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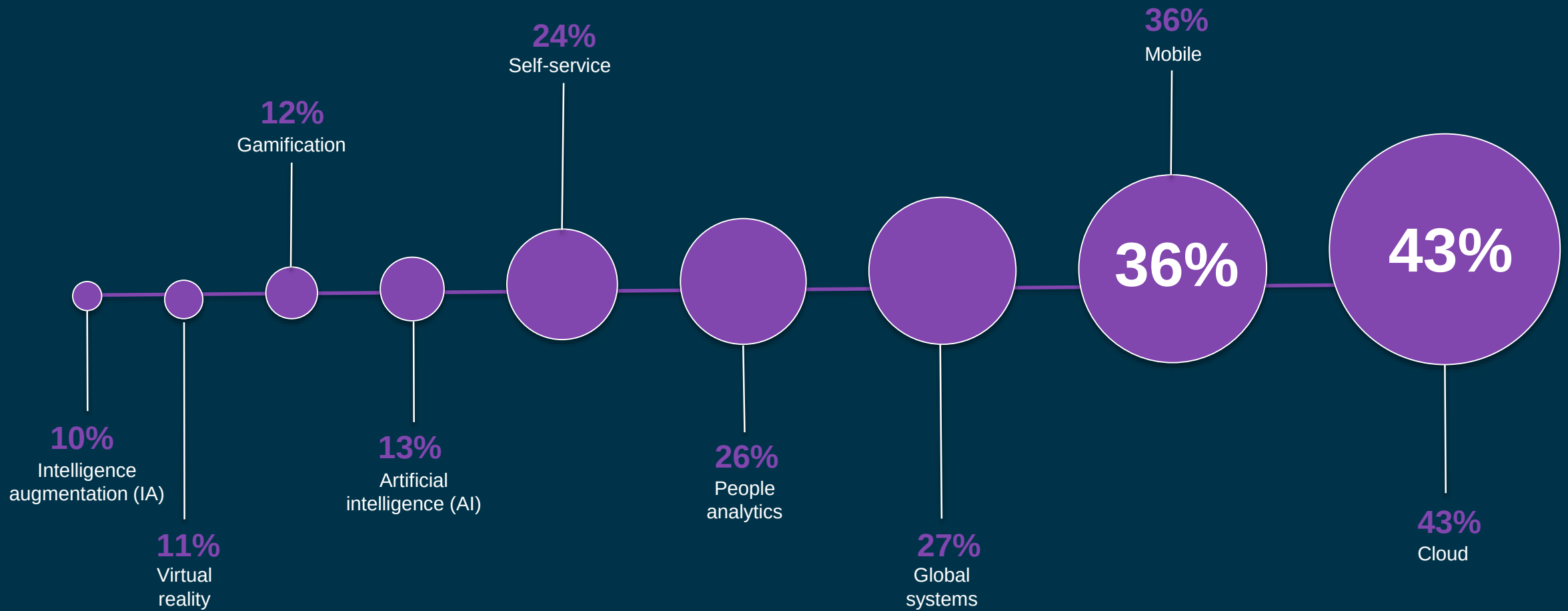
3. Technology used in HR is changing

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43%

Cloud and mobile are top priorities for HR teams, but just 43% and 36% of companies have adopted them respectively

HR technology adoption rates



4. There are barriers to change

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43%

of HR leaders believe
their organization won't
keep up with changes in
technology

Challenges to overcome



1 Can't invest in tech due to **resourcing restrictions**

3 Delaying change due to **too many competing priorities**

2 Can't make the **business case** for change

4 **Lack of vision and leadership** in organization

5. New HR skillsets are required



86%

of respondents believe HR skillsets need to change – with fewer than one in three HR leaders rating their competency levels as expert today

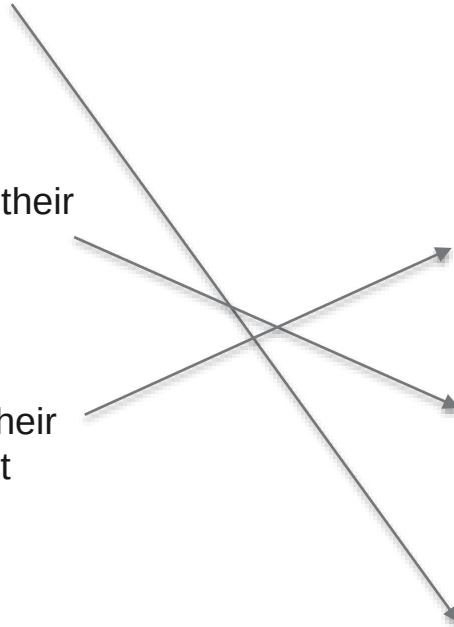
Perceived HR skills gap

Skills gaps today

- 1 Tech savvy**
Just **25%** of HR leaders rate themselves as tech experts
- 2 Creativity**
Only **28%** of HR leaders rate their creative skills as expert
- 3 People analytics**
Just **28%** of HR leaders rate their people analytic skills as expert
- 4 Behavioural sciences**
Less than a third rate their behavioural sciences skills as expert

