Executive Search

- Client-side experience (Fortune 500)

- Industry Experience:

    - Financial Services
    - Energy
    - Utilities
    - Professional Services
    - Manufacturing
    - Technology

ARMSTRONG CRAVEN
people • intelligence

ARMSTRONG CRAVEN

29 YEARS OLD

51/49 FEMALE MALE SPLIT

16 DIFFERENT NATIONALITIES

PROJECTS COVER **120+** COUNTRIES

5 OFFICES London, Manchester, Geneva, Singapore, New York

70 STRONG TEAM

28 LANGUAGES SPOKEN

500+ PROJECTS DELIVERED EACH YEAR (including FTSE & Fortune 500 clients)

6 SECTORS (Healthcare & Life Sciences / Consumer / Industrial / Financial Services / Technology / Professional Services)

80% OF WORK IS CROSS BORDER

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AGENDA

What is Blockchain?

Blockchain and Cryptocurrencies

Where Blockchain adds value

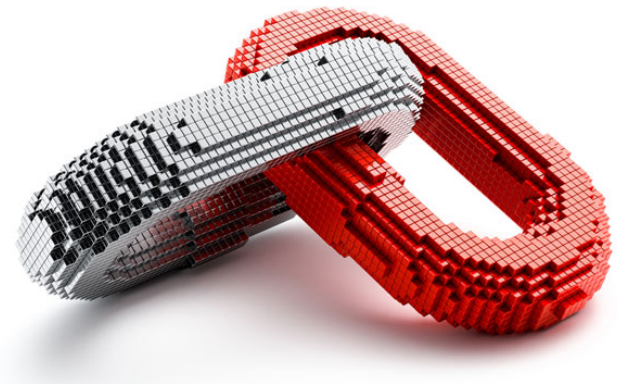Uses of Blockchain

Scale of impact

Blockchain in HR

Challenges

Questions

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WHAT IS BLOCKCHAIN

Previously:

"Centralised Ledger"

Pros:

One central record keeping entity to verify and record entries.

Cons:

One single point of failure.

WHAT IS BLOCKCHAIN

"Distributed ledger technology"

"Consensus Mechanism"

Block = entry / record

Chain = Connections between the blocks, cryptographic signature or 'hash'
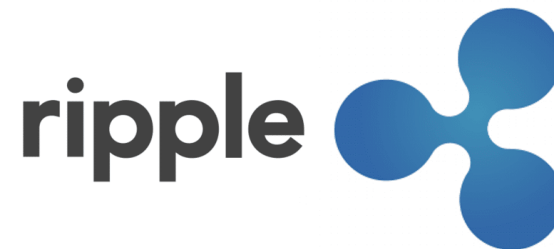
BLOCKCHAIN AND CRYPTOCURRENCIES

BLOCKCHAIN AND CRYPTOCURRENCIES

ICO
Initial Coin Offering

In the first quarter of 2018, ICOs brought in $6.3 billion in funds

IPO
Initial Public Offering

In the first quarter of 2018, IPOs brought in $16.2 billion in funds

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Republic of Cyprus

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of the European Union in Cyprus

WHERE BLOCKCHAIN ADDS VALUE

Transaction Processing

Facilitation

Verification

Smart Contracts

USES OF BLOCKCHAIN

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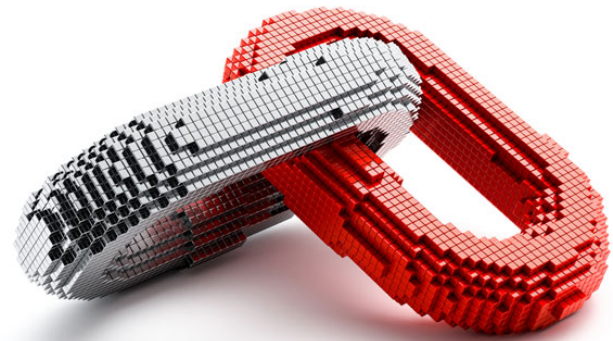
Republic of Cyprus

