Top 10
HR Trends 2018

The world is changing fast and drastically – challenging Human Resources leaders to respond and shape the future. Discover our top 10 HR trends that impact your company and how you work in 2018.

Top 10 Trends

TREND 1
Redesign of the workplace
Everything about work is changing at an accelerated pace. HR needs to anticipate the future & take action to redesign workplaces & work arrangements.

TREND 2
Employee experiences to beat the engagement crisis
Employees in general – & digital natives in particular – no longer only seek a career: They want a personalized experience across the whole HR value chain (TalentSumerization).

TREND 3
Personalized learning & growth opportunities
Companies need to learn faster than their competitors. Learning is embedded into the workflow & ineffective training forms yields to modern ways of continuous learning.

TREND 4
Small HR teams deliver value through iterative agile approach
HR leaders shift to an employee-centric approach & reorganize HR around value & interdisciplinary teams that co-create & co-deliver in an iterative way.

TREND 5
Empowerment of employees
Managers are no longer sole decision makers & keepers of knowledge. To innovate & contribute, people manage themselves with the necessary autonomy & empowerment.

TREND 6
Gamification to improve talent acquisition
Employers need to stand out & make first impressions count. They create unique hiring experiences by bringing the essence of games to their talent acquisition process.

TREND 7
Talent fluidity & redefined career approach
Career paths are becoming fluid, multifaceted & individualized. Career coaching & multi-directional growth paths will boost employer attractiveness & talent mobility.

TREND 8
Smart analytics & accountability to boost performance
After ditching employee appraisals, some businesses still struggle to rethinki their way of working & apply smart analytics to boost performance.

TREND 9
Transparency becomes the new controlling
In an increasingly connected, competitive, & rapidly changing business environment, bureaucracy & restrictions are being replaced by self-authorization & transparency.

TREND 10
Expansion of talent mining & flexible workforce planning
More data is available than ever, but the real challenge is to quickly build a strong talent pool of people who can thrive in a fast-changing business setting.

v. 1.0