



CITY HR'S 2025 TOP 10 THEMES





Culture

Defining,
assessing and
driving culture
change together
with the role
leaders play



Hybrid / Flexible Working

Continued impact on workplace design, policy and the “future of work”. Designing hybrid work models that balance flexibility with productivity



HR Technology

Understanding the
landscape and
choosing well!



Equality, Diversity, Inclusion and Belonging

2.0 - resetting the
agenda with the
CIPD and FCA



Continued focus on Artificial Intelligence

How it might support
HR process
improvement and
what skills HR
professionals need

The Skills Agenda

What skills will HR practitioners need in the future, HR Career Pathways and becoming “fit” for the future



The Labour Government

““Make work pay”
and more!”



Employee Experience

Hyper-personalisation
of HR processes.

Building an Employee
Value Proposition
(EVP) that resonates
with diverse talent



People-Related Risk

Dealing successfully
with employee related
risk



Wellbeing

Expanding wellbeing initiatives to cover mental, physical, and financial health.

Measuring the ROI of wellbeing programs through productivity and absenteeism metrics