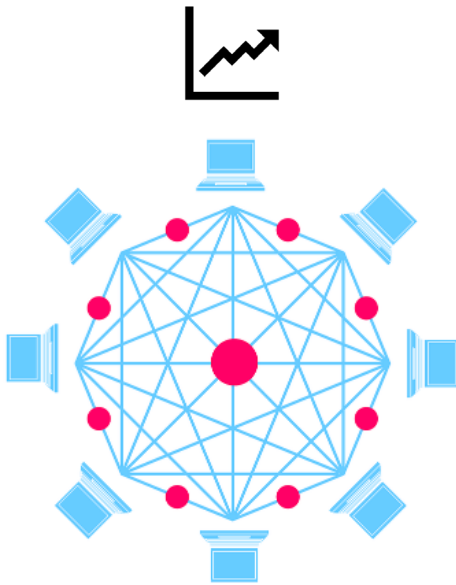Structural Funds
of the European Union in Cyprus

USES

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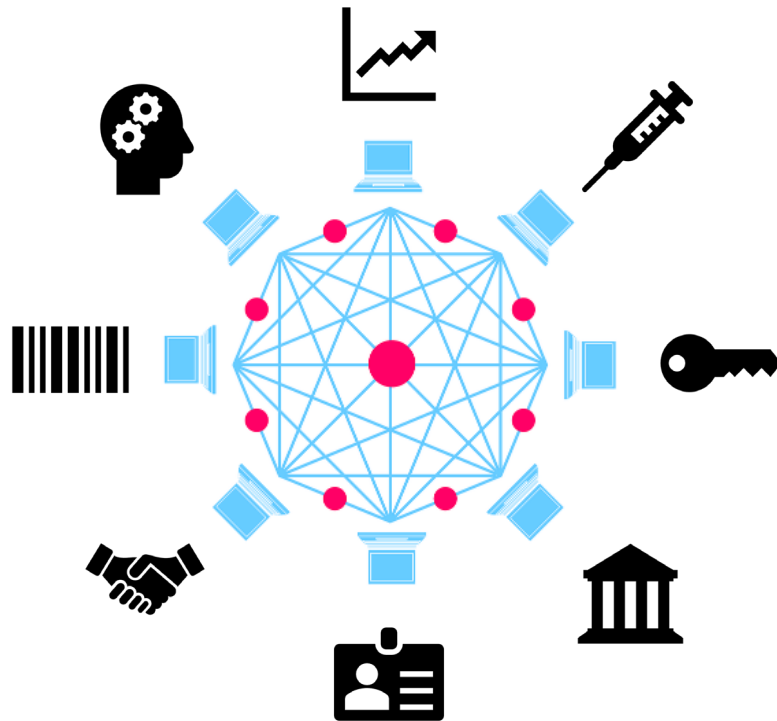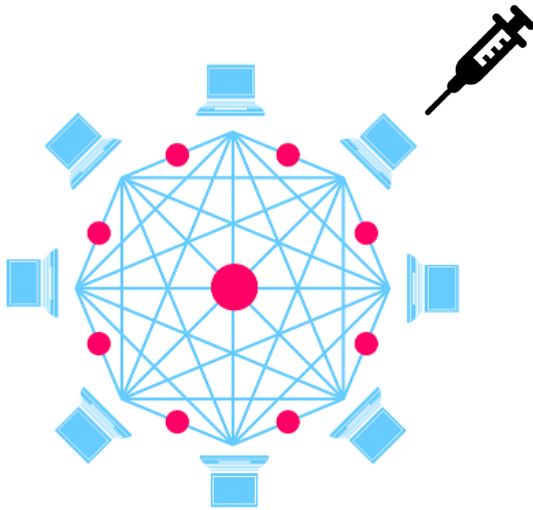
USES

Payment processing and money transfers
Trading
Banking services

USES

Medical record keeping
Tracing drugs

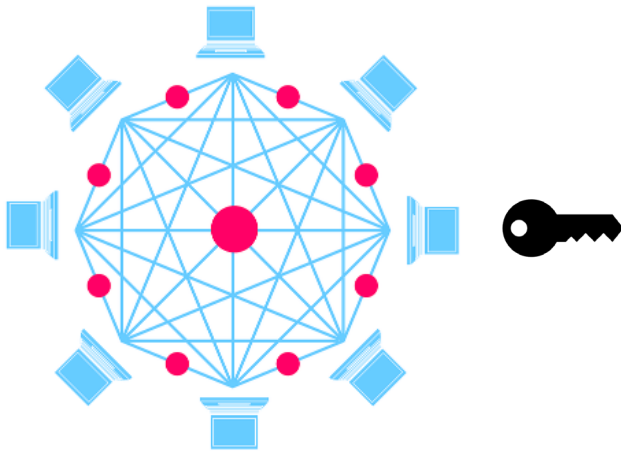**Sound Labour Relations, Contemporary Enterprises**

