



# Top 10 HR Trends 2021

The pandemic has left us with unprecedented challenges. More than ever, HR is confronted with embracing the future of work and taking the lead in co-creating the new normal. Here is a guide to the most likely trends to affect HR in 2021.

## Top 10 Trends

1

Building a  
Diverse, Crisis  
Resilient  
Workforce

With the world changing before our eyes, we need to be more adaptive and resilient than ever before. The workforce of the future thrives on diversity.



2

Commitment to  
Wellbeing and  
Mental Health

Declining employee well-being and mental health weakens job performance and productivity. Targeted efforts and programs are inevitable.



3

Developing  
Virtual  
Leadership Skills

Remote work is here to stay. Leaders need to know how to inspire and coach in a hybrid setting that keeps employees engaged, connected, and productive.



4

Adopting a  
Startup Mentality

A startup mentality with a Lean-Agile operating model enables a business to be more responsive and cope with rapid change.



5

Shaping the  
Future of  
Work (Beyond  
COVID-19)

The changing nature of work requires a way of working that ensures adaptability and responsiveness while protecting stability and profitability.



6

Talent  
Enablement  
Drives  
Innovation

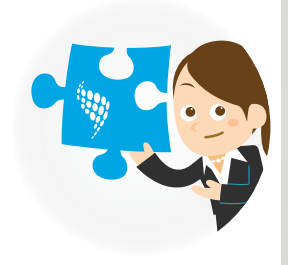
The ability to grow and develop employees is becoming an organizational priority, leading to a shift from traditional learning and development to talent enablement.



7

Putting People  
Centerstage  
Remains Uphill  
Battle

Putting people first is a prerequisite to thriving in the human economy. Rethinking long-established operational models and leadership practices are inevitable.



8

New Ways  
to Engage  
Employees

Technology helps to monitor and understand engagement level, but only continuous interaction and guidance will truly move the needle.



9

Fighting the  
People Debt  
Crisis

People debt is the implied costs of forgoing necessary investments in people and HR topics. If ignored, it erodes the organization's resilience and survivability.



10

Increasing  
Performance  
Acceleration  
Efforts

The process-driven approach to measuring performance will give way to a more holistic approach to analyze, improve and accelerate performance.

