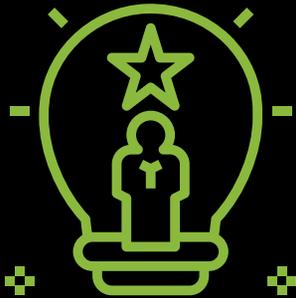




HR Leadership Chat Session Highlights

Adapting Culture to Win



To what extent are leaders in your organization thinking about shifts in culture?

- Not at all (12%)
- Starting conversations (53%)
- Planning process (35%)
- A plan in place (0%)

Trend 1: Leadership - Increased trust, transparency, empathy and listening

Leadership has needed to change in how they recognize employees. Employees are looking to leadership even more; it is more prevalent. The trust factor is essential. What do they stand for? Leaders need to assess how they can show employees that they value them, learn about remote leadership, shift to building the trust to engage the conversations and how to facilitate them while avoiding the 'Big Brother' mode.

- **HP Thought Prompter:** Leaders need to facilitate the information flow and set clear expectations in the new reality with a focus of listening/communication but not necessarily 'face time'
- **HP Thought Prompter:** Building a resilient workforce will be key for companies to win post-covid.
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- **HP Thought Prompter:** The 5 R's – Reflect, Recommit, Re-engage, Rethink work, Reboot priorities (Deloitte)

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Trend 2: Digital Transformations

- We need to prepare for the tidal wave that is coming. Technology will lead to a massive displacement of employment and we will get to a point where there are more people than jobs (increase in automation and AI).
- Companies are pushing the transformation back, delaying it but in the current climate it is creating a sense of urgency to look at the operations and start making that change.
- **HP Thought Prompter** – COVID has shown that implementing change can be done quickly; this level of speed will be the blueprint for the future; review current approaches to change in your organization and how they can be reworked to be more efficient yet still successful
- Onboarding will be important
- Find the balance with technology, connection, and communication (zoom fatigue)
- Keep wellness in mind
- Assess the type of benefits our employees will be looking for (e.g.
- They have stopped going to Chiro/massage; workers comp and how does that impact with home workspaces)

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