



HirePower

2021

HR PRIORITIES SURVEY

Below are highlights from the HirePower 2021 HR Priorities Survey completed by valued members of our Think.Talent Community, with commentary from various sources as cited below

Top Priorities of Organizations in 2021:

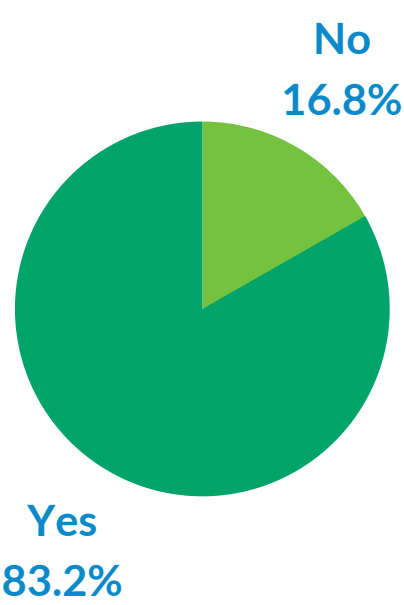
1. Diversity, Equity and Inclusion
2. Return to Work/Remote/Flexible Work Arrangements
3. Employee Engagement and EVP
4. Digital Transformation/New Ways of Working
5. Recruiting and Onboarding

Diversity, Equity and Inclusion is a top priority for most organizations, with



either currently developing a 2021 strategy or already have one in place.

Do you have a virtual onboarding program?

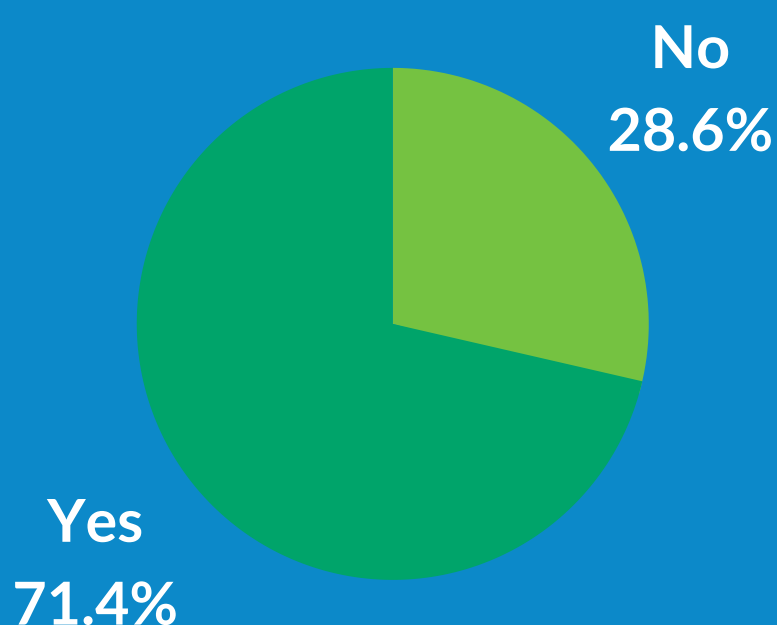


Maclean & Company says in their 2021 HR Trends Report that in 2020, only two-thirds of organizations conducted online onboarding/orientation.

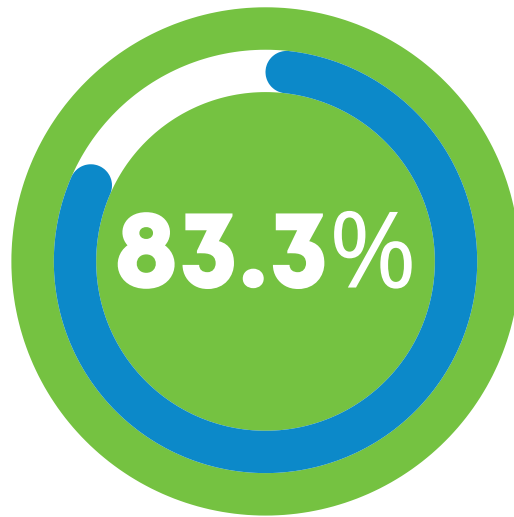
Virtual onboarding has become increasingly important throughout the pandemic. Therefore, we see a different picture at the time of our survey, which we predict will likely be similar across the board now that we are further along in the pandemic and businesses have adjusted accordingly for increased remote working. This will be key in building the foundation for new employee engagement for those working virtually.

