

Speaker Program #1

Future Trends in Human Resources in Today's Global Economy

➤ **Synopsis:**

Human Resources professionals are under increasing pressure to justify their existence by providing competitive advantages for their company. In today's multifaceted, hyper competitive and globally integrated world, organizations need highly skilled professionals who can deal with and solve complex problems using multi-disciplinary teams. The speech will examine four critical trends that Human Resources professionals will have to master.

➤ **Content of speech:**

a. Business challenges impacting Human Resources:

- 1. The changing business environment in which we must compete**
- 2. The competitive forces of today's global and digital commerce**
- 3. The ROI of HR departments based upon profitability and productivity contributions to the company's financial condition**
- 4. HR doing more than HR work**

b. Examining four trends critical to organizational survival and growth:

1. Managing Talent

- a. Attracting and retaining talent**
- b. Outsourcing & flexible work options**
- c. Generational differences**
- d. Virtual management**

2. Becoming a learning organization

- a. On-the-job development programs**
- b. Identifying the required KSAs**
- c. Learning as a competitive advantage**
- d. Defining and measuring the ROI of training**

3. Managing Change & Cultural Transformation

- a. Global diversity**
- b. Change or die**
- c. Demographics**
- d. Globalization vs. localization**

4. Improving business acumen

- a. Operational transparency**
- b. Financial intelligence**
- c. Developing a clear line of sight to customers and stakeholders**
- d. Business skills beyond your specialty**

➤ **Time: One hour**