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Five Powerful Tactics to Lead the Field with Game-Changing HR



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In today's volatile market, the HR leaders that embrace change and adopt an agile strategy that takes advantage of new technologies, such as AI, will be best positioned to drive organizational success. HR is a craft that favors passionate professionals dedicated to continuous development and upskilling. And those that invest in a highly configurable, cloud-based HR transformation platform will have the necessary tools at their fingertips to achieve breakout performance.

1. Adopt a flexible strategy with a scope that allows for change and optimization

In the VUCA environment in which we operate, the perfect plan is the one that lets you modify your plans. HR professionals face the dual challenge of needing to transform HR operations while orchestrating the transformation of the workforce and the way work is done. There is no silver bullet to executing your HR strategy successfully, but investing in innovative and agile technology that can adapt to your changing needs is the closest you can get. And being able to implement and test in the real world can help promote success.

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2. Never stop learning and embrace your passion

Due to constantly shifting work patterns, we are constantly reminded that HR is more of a craft than a profession. The most successful HR leaders will enable an environment in which all positions within their teams are filled by people who see their activities as a craft rather than a job. Static departments will be left behind quickly. By comparison, those that are continuously upskilling and learning about changes in the workforce and work styles, new tools and technology such as AI, and how they can extract value from increasingly available data will see significant rewards. So will those that can create an environment of passion and enthusiasm.

3. Use AI, but use it wisely

HR professionals with AI competencies will be the most successful in the future. You don't have to become technically proficient to succeed, but being adaptable enough to learn about AI and how it can transform how we work is critical to driving an organization's long-term profitability and viability. AI removes the administrative burden for many activities across the business, freeing up time for creative problem solving. But if you lack visibility and control over what your AI systems are prioritizing, incorporating them can perpetuate bias.

The HR division must harness white-box AI capabilities, as opposed to the opaqueness that has become standard practice, in order to optimize their everyday operations and facilitate an environment in which the organization can thrive.

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4. Stop being a clone. Innovate!

The ability to translate your rockstar plans into powerful actions depends on the technology that underpins them. Relying on rigid solutions that can't address your specific challenges is one of the surest ways to fail: You can't achieve breakout performance with generic technology used by many in the market. But you must also be careful not to fall for software vendors that offer to customize their source code to deliver on your demands. It will soon become impossible for them to keep up with the pace of innovation that you require. Invest in a highly configurable, cloud-based HR transformation platform that can continuously adapt to meet your needs. The ability to make your own changes in real time—rather than relying on support tickets, or even worse the next RFP process—translates directly into a powerful competitive advantage.

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5. Embrace change, even the roadblocks you encounter along the way

As humans, we're often adverse to change. It's challenging at the start and messy in the middle, but if managed correctly it will be beautiful at the end. Any HR transformation, digital or otherwise, must take place with a clear objective that makes business sense. Once an end goal is defined, ensure that your HR teams have the tools and grant them the power they need to try, test and improve every day. To achieve rewarding results, you

must be willing to embark on a long-term journey of daily optimization, taking advantage of powerful reporting to drive the best business decisions.

In today's volatile market, the companies that challenge the status quo and disrupt narratives are most likely to survive. But it's important to remember that every disruption is still driven by people, so HR must lead the charge. Successful digitization is an important step in the right direction, and teams that implement a strategy based on these tactics will be best positioned going forward.



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