

Next Generation HR 2022: Realigning HR's Priorities to Deliver Business Impact



Welcome to The Conference Board Webcasts!

A few housekeeping notes to enhance your experience and interactivity with our content:



1 At the bottom of your screen are multiple application widgets you can use to interact with the webcast.



2 Submit questions to our presenters using the Q and A widget.



3 Interact with other attendees by writing in the Group Chat Widget.



4 Download the slide deck in the Available Resources widget, if it has been made available for download.



5 A recording of this webcast will be emailed to you with 48 hours of the live broadcast.



6 Fill out the Evaluation form at the end of the webcast so that we can continue to improve our webcasts.

Panelists:



Camilla Andretta

Research Analyst, Human Capital
Center, Europe
The Conference Board

[Read Bio](#)



Laura Janse

Executive Vice President HR and
People Strategy
Alstom



Yves Zerbib

Vice-President HR
Competence and Support
Centres
Tetra Pak



Marion Devine (Moderator)

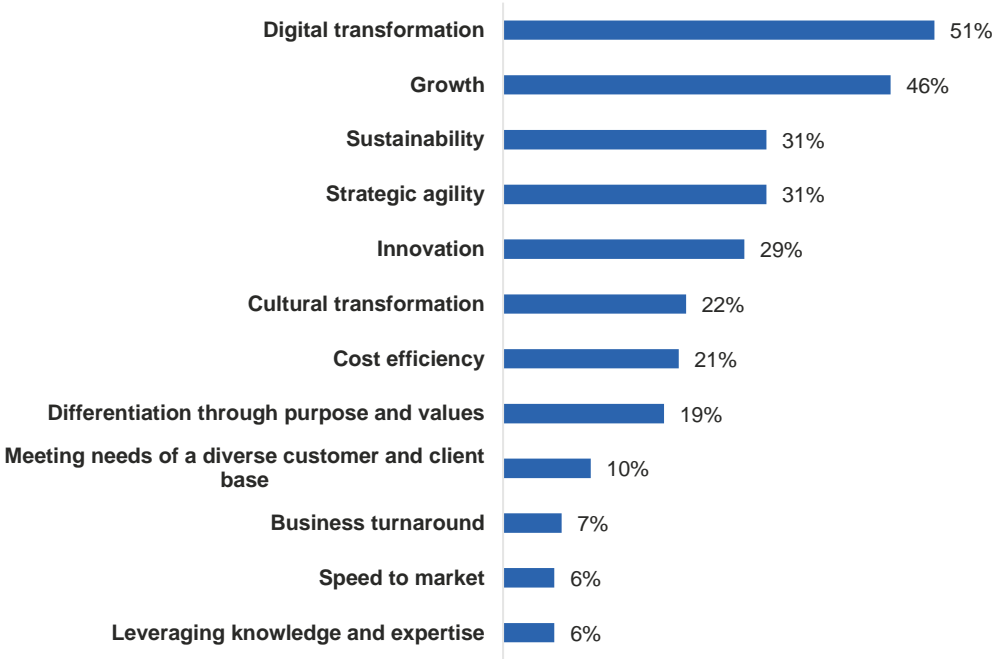
Principal Researcher, Human
Capital, Europe
The Conference Board

[Read Bio](#)

HR Must Respond to New and Urgent Business Needs

Digital transformation is top business priority

Q: Over the next 2 years, what are your organization's top 3 strategic priorities?



Source: Next Generation HR, The Conference Board, 2022.

Talent is top priority for HR

Q: What are the 3 most important areas that HR can support to create value for your organization?



