



Global HR Trends for 2022

Navigating the Future

Presented by

Namucana Catherine Musiwa
CEO, Career Prospects Limited



HIGHLIGHTS



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An Era of Change

HR's involvement in supporting change and enabling innovation will be rapidly vital to thriving organisations. HR is challenged by the tension between the need to adapt and innovate in ways such as:

- Innovation
- Control of costs
- HR strategic leadership expansion
- Technological solutions



Rethinking the Approach to Skills

Organisations must develop diverse skill sets to increase employee's ability to adapt to different needs and priorities. This is with an emphasis on employee core and leadership skills in collaboration, financial implications, risk management, networking and strategic execution



Individual skills

2.1 X

more likely to be high performing at the ability to change at scale to capitalize

Leadership skills

1.8 X

more likely to be high performing at shaping a strong organizational culture

Team skills

2.1 X

more likely to be high performing at diversity, equity, and inclusion.



Delivering on employee experience

A systematic and intentional approach is needed for organizations to improve employees' perceptions of their cumulative lived experiences within the organization. Employee experience dysfunction poses a great risk for high levels of employee stress and burnout.

Technology • Culture • Physical Space

• Social & Relationships • Tasks

Employee experience dimensions

36%

higher rates of voluntary turnover compared to organizations whose HR function is effective at designing a positive 36

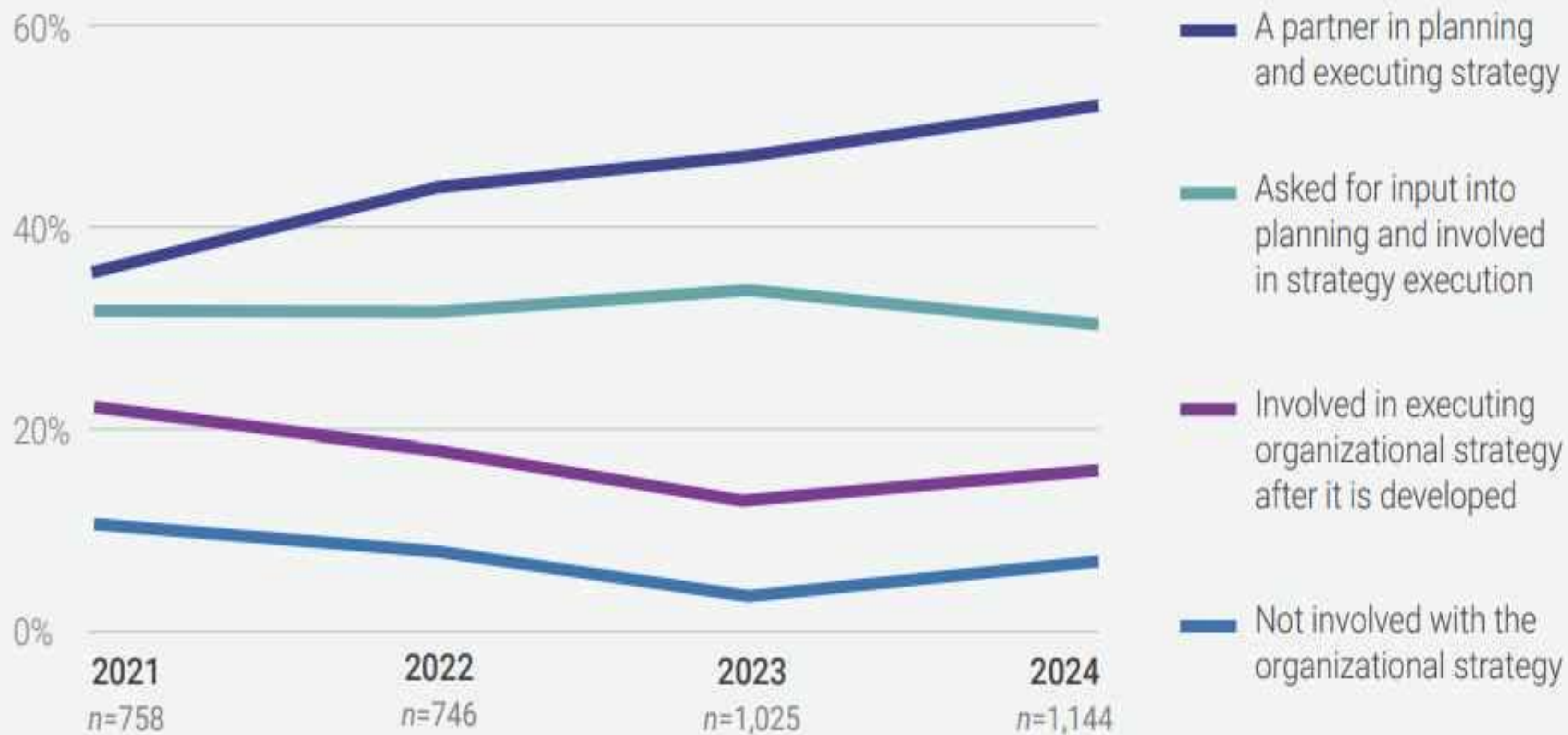
Flexibility beyond remote work

There is a growing trend in flexibility in workplaces by employees. This is bound to look different situations and different groups of employees. HR has a vital role to design and implement flexible work options in the corporate space like:

- *Flexible hours
- *Flexible locations
- *Flexible time off



HR's involvement in the organizational strategy



2024 Trend Spotlights

Generative AI in HR

- HR organisations report taking steps to implementing AI such as software products like chatGPT


Diversity , Equity, & Inclusion

- Employee experience is intertwined with D,E,I. Globally female labor force is 29.2% lower than males

Organisations taking public stances on social issues

- HR leadership is often at the fore of discussions reflecting the focus on organizations, the public on corporate social responsibility (CSR) and environmental, social, and governance.
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Recommendations



Align efforts with HR priorities such as recruiting, digital HR strategy, HR budgeting, and head count planning

Invest in leadership skills training programs and develop employee skills proficiency

Take data-driven approach to capturing employee sentiments.

Develop flexible work policy and equip managers to effectively manage hybrid teams.

Create a people first diversity, equity, and inclusion strategy to prepare for a multi demographic workforce

Create framework for determining your organisation's strategy to respond to controversial political and social matters



Email

namucana.musiwa@careerprospectslimited.com

Website

www.careerprospectslimited.com

Mobile number

0977800905/
0966 800905