

What's Coming Around the Corner for HR

Presented to WI FACETS

September 2016

- Over 18 years diversified Human Resources experience
- Managed remote teams domestically and internationally
- Instructor for various HR programs
- Organizational culture development

Kristin Strunk

SPHR

SHRM-SCP

Instructor Bio

- Trends for HR
 - What is really here to stay?*
- What does it mean for you?
- Wrap-up

Agenda

WI FACETS Session

September 15, 2016

Which trend will impact you the most?

- A. Elimination of standard past practices (performance reviews, vacation time, etc.)
- B. Millennial workforce and management
- C. Employee engagement
- D. Flexible work arrangements (part-time, remote, etc.)
- E. Mobile technology (wearables, pulse surveys, etc.)
- F. Other (mindfulness, big data, etc.)

HR Trends

- Elimination of standard past practices (performance reviews, vacation time, etc.)
- Millennial workforce and management
- Employee engagement
- Flexible work arrangements (part-time, remote, etc.)
- Mobile technology (wearables, pulse surveys, etc.)
- Other (mindfulness, big data, etc.)

Elimination of Standard Past Practices

- Annual Performance Reviews
- Limited Vacation Time
- Class Room Training
- In Person Interviews



What might take its place?

- Shorter performance review cycle
- Project based reviews
- Unlimited vacation time
- Video resumes
- YouTube portfolios



Millennial Workforce and Management

- Millennials will make up roughly half of the workforce by 2020
- Millennials and Gen Z don't discriminate between work and life
- Bonds with co-workers and community critical to Millennials
- Management style



Leadership Differences



- Focus on people and purpose
- Highly educated
- Act like a coach or a mentor
- Motivation

Flexible Work Arrangements

- Increase in flexible work arrangements
- Remote work arrangements
- “Contract” arrangements
- Self employed

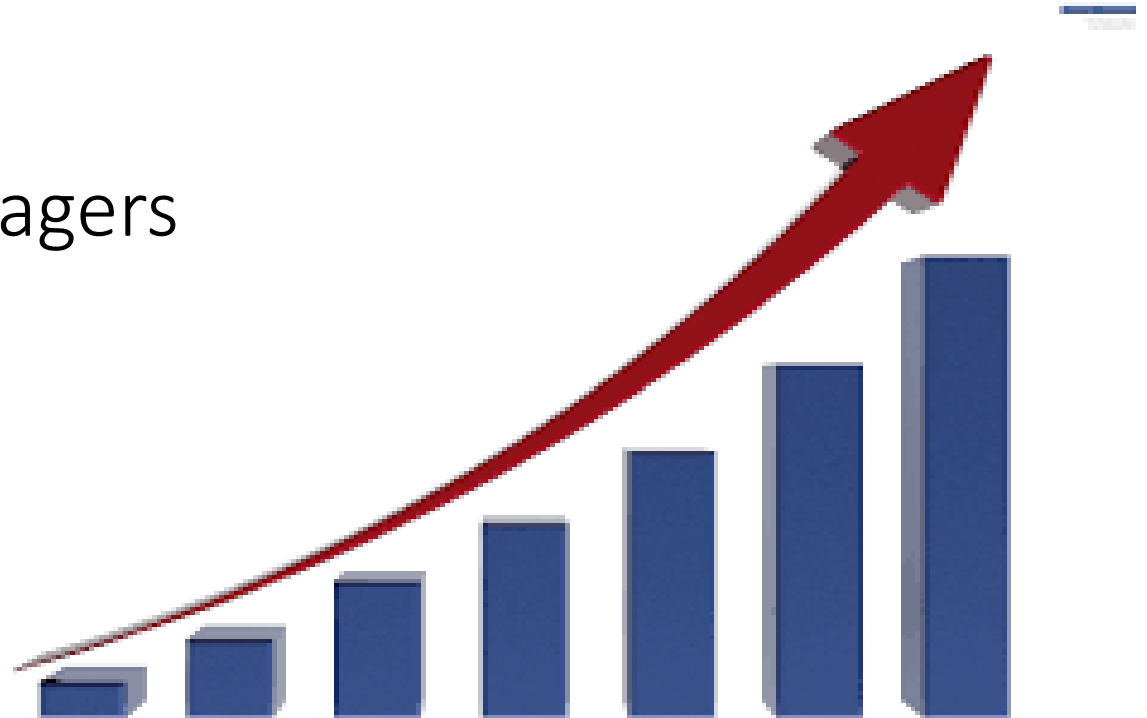


Mobile Technology

- Wearables
- Automation (the good, the bad and the ugly)
- Training
- On-boarding
- Coaching and feedback

