

Top priorities for HR leaders in 2022

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Any organization's compass is its Human Resources department. It has the obligation of keeping the organization committed to its mission and the chance to steer the leadership in the proper path, nudging to obtain the gold standard in terms of disclosures, inclusion, policies, ethics, and the organization's integrity (Sightsin Plus, 2022). They serve as stewards of culture, acting as a catalyst for culture change.

Human Resources is no longer a one-dimensional function with only caring for people. Today, it must wear the hats of a Chief Marketing Officer to establish the employer brand, a Chief Information Officer to preserve data and use insights, a Chief Digital Officer to embrace digital dexterity, a Chief Executive Officer and Chief Operating Officer to understand business, and a CHRO to guarantee the organization continues to thrive as a living organism (Sightsin Plus, 2022). As a result, ongoing reinvention necessitates lifelong learning.

Therefore, HR needs to deep dive to understand and build the skills required to deliver value in the future.

Recognizing the Most Important HR Trends for Your Company

Analyzing the 2022 HR trends to watch is an essential first step in outlining the HR scenario and smart workforce planning (peopleHum, 2022).

1. Redesigning Work (What gets done), Workforce (By whom), & Workplace (Where and How)

The three key pillars of developing a future-ready workforce are work, workforce, and workplace.

1. **Work:** *Companies must reassess their work to ensure that they focus on tasks that offer value to the firm.*

2. **Workforce:** *Using modern contingent workforce models, one must then decide who or what should be the deciding factor for that specific activity while incorporating people and technology.*
3. **Workplace:** *Finally, firms must examine where and how work will be done, experimenting with new ways of working (hybrid or remote) that build on what you have learned and experienced during the pandemic.*

2. Teaching managers how to lead with empathy

Three characteristics hide some frequent roadblocks for managers attempting to acquire empathy in the workplace: Capacity, Mindset, and Skill. According to Gartner's study, only 44% of employees trust their company's managers to handle a crisis effectively. These five characteristics of an excellent leader or manager might be summarized as follows:

- People come first, not processes.
- Adopts a growth mindset.
- Contextualizes employee attitude.
- Creates transparency.

3. Organizing talent management on skills rather than job titles

The top concern for HR leaders is to meet the changing skill requirements. Most businesses believe they lack the knowledge needed to teach people to achieve company objectives. In the middle of this, businesses must make a difficult choice: should they invest enormous money today to attract the talent needed tomorrow? Should you compete with an under-skilled workforce?

Workforce analytics could be a viable alternative. One must take advantage of the chance to discover how new tools and platforms offer a data-driven strategy for understanding, assessing, and tracking the abilities of their workforce at all levels, especially as they evolve.

By utilizing an AI-based workplace analytics solution, a Canadian Crown company, for example, maximized its efforts to satisfy talent needs (peopleHum, 2022). The project allowed the Crown Company to:

1. Get valuable insights into the future of work,
2. Respond to changing workforce demands,
3. Increase visibility into talent requirements, and
4. Identify critical skill shortages.

4. Managing change in a constructive way

According to the same Gartner survey, 54 percent of HR leaders said their employees are tired of the constant upheaval (Pipplet, 2022).

A large amount of the organization is typically involved in evoking thoughts, images, and dreams of what is possible in a process like this. As a result, rather than focusing on problems all of the time, the approach to organizational transformation should be based on the notion of positive change. That is, concentrating on what is working well and what a great, exciting future vision might look like. This is the first step toward moving the debate away from negatives ("what's wrong") and toward positives ("what's right") ("what needs to happen" and "what should happen to support our vision").

5. Aligning Leadership and Accountability on Diversity and Inclusion

The greatest issue for HR in 2022 is to diversify the leadership bench, which is lacking in diversity in the pipeline.

"There is a gap when executives are not held accountable for promoting Diversity, Equality and Inclusion (DEI) goals yet are individually responsible for advancing talent," Caitlin Duffy, research director in the Gartner HR practice, explained.

To address how executives make decisions in 2022, HR must first take a two-pronged approach:

1. To begin, companies must rethink the criteria they use to make hiring decisions, focusing on removing bias.
2. Second, HR directors should include objective data into talent processes at decision-making points, such as when evaluating applicants for promotions or analyzing the health of succession pools.

The focus can then be narrowed in the following way:

- Create standardized mechanisms for tracking and monitoring leaders' progress toward their DEI goals.
- Establish peer-to-peer leader transparency around DEI measures to encourage others to take action.
- Incorporate DEI measures into performance evaluation processes to guarantee that leaders' success requires them to lead inclusively.

6. Redesigning Training Methodologies

HR directors must make developing [vital skills and core competencies](#) a top priority (Forbes, 2022). This focus is unsurprising, given that many HR professionals claim they cannot build effective skill development solutions fast enough to satisfy their companies' changing needs. HR leaders will be entrusted in 2022 with reworking their present training procedures to teach new skills to employees more efficiently.

7. Promoting a Healthier Workplace

Fostering a psychologically and physically healthy working environment is the last of our top human resource challenges for 2022. Employees seek a high level of workplace safety, long-term average stress levels, and interpersonal emotional maturity, in addition to a competitive salary and enjoyable working experience (Forbes, 2022).

Because remote teams cannot meet in person, an organization's culture must be robust to function as a good work environment. Maintaining physical safety can be guided through trustworthy guidelines versus Covid-19 or even OSHA's ETS for organizations using a hybrid strategy (although there is currently a stay on this standard). HR leaders must address employee concerns about stress and burnout levels to maintain productivity and retention (Forbes, 2022). They must develop a collaborative and psychologically safe working atmosphere for emotional well-being. Finally, HR personnel should give development chances for employees in an inclusive environment.

8. Defining HR Leadership in the Context of Strategic Goals

The focus of HR leaders is on the people who power organizations daily. However, we must also ensure that our professional development is a top priority.

Learn to put professional development first and develop a strong network of executive peers critical to continued development. Importantly all HR [leaders](#) should look into executive coaching. With the help of an executive coach, you may define your professional identity, establishing your purpose and "why" with someone who can give you a more objective perspective.

You may lead more strategic reforms for your team and the HR field as a whole once you've identified your leadership ideals and ambitions.

Conclusion

HR technology, which affects all of the above challenges, is a common thread among the top priorities for HR people in 2022. A slew of new technologies has just hit the market to make the process more scientific, scalable, and efficient, many AI-powered. Many new tools are available to assist with targeted job postings and extensive candidate searches. HR leaders who properly prepare for these problems will aid in the development of productive and diverse staff. From line workers to C-suite executives, employees at all levels will profit.

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