USES

Secure access

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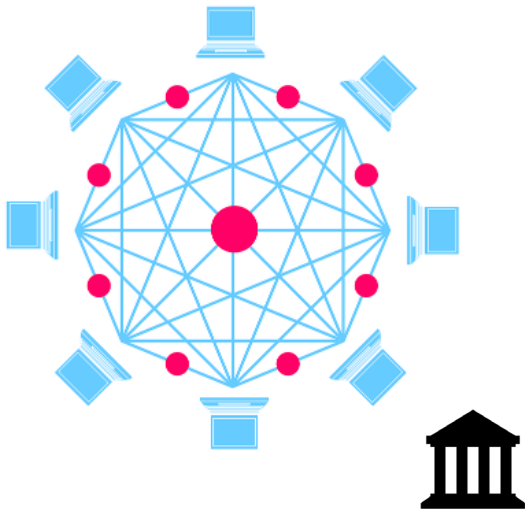
USES

Voting
Tax, regulations and compliance
Worker's rights
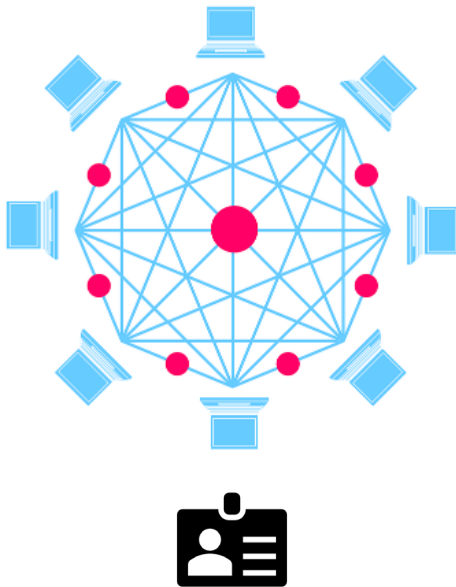
USES

ID verification

Loyalty and reward programs

Confirming qualifications

Tracking experience, work history and performance

USES

Contracts
Wills and inheritance
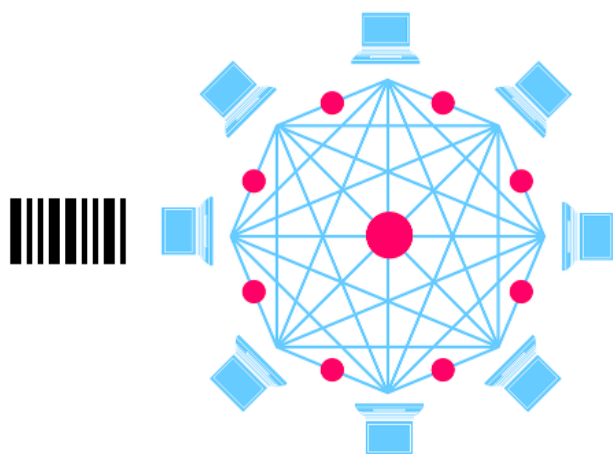
USES

Monitoring supply chains

USES
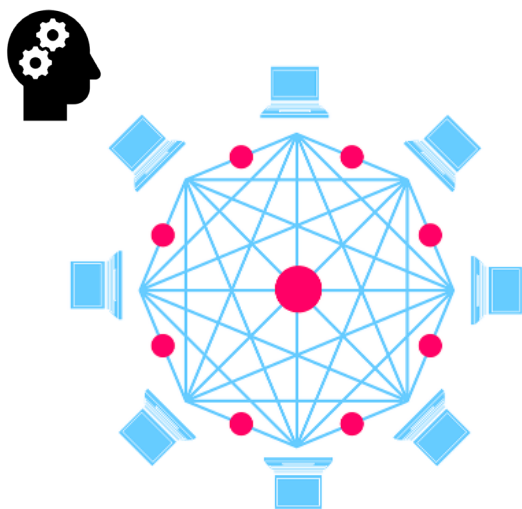
Intellectual property and copyright

