

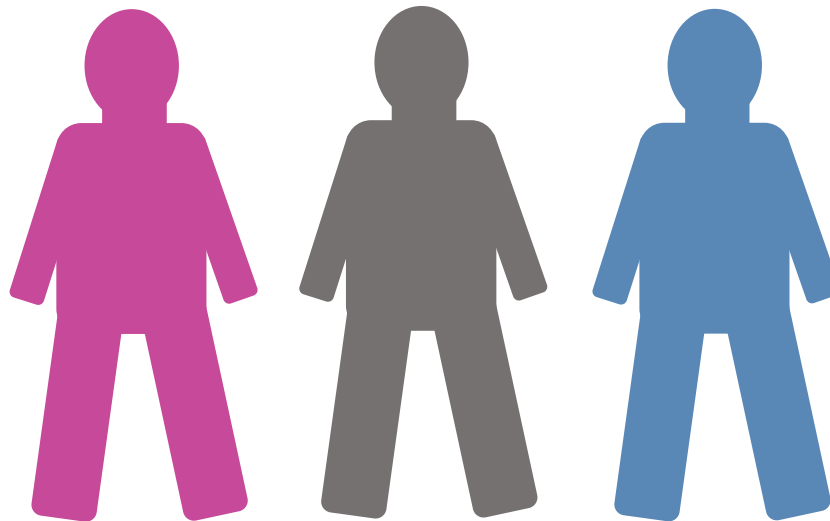
City HR Benchmarking Survey December 2020

HR AND THE FUTURE OF WORK

An Integrated Strategy on People, Property and Technology



THE HR SUPERJOB OR MEGAJOB?



People Activities

People Management
The Employee Life Cycle and
Wellbeing for Now and the Future?

Property and Workspace

Where and How Do People
Work Safely
Blended and Hybrid?

Technology and New Norm

Facilitating Agile and Remote working
Job roles, skills and workstyles of the
Future?

DISRUPTORS vs. CARE FACTORS

Disruptors

Care Factors

Covid-19	Wellbeing, EDI, Manager Check-ins
Pace of Changing World	Social Purpose, ESG, Organisation Culture, Leadership
Brexit	Scenario Planning, Contingency Planning, Business Continuity
Future of Work	New Skills, New Roles, Digital Learning. New Working Methods, Career Support
AI, Digitisation, Technology	Enhanced Work Methods, Processing, Communications and Analytics

HR AS THE ARCHITECT OF WORKFORCE PLANNING