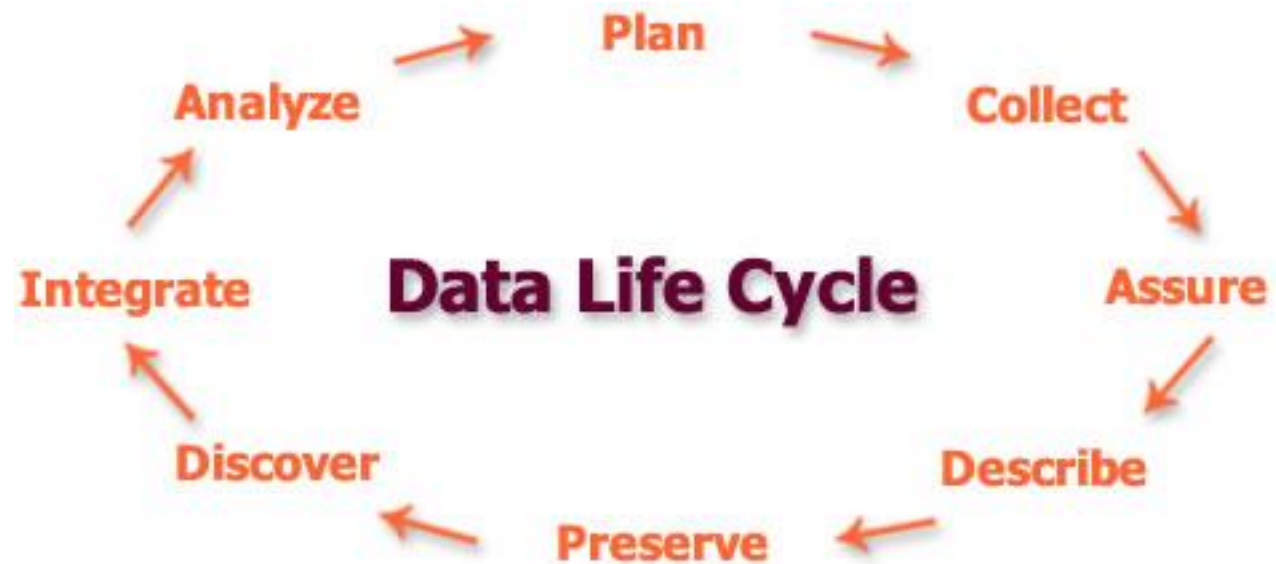
Employee Engagement

- Pulse surveys
- Immediate feedback to managers
- Improved results



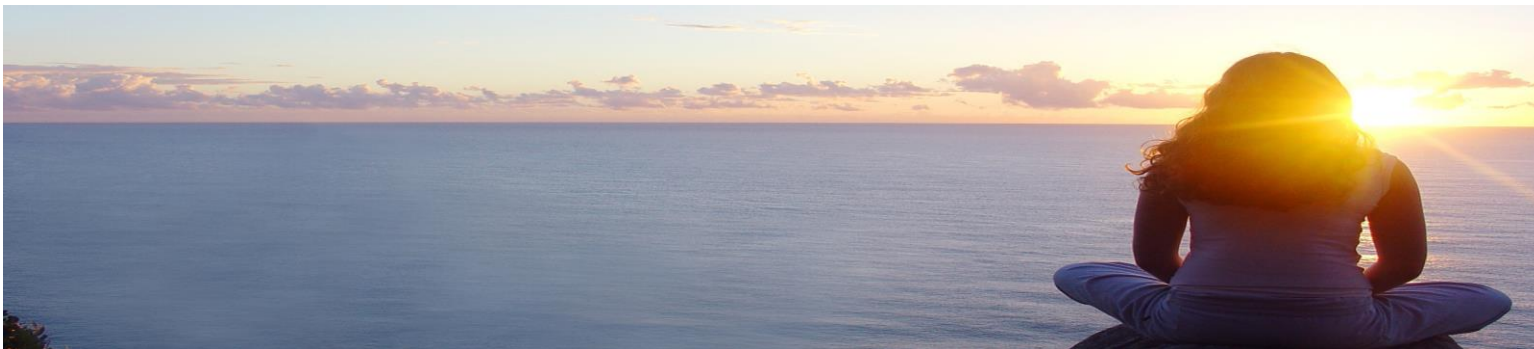
Big Data

- Moving from Operational Reporting to Predictive Analytics
- Better Recruitment and On-Boarding
- Talent Analytics
- Cloud



Mental Health and Wellbeing

- Creating a healthier environment
- Can help ease stress
- Fosters positive emotions and helps provide resilience against negative experiences
- The practice of mindfulness promotes empathy and a sense of compassion.



How do you decide?

Fad vs. Best Practice

- Understand what is happening in your business?
- What are your clients expecting?
- What are the regulations that you need to comply with?
- What is important to your employees?
- What if you make a mistake?

- HR trends are changing
- Employers must think about what will work for them
- Do research
- Trust your gut

Wrap up