



CHECKLIST

Becoming a Future-Ready HR Leader

Are your teams and leaders ready for the future of HR? It's a lot of work to perform your role as a strategic HR leader and stay abreast of industry trends, but preparing your team for change is part of the job. In a corporate culture of shifting business models and structures, you need to make time for connecting with peers, learning from thought leaders and improving your team's skills. Focus on four key areas to better manage your team and see yourself and your team through the trends and tools that will disrupt the way you work today.

Use this checklist to begin to boost your organization's future success in these four areas.

APPROACH

EXPERTISE | INDUSTRY | COMMUNITY

1 Your Approach

The predominant HR philosophy is changing. Innovative Organizations are paying more attention to employee growth and success, blending two roles to ensure long-term business growth through empowered teams.

HR + Operations = People Operations

Views people as investments, not expendable resources

Engages employees with autonomy and guided growth

Balances company goals with employee well-being

This approach is also heavily focused on improving the employee experience. Ensure your organization is investing in the fundamental elements of an employee experience model but also fueling the excellence-level needs of the new Willis Towers Watson HPEX model.¹

How to Adopt a People Operations Approach

- ✓ Create a partnership ecosystem
- ✓ Include nontraditional talent
- ✓ Shift to a social enterprise
- ✓ Use a fit-for-purpose model

Excellence Needs

 Inspiration and a greater sense of purpose	 Drive from doing meaningful work
 Trust with leadership, mentors and peers	 Growth in skills and regular recognition

2 HR Expertise

Organizations expect more from Human Resources, preferring experts who bring different experiences to the table and deliver more than what traditional HR practices have to offer. What future-focused skills do your teams and HR Leaders need to thrive?



Futured-Focused HR Leader Skills²

- ✓ Industrial and organizational psychology
- ✓ Data collection, data organization and statistics
- ✓ Quality vs. quantity and initiative impact prioritization
- ✓ Employee engagement, loyalty and growth
- ✓ People and process change management
- ✓ Culture and relationship development

Innovative managers are taking on the role of coach. According to Harvard Business Review, coaching is now a key part of creating the learning culture that employees need to help the company innovate and stay fresh and future-focused.⁴

The new half-life of skills is between 2 and 5.5 years.³



3 Your Industry

The HR industry is changing fast, making the most of new technologies and methodologies to improve the way teams work and businesses evolve. Keeping up with the industry requires knowing the latest trends and making plans to act on them soon. Which trends are you planning to explore and how are you preparing your team?

Trends to Watch

1 AI, DATA AND ANALYTICS
Learning to use new tech and insights from data to connect with top talent and manage teams.

2 AUTOMATION
Leveraging automation to redirect time, energy and skills to accomplish more valuable tasks.

3 AGILITY AND FLEXIBILITY
Leading company agility efforts, driving productivity and making room for contingent work forms.

4 CULTURE AND TRANSPARENCY
Creating diverse teams and upholding the values of transparency and corporate responsibility.

5 EMPATHETIC MANAGEMENT
Using education, training and empathetic support to power employee experiences and outcomes.



Business expert John Boudreau says companies should be considering how to achieve “the ‘and’ of automation, not just the ‘either/or’” because

“it’s not man versus machine, but man and machine working together.”⁵

4 Your Community

The successful HR leader is one who stays connected with true peers and effortlessly in tune with the industry through community involvement. What are you doing to shape your people organization and stay current?

Attending strategic and interactive in-person and virtual events

Finding true peer networking opportunities

Providing your team access to relevant blogs, webinars and content resources

The Benefits of HR Peer Networks

- ✔ *New perspectives for supported strategy and innovation*
- ✔ *An antidote to industry isolation and stagnant growth*
- ✔ *Advice on implementing and challenging next practices and trends*

Working with analysts and consultants is a common option but often results in mainstream advice and high costs. Choose a more exclusive, industry-specific community to find peers that can offer you deep, productive insights and relevant content.

Best Practices vs. Next Practices	
Imitate	Innovate
Increase performance	Add capabilities
Maintain a steady pace	Grow more competitive
Keep up with current trends	Explore and establish new trends



Take Control of Your Future

Your job is to define HR's role in your organization and how you can overcome challenges to manage change. Read through our free eBook *The Future of HR: Top Trends for 2020* for more details on what to expect in the year ahead, predictions from industry thought leaders and tips on navigating HR trends and achieving accelerated organizational growth.

[Download the eBook →](#)

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