



Future of Work: 5 Non-Negotiable Priorities for HR's Agenda

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Leadership & Resilience Expert




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1

TODAY'S OUTCOMES

Position HR to drive the right priorities to succeed in this 'never-normal'.



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2

AGENDA



- Recognize top trends to be ahead of
- Reveal 5 non-negotiable strategic priorities for your agenda
- Position HR with the influence to drive focus



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Top Trends Shaping the



Future of Work



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Inflation &
Monetary Policy



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Global Economic
& Political
Instability



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Artificial Intelligence & Digitization

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The War for Talent

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8



9



10

5 Non-Negotiable Strategic Priorities



 1. HR'S VALUE CREATION	 2. LEADER EFFECTIVENESS	 3. FUTURE OF WORK	 4. TALENT LIFECYCLE EXPERIENCE	 5. RESILIENCE & AGILITY
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11

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12

Infographic

- ✓ **Priorities**
- ✓ **Data**
- ✓ **Actions**

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13

1. HR's Value Creation

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14

Unrecognized Value... Huge Potential

Perceptions of HR as Highly Effective among Non-HR Professionals



While perceptions of HR's effectiveness among Non-HR professionals have improved, only 39% perceive HR as Highly Effective.

With World-Class HR at the table... Companies are Significantly More Likely to Outperform in...

4.5x Revenue Growth

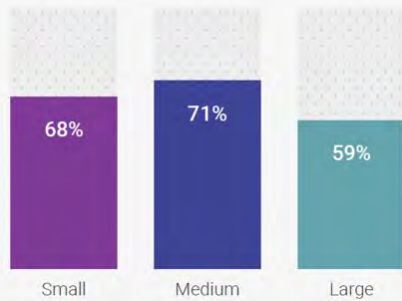
5.5x Profitability vs. Peers

6x Innovation

Key Drivers of HR's Perceptions... ALIGNMENT

Gaps in Alignment between HR & Organization's Priorities

"The priorities of my organization's HR department are well aligned with the broader organizational priorities." *n=1,025*



85% *n=882*

of HR organizations that are strategic partners in planning and executing strategy have priorities aligned with the broader organization.

Key Drivers of HR's Perceptions...TRUST

Building Trust In HR Will Be Key to Success in 2024



HR Organizations with High Trust are More Likely to be High Performing at...

2.4x Recruiting

3.8x Shaping a Strong Culture

3.4x Developing Leaders

McLean & Company © | 2024 HR Trends Report

17



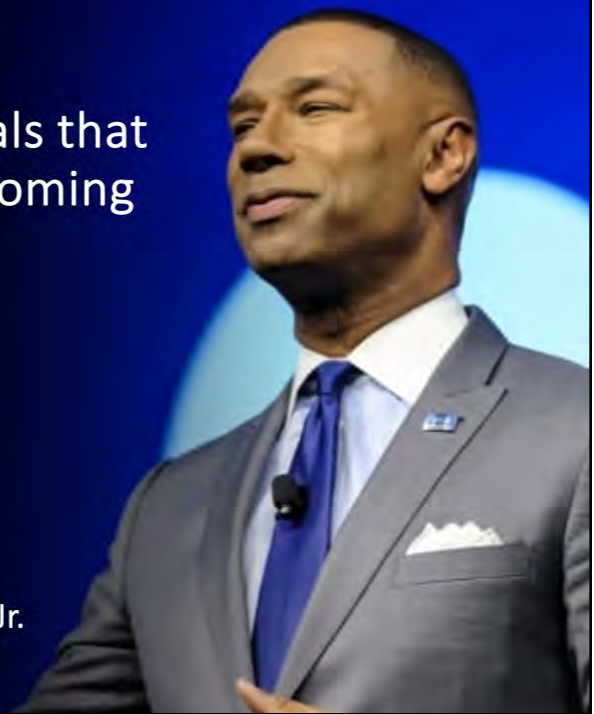
18

“Who are the HR Professionals that businesses will need in the coming years?”

3 Essential Areas of Expertise

- Human Expert
- Business Expert
- Culture Expert

Johnny C. Taylor, Jr.
CEO, SHRM



19

Be Strategic

From function to discipline: The rise of boundaryless HR

The future of work requires human resources to evolve, shifting from a siloed function to a boundaryless discipline integrated with the people, businesses, and community it serves.

Kraig Eaton, Sue Cantrell, Kim Eberbach, and Julie Duda

Deloitte: 2024 Global Human Capital Trends Study



20

Be Strategic

"You were not just looking at the human capital strategy, but you were looking at every business line and understanding the needs and the future direction in which the bank was going.