Digital Transformation is critical for communication and collaboration in a remote and hybrid work environment. The digital transformation will allow organizations to implement technology solutions that improve communications, collaboration and connectivity between employees. (Mercer Global Talent Trends 2021: Canada)

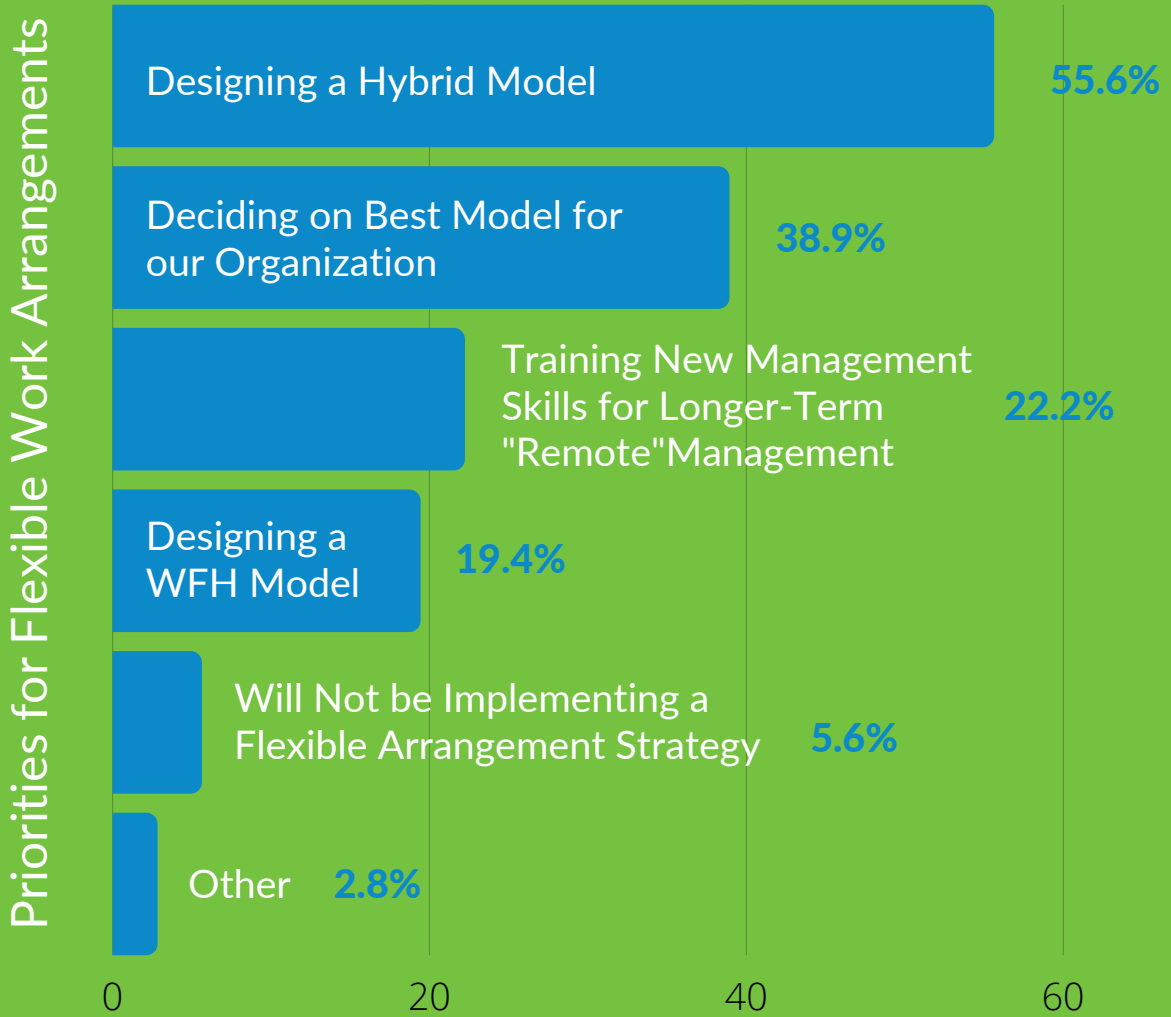
Is your organization going through a much faster or earlier-than-planned digital transformation in 2021 as a result of Covid?



Flexible Work Arrangements are the Top Priority for



of organizations as it pertains to return to work which shows organizations are sensitive to employees needs. Flexible Work arrangements are the top priority for return to office and has been an accelerated trend as a result of the pandemic.



Top Skills & Attributes Required for Leadership in 2021:

1. Adaptability and Flexibility
2. Communication (frequency and transparency)
3. Resilience
4. Integrity and Compassion
5. Leading hybrid teams (on and offsite)
6. Inclusivity
7. Creativity and Innovation

Top Skills Employers are Hiring For:

