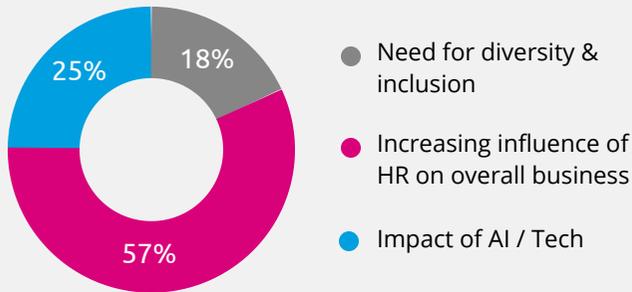


Transformational Shifts

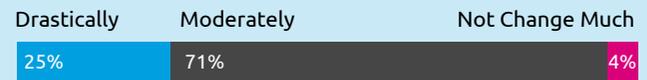
Largest HR transformations:



How involved are you in developing the strategy necessary to deploy technology and AI solutions at your organization?

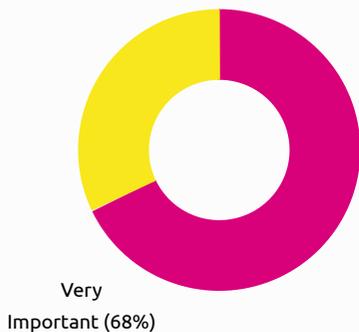


How much will the rise of technology and AI change the way work is conducted at your organization?

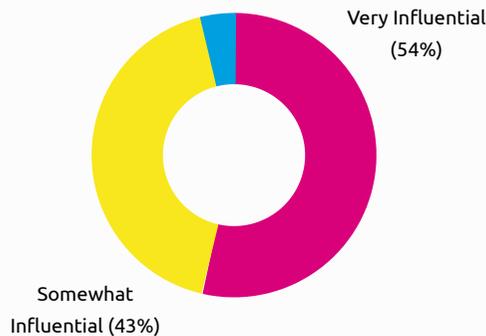


Influence

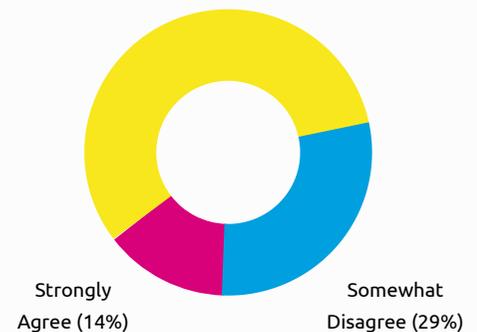
Somewhat Important (32%)



Not Very Influential (4%)



Somewhat Agree (57%)



How important is it for the CHRO to be involved in developing the strategy to deploy technology and AI solutions?

How influential is the CHRO on strategic business decisions in your organization?

The CHRO role will become a stepping stone to executive leadership positions such as CEO.

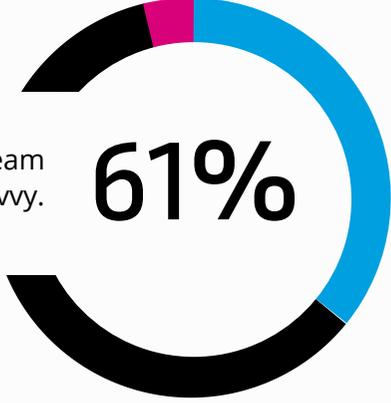
Meeting AI Targets

Are you prepared to deploy technology and AI solutions at your organization?

- No, I am not prepared (35%)
- I am fully versed in AI (4%)

I rely upon my team that is AI savvy.

61%



How do you feel your organization could better prepare to meet the needs and demands of technology and AI?



