Welcome To 21 HR Jobs of the Future

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About Future Workplace

Future Workplace is an HR advisory & membership firm preparing HR leaders **and their teams to drive business impact, expand their skills on Future Workplace Academy, and adapt to the trends that matter most in the future of work.**

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Our Agenda For Today

- Mega Forces of Change
- Digital Transformation of Organizations
- 21 HR Jobs Of The Future

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POLL: Which forces of change for HR are having the most impact?

A. Changing nature of work
B. Personalization of the employee experience
C. Accelerated innovation of learning
D. Artificial intelligence in HR
E. Upskilling is on the CEO agenda

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“We’ve seen two years’ worth of digital transformation in two months. From remote teamwork and learning, to sales and customer service, to critical cloud infrastructure and security.”

Satya Nadella
CEO Microsoft
April, 2020 Earnings Call

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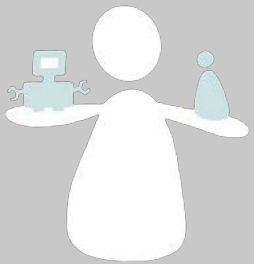
Five Drivers of HR Digital Transformation

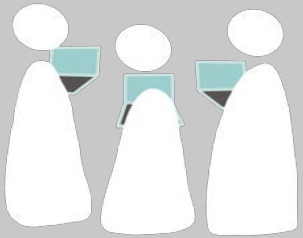
Changing Nature of Working and Learning

- Upskilling/Reskilling
- Humans + Machines
- Micro Credentials



Personalization of Employee Experience

- Hyper-Personalized
- Encompasses HR, IT, Real Estate
- Extends to Family unit



Accelerated Innovation Of Learning

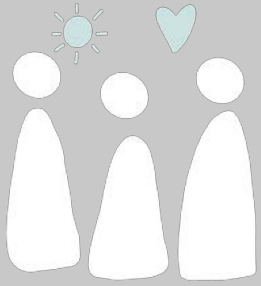
- Learning as a Full Body Experience
- Digital Badges
- Binge Style Learning

Artificial Intelligence In HR

- Automates Routine Tasks
- New Focus on AI For Internal Mobility
- New HR Job Roles

Impact of Covid-19 on HR

- HR Joins Covid-19 Response Team
- Remote Working
- Focus on Wellbeing



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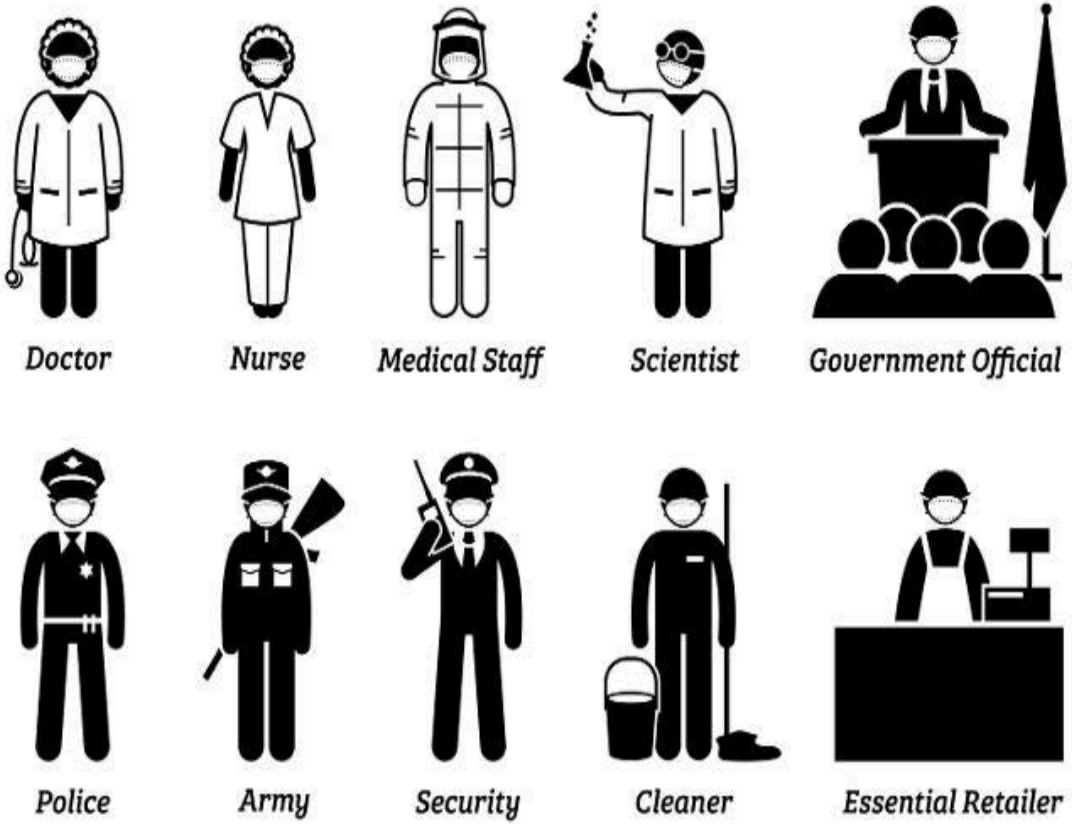
Overnight: HR Joins Group of Essential Workers



HR Leader

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21 HR Jobs of the Future HBR 2020

CRISIS MANAGEMENT

21 HR Jobs of the Future

by Jeanne C. Meister and Robert H. Brown

August 12, 2020

Harvard Business Review

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Five Essential Themes Across the 21 HR Jobs of the Future

1. Well-being
2. Organizational trust
3. Creativity & innovation
4. Data literacy
5. Human and machine partnerships

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POLL: Think About Your Organization, Which Types of HR roles do you see an increased focus on in the Next 2-3 years?