Skills rated important in three years

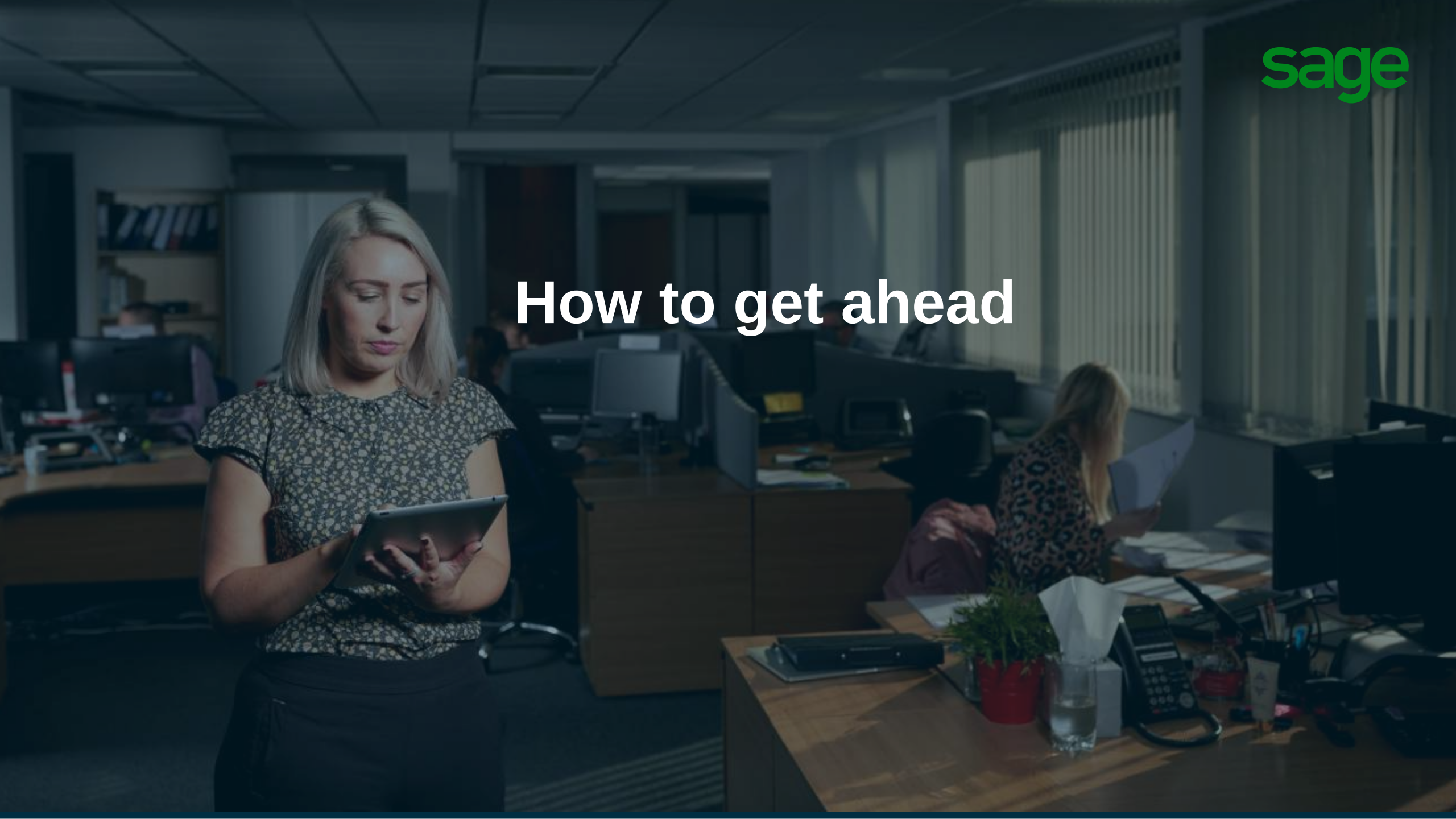
- 1 Communications**
76% of HR leaders think this will be a vital skillset
- 2 People analytics**
76% of HR leaders think this will also be important in the future
- 3 Creativity**
73% of HR leaders said creativity will be essential
- 4 Tech savvy**
73% said digital skillsets will be important



POLL

What are your biggest HR skills gaps today?

How to get ahead

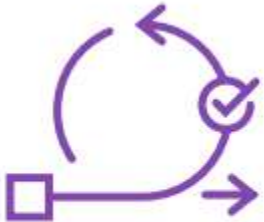


How to get ahead: Be the face of change



1. Change work for the better

Many of us got into HR to change people's lives for the better. Become part of the HR to People transformation. Be the face of change.



2. Drive agile ways of working

Less than a third of HR leaders operate in an agile HR model – despite it meaning you can implement changes faster by being flexible.



4. Get ahead with technology

Tech such as automation and analytics enables HR to work smarter, faster and more strategically. Become tech savvy.



5. Make the business case

Investing in your people is one of the most important business decisions your organization can make. Present your business case with confidence.



3. Address the HR skills gap

With 86% noting a need to reskill, a global HR skills crunch is almost inevitable. Identify gaps in your team today and act now to get ahead.

Download a copy of our new
research report

The changing face of HR

