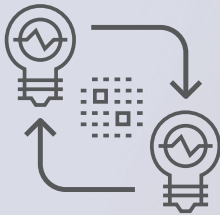


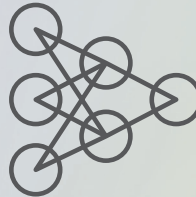
Top 12 Disruptors

FOR HR SENIOR LEADERS

Change is rapid, accelerating, and constant and CEO's want HR co-leading the effort



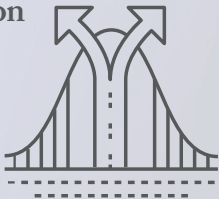
Organizational structures are out of alignment and don't support new business imperatives



Daily feedback is replacing performance management systems



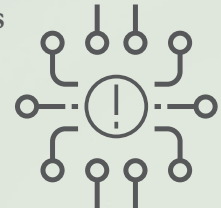
Data is king, but leveraging the findings for strategy and direction is harder



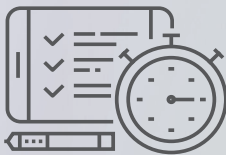
New innovative platforms for talent management, learning and recruiting are exploding



Teams rule but remain dysfunctional, especially at the cross functional level



Modern learning becomes more blended — with micro bite sized offerings emerging



Coaching skills are in demand, but short supply



A new diversity is required to create global cultures of inclusion for greater bottom line results



Hierarchical view gives way to the enterprise perspective



Work life "well-being" becomes essential for talent retention



Employee engagement gives way to the employee experience (recruitment, on-boarding, development)

