



THE FUTURE OF HR A PANEL DISCUSSION

HR EXECUSUMMIT – 2008
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OVERVIEW

- Discuss the faces of change within HR in the new millennium.
- Explore current trends impacting HR.
- Why the field is changing?
- What we, as HR professionals, can do to provide our organizations with the best possible support.



PANEL

- Marc Schweitzer
Senior Manager, Deloitte Consulting
- Marco Diaz
Director of Benefits, Reuters
- Josh Endler
*Director of Talent Development
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- Jason Boltax – *Moderator*
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WHAT IS THE FUTURE OF HR?

- What trends are most likely to contribute to changes in HR?
- What are you doing at your organization to stay ahead of the competition?
- What are the biggest challenges HR experts will face when innovating change for the future?
- As an HR professional working for a company, what advice can you give to our audience to best prepare for your vision of the future



VISION OF HR IN 5-10 YEARS

- The period where employers are serving as the primary delivery model for health insurance in the country will dissipate sooner than later.
- Growing the pipeline of future leaders (identifying and developing high potentials) and having clear succession plans.
- Getting the most out of performance and talent management systems and processes.
- Stabilization period where emphasis is less on technology implementations and more on utilization and optimization of the tools and resources available both within and outside the organization.



VISION OF HR IN 5-10 YEARS

- Increased emphasis on analytics to develop and deploy specialized services to critical workforce segments vs. the one size fits all approach.
- HR will be held to as higher standards to articulate ROI of their initiatives.
- HR will no longer be a people job. Requires finance, operations, HR, marketing and customer service competencies.
- HR needs to stop trying to be everything to everyone and focus on the 1-2 issues most important to their business and hit a home run.



ABOUT JHB HUMAN CAPITAL MANAGEMENT

JHB Human Capital Management is a human resources strategy consulting firm, specializing in HR management, organizational assessments and workforce development.

The mission of JHB HCM is to help companies succeed by providing guidance, advice, process, structure and strategy for their human resources needs.

If you would like to schedule a **FREE** consultation, receive more information about our services or have a question, contact us directly at:

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