A. Remote Working
B. Learning & Development
C. Artificial Intelligence
D. Employee Benefits
E. Employee Wellbeing
F. Other, please share in CHAT

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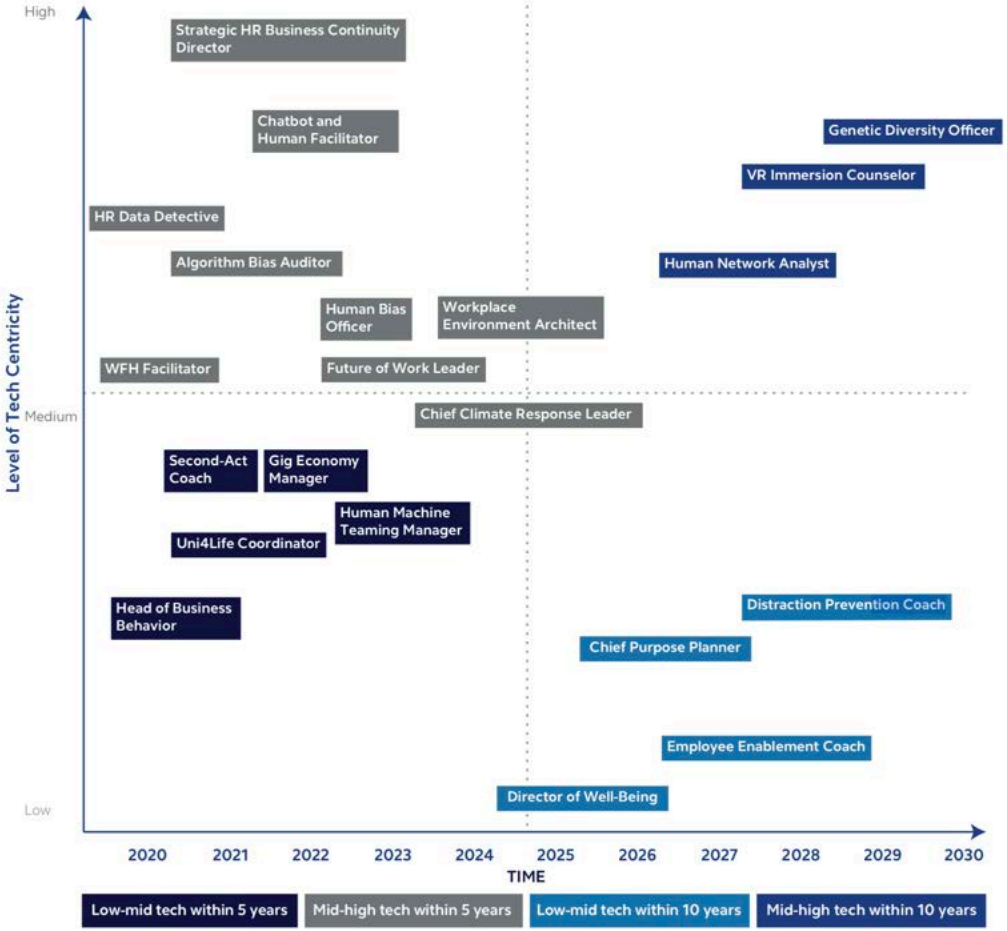
The 10-year journey



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What Do These HR Jobs Have In Common: The Five C's

Connecting	Caring	Coaching	Collaborating	Curating
• Humans To Machines	• Showing Empathy	• Preparing For New Ways of Working & Learning	• Connecting Across Disciplines	• Identifying What Is Relevant To Individuals, Teams & the Organization

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Break Out Discussion

Introduce Yourself: Title, Company/Role

What is your HR function doing to prepare for the future?

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Strategic HR Business Continuity Director

Ca

Caring

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Human-Machine Teaming Manager

Cn

Connecting

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Future of Work Leader

Cu

Curating

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WFH Facilitator

CI

Collaborating

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VR Immersion Counselor

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Break Out Discussion

Now think of the 21 HR Jobs of the Future

What HR jobs or work streams are you planning to add for the 2021–2025-time frame?

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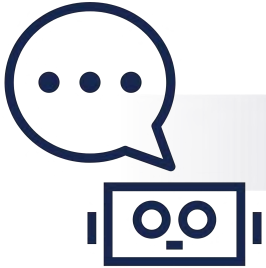
Four HR Jobs of the Now

Head of Employee Experience

Financial Wellness Coach



Chat-Bot Coach

AI4HR Strategy Director

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What Is Impact on HR Of 21 HR Jobs of the Future

- Caring, Curiosity, & Coalition Building Become Critical
- Digital Transformation of HR At Warp Speed
- Agile Methods For Problem Solving
- Expanded Focus on Employee + Family
- Remote & Flexible Work Goes Mainstream

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Team Exercise

Choose one word to express your feelings about the 21 HR Jobs of the Future

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Q&A

Thank You!

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