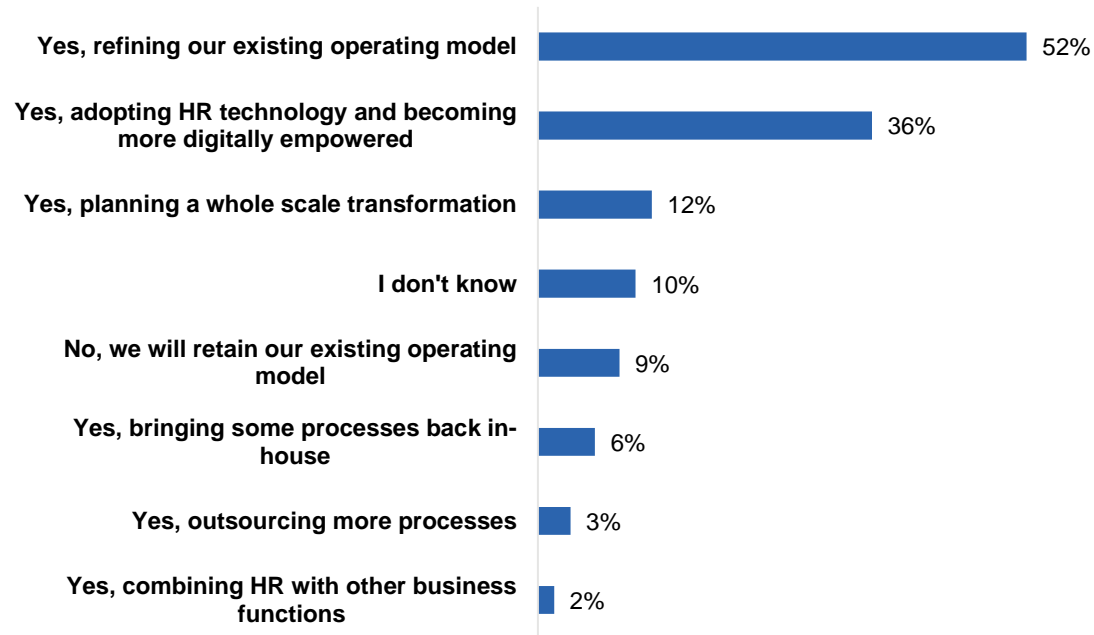
Source: Next Generation HR, The Conference Board, 2022.



HR's Operating Model

Evolution rather than revolution

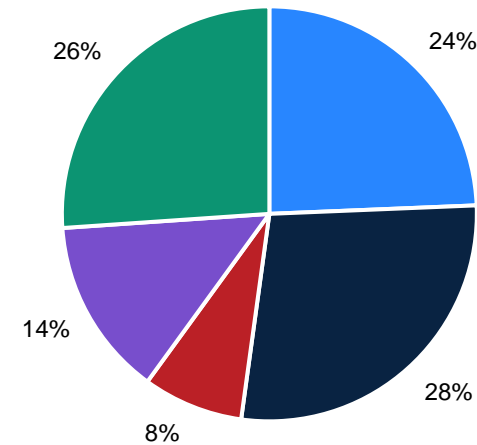
Q: Are you planning to change or transform your HR operating model in the next 2 years?



Source: *Next Generation HR*, The Conference Board, 2022.

Agile HR is making inroads

Q: If you are considering or have adopted agile methodologies for the HR function, which one of the following applies?