EXAMPLES
OF BLOCKCHAIN
APPLICATIONS
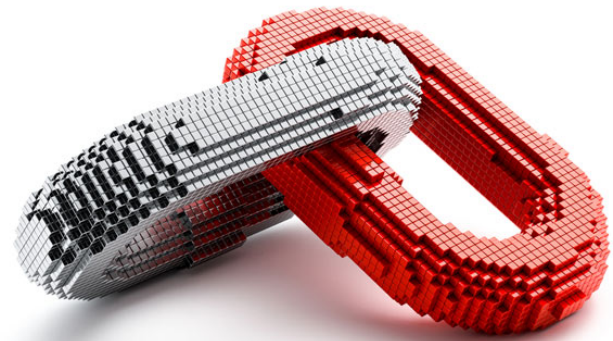
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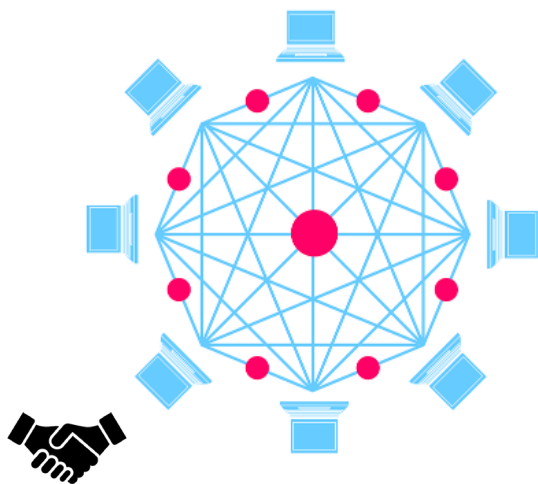Structural Funds
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EXAMPLE 1 – PROOF OF IDENTITY

1.1 Billion

People Worldwide Live
Without A Digital ID

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EXAMPLE 1 – PROOF OF IDENTITY

ID2020 Alliance formed to address this

Microsoft is working on an open source, self-sovereign, blockchain-based identity system

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EXAMPLE 2 – JP MORGAN

Bitcoin is "… a fraud…"

"Worse than Tulip bulbs."

Jamie Dimon, JP Morgan CEO, 2017

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EXAMPLE 2 – JP MORGAN

"J.P. Morgan this month became the first U.S. bank to create and successfully test a digital coin representing a fiat currency."

"The JPM Coin is based on blockchain-based technology enabling the instantaneous transfer of payments between institutional accounts."

February 2019, www.jpmorgan.com

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EXAMPLE 3 - EVERLEDGER

Enables clear authentication and traceability for diamonds

Over 2 million diamonds in 3 years

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EXAMPLE 3 - EVERLEDGER

EXAMPLE 4 - MIT

Massachusetts Institute of Technology

Digital Diploma debuts at MIT
Using Bitcoin's blockchain technology, the Institute has become one of the first universities to issue recipient-owned virtual credentials.

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EXAMPLE 5 – MARINE INSURANCE

guardtime

MAERSK

EY

World's First Blockchain Platform for Marine Insurance Now in Commercial Use

EXAMPLE 6 – BANKING GUARANTEES

Standard Chartered pilots blockchain trade finance guarantee platform

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SCALE OF IMPACT

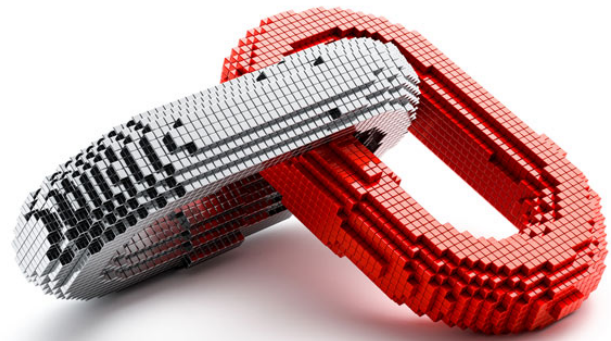**Sound Labour Relations, Contemporary Enterprises**

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SCALE OF IMPACT

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SCALE OF IMPACT
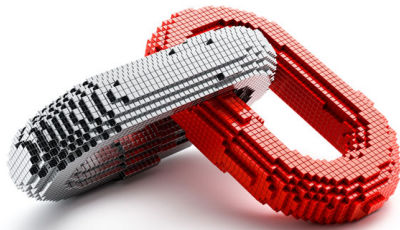
10% of global GDP
projected to be on Blockchain by 2027*

