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HR for 2023 and Beyond

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During this time of year, many people are considering renovation projects around their homes – from small touches to

full on construction. Human resource departments are also seeing renovations happen. Functional renovations, that is.

In my experience, though, HR professionals are always preparing for change, or advancement, and focusing on what may come next in their field, or in the companies they support. Years ago, the role of HR departments involved much more personal engagement with company employees, with a focus on bettering the atmosphere amongst staff. Then, somehow, a switch went off that shifted things in HR to more hands-off, administrative work.

So, what's next for HR? Many professionals I have spoken with have noted the increasing movement towards the automation of many administrative human resources functions. Robust HRIS options and advancements in talent management systems have reduced much of the administrative tasks that once burdened HR departments. As a result, information about current and potential employees, and data analysis and reporting have become more accessible than ever. With all this innovation in human resource administration, how do HR specialists remain relevant?

Well, there's actually a benefit to the partial automation of some of these administrative tasks. With the burden of admin work easing up, now is the time for HR professionals to renovate or, rather, return, to their personal engagement skills. Renovating a career lane can be both exciting and a somewhat daunting proposition.

Words like "strategic" and "profit center" are becoming more synonymous with human resources, and expectations from stakeholders are growing. In reality, these concepts have always been a part of the HR function. Only now, does it seem that HR leaders can truly demonstrate their contributions and value to the bottom line more


openly. The time has finally come again! In many cases, it's a matter of polishing up what's been buried under a pile of paperwork all along. Out with the old, administrative tasks mentality, and in with shiny, new strategic value.

If you're an HR rep, why not make this a party of your goals for 2023?

Are you ready? Can we be of help? Let's have a conversation.

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