Top 10
HR Trends 2020

We are in the middle of reinventing HR and the stakes could not be higher. However, HR is finding its footing as driver of adaptive organizations fit to compete in the new decade. Here is a guide to the most likely trends to affect HR in 2020.

Top 10 Trends

1 Scaling Efficiency Gives Way to Scaling Learning
In an era, when creativity, agility, and adaptability win out, constant experimentation will push the needle on innovation and competitiveness.

2 Psychological Safety More Important Than Ever
Creating an environment where anyone can speak up without retribution and personal risk is directly correlated to positive business outcomes.

3 HR Owns Business Agility
HR has the unique chance to lead, drive and sustain the organizational and cultural change that creates business results. Let's step up to the plate – fast.

4 Bracing for (Growth) Recession at All Fronts
We may likely avoid a recession in 2020, but the outlook is still "precarious" and puts pressure on HR to do its part in "recession-proofing" the organization.

5 Redesign for Accelerating Team Performance
Teams can only deliver high customer value with precision if we set them up for success by taking performance acceleration to the next level.

6 HR Tasked with Humanizing Work
Technology is changing work; and we can finally focus on work that requires human curiosity, imagination, and emotional & social intelligence.

7 Bringing Employee Value Proposition (EVP) to Life
A strong employee offering aligns with the new talent contract and realities of work. It is your promise to employees. Make it count.

8 AI Levels Playing Field for Diversity & Inclusion
Carefully designed AI, combined with a culture of transparency and collaboration, can play a critical role in mitigating (unconscious) biases for a more D&I.

9 Harnessing the Power of Predictive Analytics
Sophisticated analysis can put data to work for HR and help us utilize analytics to tackle HR challenges with more data-driven insights.

10 HR Hits the Books Again
To master the new world of work, we must first make sense of it. To do so, HR is amplifying its efforts to explore it and learn its language.

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