You made yourself a better business partner because you were able to bring back to your HR team... 'here's where the organization is going and here's what we need to do to help them get to that new place.'"



Michele Fantt Harris
Former Executive Vice President
Human Resources
National Cooperative Bank



21

Test Your *Business* Knowledge

Menti.com

Code: **4302 8091**

How much do you know about each of these critical business priorities?

- How are the Future of Work trends impacting our business?
- Where is the potential for growth for our organization?
- What are the revenue, operations, product, and service goals to support that growth?
- How will human capital trends impact our ability to meet these goals?
- Is our human capital strategy aligned to support our key business objectives?



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22

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- How will human capital trends impact our ability to meet these goals?
- Is our human capital strategy aligned to support our key business objectives?

Are your HR strategy, goals and department structured in a way that supports business growth?

Are you leading conversations on these strategic areas?



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23

Be Strategic



Your Actions:

- ✓ Stay abreast of how the Future of Work trends are impacting your business and industry
- ✓ Inquire about business conditions & goals
- ✓ Educate executives on key human capital related considerations
- ✓ Align HR strategy with business strategy
- ✓ Be the convener for collaboration



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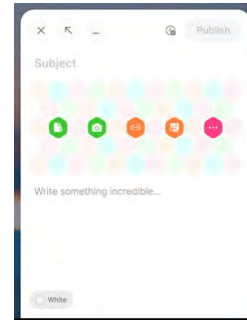
24

Be Strategic

Share ways you and your HR Team have become more strategic in your roles / as a function.



1. Click on the “+” symbol, lower right corner, to get started.
2. Add your name on the subject line of your post.
3. Add your comments.



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25



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26

360° Disruption Creates Enterprise Vulnerability



01

The Work

97MM New jobs created due to AI by 2030¹



02

How Work Gets Done

\$455B Expected value of Gig Economy²



03

The Workplace

74% of U.S. companies are or plan to implement a permanent hybrid work model³



¹ Forbes Advisor / World Economic Forum | ² Transformative Trends Shaping the Gig Economy, ReportLinker.com | ³ 30 Essential Hybrid Work Statistics , Zipia

