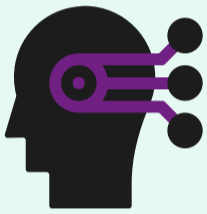


# The changing nature of the HR function



## Rapid advancements in technology are transforming the HR function



**Intelligent automation** and **machine learning** are speeding up processes



Employees increasingly expect **consumer-grade** enterprise applications



**Predictive analytics** and **modelling** enable deeper analysis and links to business metrics

## This is changing the way work is done



Jobs are being redesigned



Workforces are being optimized

### ...which will require new skills



A need for **reskilling** and **upskilling**



More opportunities for **talent movement**

## HR now has a much larger role to play to drive business transformation

Reimagine the workforce and redesign jobs to meet the changing nature of work

Equip the workforce with **future skills** and support **continuous learning**

Build the **talent journey** through **consumer-grade experiences**



## In the long term, technology brings both opportunities and challenges



**Human-machine combinations** to future proof organisations



**Ethical dilemmas** resolving towards a balanced future



Nurturing talent through **inclusive practices** and **diverse** talent



**Purpose-driven** work to drive greater engagement



Driving **culture** to align with strategy, values and new ways of working

## To deliver these expectations, HR has to elevate its capabilities



Drive **digital enablement** and **integration** with HR service delivery



Elevate **HR decision science** with data-driven insights