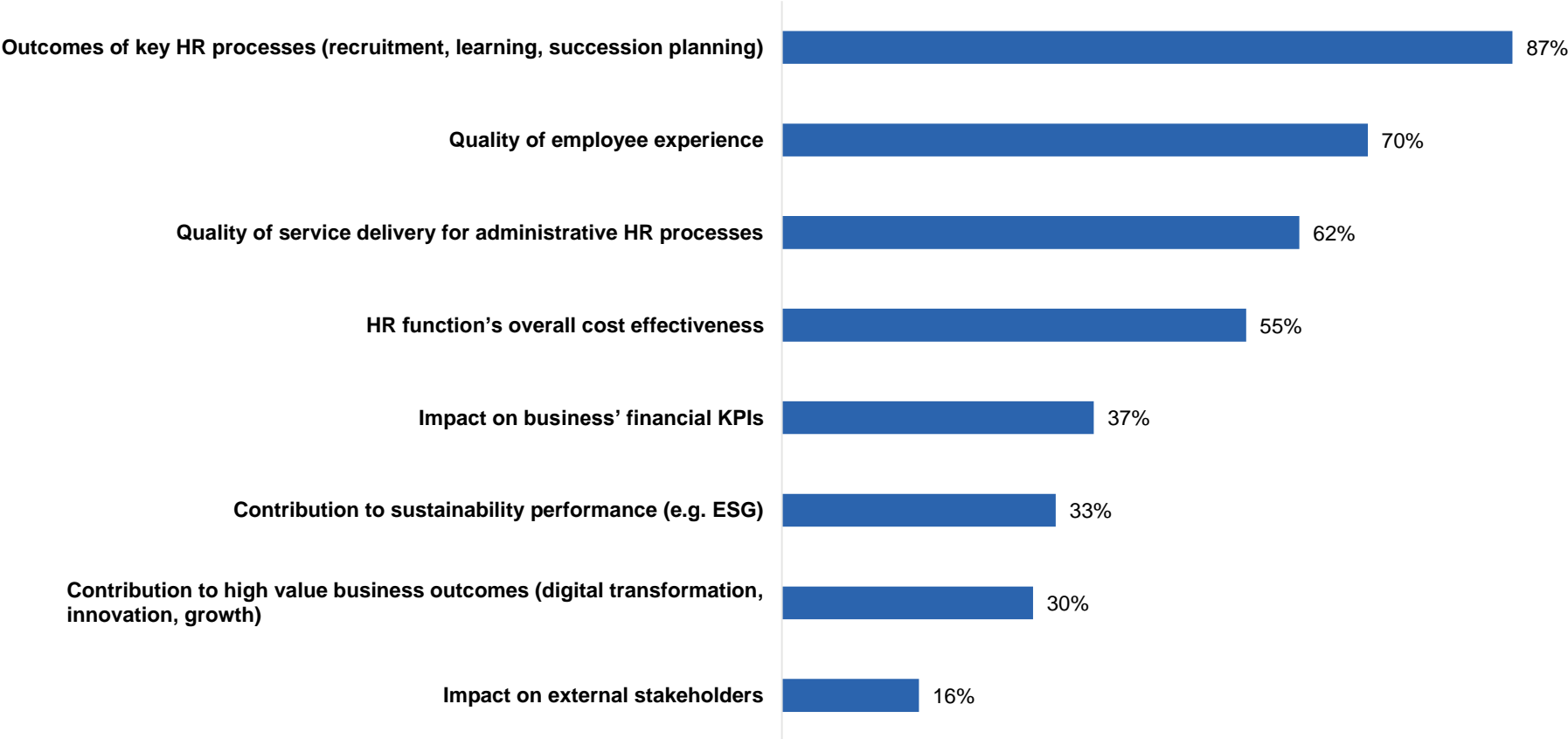
- Experimenting with agile methods to improve/redesign HR processes
- Incorporating agile practices within the existing structures of the HR function
- Creating a dedicated agile HR pool responsible for agile service delivery
- Redesigning the whole HR function creating a new agile-based HR operating model
- We are not considering adopting agile methodologies within the HR function

Source: *Next Generation HR*, The Conference Board, 2022



Should HR Consider Different Metrics?

Q: Please indicate whether you measure HR activities in the following areas



Source: *Next Generation HR*, The Conference Board, 2022.



Skills of HR Leaders: Adaptability and Resilience are Critical

Q: To be better at HR transformation, which are the 5 most important skills/traits/competencies for HR leaders?

2022	2020
➤ Adaptability and resilience (45%)	➤ Strategic thinking (44%)
➤ Change management skills (40%)	➤ Influencing stakeholders (41%)
➤ Driving execution (40%)	➤ Driving execution (37%)
➤ Strategic thinking (39%)	➤ Change management skills (36%)
➤ Data analytics (37%)	➤ Adaptability and resilience (35%)

Source: *Next Generation HR*, The Conference Board, 2022



Authors



Camilla Andretta,
Research Analyst



Marion Devine,
Principal Researcher

About The Conference Board Human Capital Center

The Center provides resources and expertise to help HC leaders and their teams navigate and lead their current and future Strategic People Agendas.

For additional information, please visit:

www.conference-board.org/eu/human-capital

Next Generation HR 2022

Realigning HR's Priorities to Deliver Business Impact



Read the full report [here](#)

Sustainability Watch

ENGAGING EMPLOYEES ON SUSTAINABILITY



December 15, 2022



Register here: <https://www.conference-board.org/webcast/sustainability-watch/december2022edition>





DIVERSITY, EQUITY & INCLUSION CONFERENCE

Asia -
Europe
Dialogue

OPEN EXCHANGES.INSPIRING
ACTION.DRIVING PROGRESS

December 7th, 2022

Register here: <https://www.conference-board.org/events/dei-asia-europe>