- We could better encourage continuous learning around AI for existing employees (21%)
- We could begin to hire employees with technology and AI skillsets and backgrounds (18%)
- We could better leverage new AI systems and technological tools (7%)

Key AI Findings

Top HR Opportunities

- Using Big Data to predict trends in the organization and plan accordingly (89%)
- Relying more on the analytical processing of huge amounts of data instead of individual observations (82%)
- Performance assessments offering valuable insights into employee potential (57%)
- Effectively streamlining candidate screening (43%)
- Automating onboarding procedures for new employees (29%)

Top HR Challenges

- Keeping up with advancements in technology (75%)
- Ensuring safety of employee data (68%)
- Hiring Individuals with the right skill sets (43%)
- Ensuring effective employee engagement platforms (43%)
- Creating unique employee experiences (39%)
- Aligning with technology and data professionals in my organization (32%)

Diversity

Which is more important in creating diverse organizations?

Diversity of Backgrounds

Diversity of Skill Sets



A more diverse workforce can lead to economic growth and greater productivity:

Strongly Disagree 21%

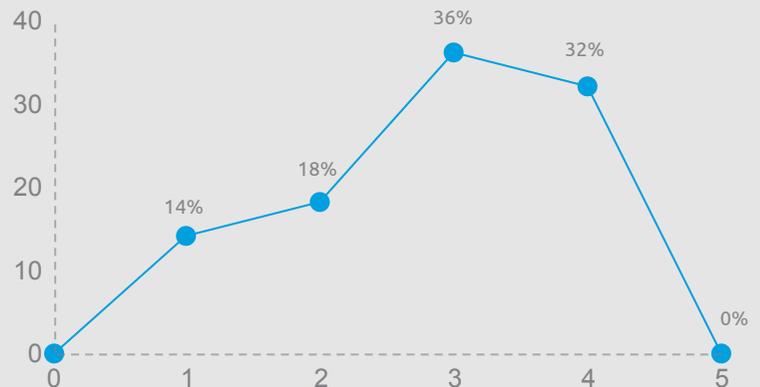
Somewhat Disagree 4%

Somewhat Agree 29%

Strongly Agree 46%

On a scale of 1 to 5, how would you describe the diversity of talent at your organization?

1 = Not At All Diverse
5 = Extremely Diverse



How much of a priority does your organization place on efforts to increase diversity in the C-Suite and Board?

- No Priority
- Little Priority
- Medium Priority
- High Priority

Board 18% Little Priority, 25% High Priority, 32% Medium Priority, 25% No Priority

C-Suite 11% No Priority, 29% Little Priority, 50% Medium Priority, 11% High Priority

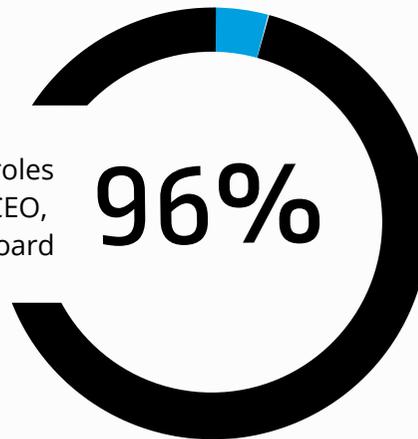
Middle Mgmt 7% No Priority, 4% Little Priority, 58% Medium Priority, 21% High Priority

Entry Level 7% No Priority, 11% Little Priority, 46% Medium Priority, 36% High Priority

HR Evolution

How will the role of the CHRO evolve over the next 5-10 years?

The CHRO will increasingly take on strategic roles and become a trusted advisor to the CEO, C-Suite and Board



The CHRO will remain transactional and limited to carrying out the strategy of the CEO, C-Suite and Board (4%)

Top five expected changes within the HR landscape with technology and AI:



Virtual Reality for corporate training



Streamlining of performance management



Improvement of onboarding



Desire for customized HR that is more personal, human and intuitive



Increase in speed to hire candidates

The role of a CHRO in a deeply data-driven world of technology and AI is going to shift dramatically.

89%

Agree or Strongly Agree

Top five skills for the CHRO and HR executive management to navigate change over the next 5-10 years:

1 Strategic thinking and development skills

2 Verbal and written communication skills

3 Analytical and critical thinking skills

4 Ability to work well with people from different cultures and backgrounds.

5 Creative thinking skills