27



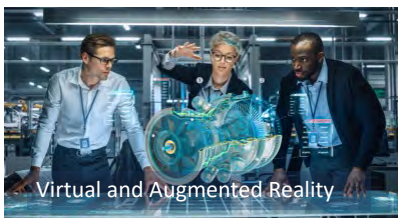
Cybersecurity



Renewable Energy & Sustainability



Finance: Blockchain, Crypto



Virtual and Augmented Reality



Biotechnology & healthcare

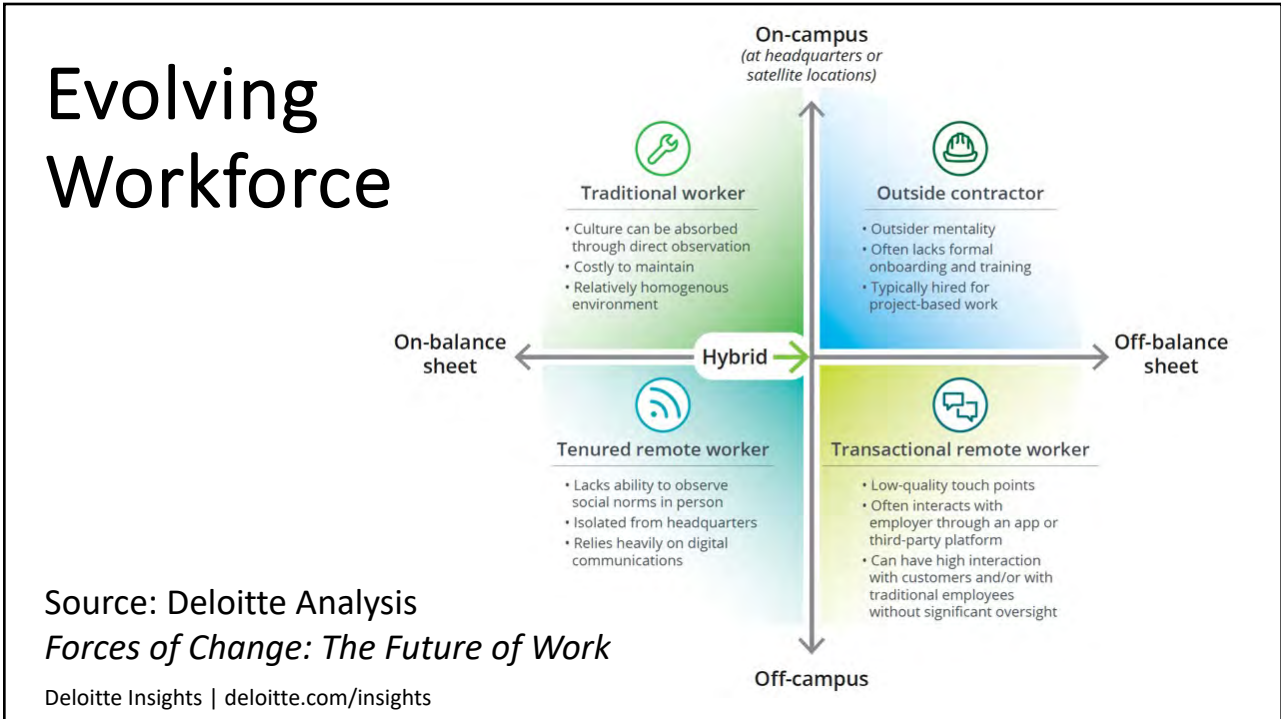


Advanced Manufacturing

Emerging Industries & Jobs

Source: Cronicist's Horizons FUTURISM, June 2023

28



29

Remote, Hybrid, or Return to Office?

Key Drivers


- Connection
- Engagement
- Retention
- Collaboration
- Communication
- Innovation
- Culture
- Productivity

30

Remote, Hybrid, or Return to Office?


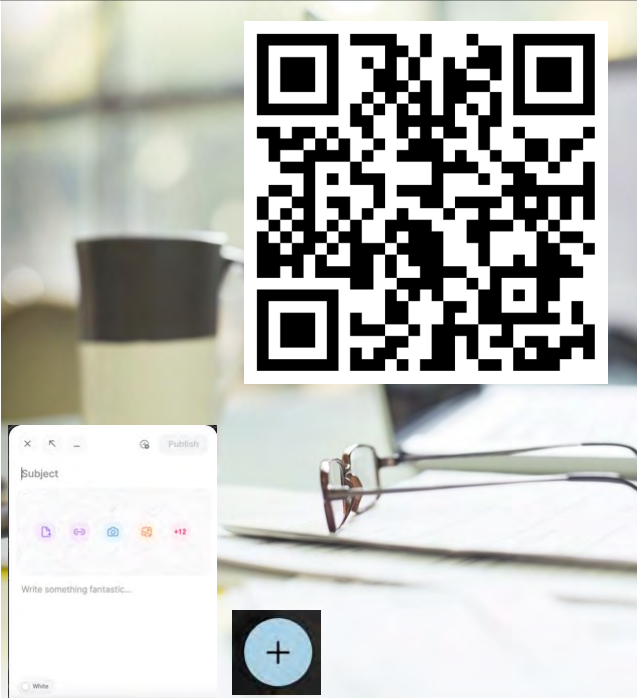
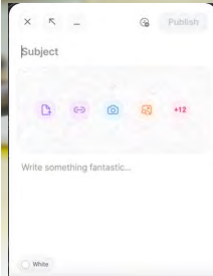

A. What is your organization leaning toward?

Remote Hybrid Office



B. What are some of the key considerations?

C. What ideas have worked well in making a transition in one direction or the other?

31

Future of Work Practices

The Work

- Reimagining roles in light of dynamic market and business needs, enhanced technical capabilities, & talent needs

How Work Gets Done

- Expanding Development & Career Opportunities
- Enabling Internal Talent Mobility (Quiet Hiring)
- Inter-Departmental Councils

The Workplace

- Redesigning Culture & Norms Around Hybrid Workplace
- Aligning Leadership Development with Evolving Needs
- Engaging Talent With Company Purpose






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32

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33

Infographic

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34



HR's Influence on Setting Priorities

35

When You Are Influential....

You Have

- A Seat *Saved* for *You* at the Table
- A Voice at the Table
- Credibility & Respect
- Higher Runway / Unlimited Career Potential
- Established Human Capital as a core business consideration

You Are

- Sought After for Counsel
- Trusted Advisor
- Empowered
- Contributing at your highest level
- Aligned & congruent with your highest self

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36

Resources



HR Influence Audit



Future of Work Reference Card



Infographic



Today's Presentation



Better Leaders, Better Workplaces Podcast

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37



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39



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audible | SIRM | available at amazon



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40