$6 billion
invested in Cryptocurrencies**

*World Economic Forum, 2016 Study
**As of February 2019

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Structural Funds
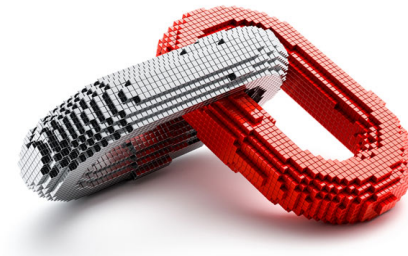of the European Union in Cyprus

SCALE OF IMPACT

$2.1 billion
Spent on Blockchain solutions in 2018

$8 to 12 billion
Potential annual savings for banks using Blockchain technology

SCALE OF IMPACT
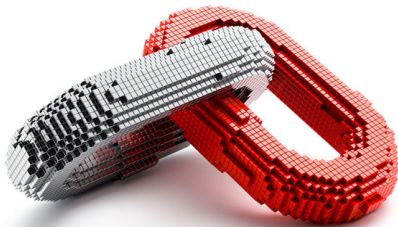
$150 billion
Cost to global economy due to talent mismatch

$8.5 trillion
In unrealized annual revenues due to talent shortage by 2030

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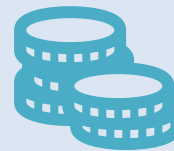**Structural Funds**
of the European Union in Cyprus

IN HR

Secure HR Data

Remuneration

Referencing / background checks

CV Replacement

SECURE HR DATA

Secure storage and transfer
of sensitive personal data

Four dx is a secure documentation
company.

It allows its users to exchange and
safely store sensitive digital assets
among each other without any
intermediaries.

FOURdx

REFERENCING / BACKGROUND CHECKS

Checking a database

Verification by network only
False information and records
No built-in trust mechanism

REFERENCING / BACKGROUND CHECKS

Checking a database

Zinc is developing a blockchain-based reference system.

It allows professionals to own their employment data and for references to be recorded on the blockchain.

ZINC
THE FUTURE OF HIRING

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CV REPLACEMENT

Work History
Skills
Education history
Qualifications

Recruit Technologies is a Japanese information services and human resources company.

Prototype resume authentication database for job seekers and employers.

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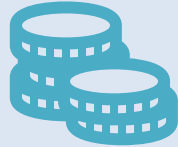
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REMUNERATION

Skills-linked pay
Payroll and frequency of pay
Paying contract staff
Labour-hour pay

Peacounts use smart contracts and AI to verify business activity, then releases funds automatically to the employee upon completion of the contract.

The Bounties Network is creating peer-to-peer economy and using blockchain to help companies find and pay freelance and contract staff.

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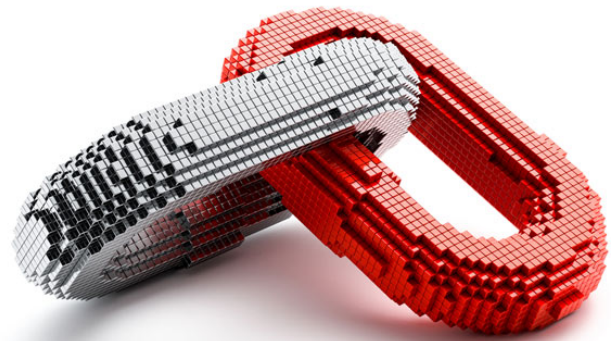
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CHANGING THE NATURE OF WORK

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CHANGING THE NATURE OF WORK
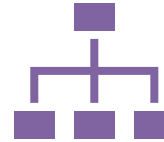
"A company is a legal entity, made up of an association of people for carrying on a commercial or industrial enterprise. Company members share a common purpose, and unite to focus their various talents and organize their collectively available skills or resources to achieve specific, declared goals."

CHANGING THE NATURE OF WORK

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CHALLENGES

Competing platforms and formats

Legal issues over inability to erase or amend data

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CYPRUS

Innovation Hub

Blockchain Technology for Algorithmic
Regulation and Compliance (BARAC) project

University of Nicosia
Bank of Cyprus
Hellenic Bank
KPMG
Grant Thornton
EY
Oracle

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CYPRUS

DECENTRALIZED

Nicosia Chapter

Decentralized is organized by the University of Nicosia, a global leader in blockchain education and research, as well as providers of the world's first full academic degree in blockchains, the MSc in Digital Currency.

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GET IN TOUCH

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