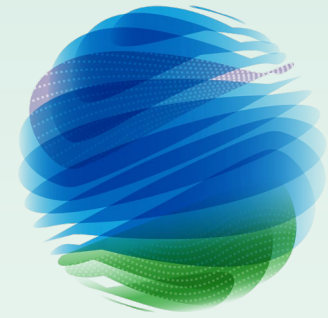


# Deloitte 2023 Global Human Capital Trends Report

New fundamentals for a boundaryless world

*"Making work better for humans, and humans better at work"*



	Trend	Description	Infor Alignment
<b>Framing the challenge:</b> <i>think like a researcher</i>	<b>Navigating the end of jobs</b>	Collect and analyze data, define the work and make decisions about workers all based on skills	Full <b>Talent Management suite</b> is the single source of truth for skills, education, experience and licensure leveraged across the lifecycle from hiring, performance management, career development and rewards.
	<b>Powering human impact with technology</b>	Enable the individual and team, use interventions and nudges and scale actionable insights	Orchestrate operational workflows with <b>RPA</b> and enhance the employee experience with <b>Coleman</b>
	<b>Activating the future of workplace</b>	Empower people to focus on outcomes as work becomes remote, asynchronous and non-linear	Digitize interaction with tools like <b>Continuous Performance Engagement</b> regardless of time of place
<b>Charting a new path:</b> <i>cocreate the relationship</i>	<b>Negotiating worker data</b>	Build trust, seek mutual benefit, give people control to expand use and unlock value	<b>Infor Self-Service</b> and mobile tools give individuals the power to access and manage their data
	<b>Harnessing worker agency</b>	Create shared journeys that align organizational imperatives with individual opportunities	Personalize experiences and improve internal mobility with <b>Talent Empowerment / Science</b>
	<b>Unlocking the workforce ecosystem</b>	Equip all workers (both employees and non-employed) on an open platform	<b>Infor People Solutions</b> allow any individuals (contractors, volunteers, etc) to access the system through an AWS secured cloud solution and InforGO mobile solution
<b>Designing for impact:</b> <i>prioritize human outcomes</i>	<b>Taking bold action for equitable outcomes</b>	Move beyond talking about DEI&B initiatives and start taking action to improve outcomes	Use tools like <b>Talent Science</b> to improve diversity and <b>Team Dynamics</b> to align individuals on teams. Leverage cross-functional information through dashboards and analytics to drive data-driven insights
	<b>Advancing the human element of sustainability</b>	Make work better for humans while creating stronger connections to meaning and purpose	Give people control over their schedules and equitable assignments with <b>Infor WFM</b>
	<b>Elevating the focus on human risk</b>	Identify and monitor risk while maintaining organizational agility	Ensure compliance and operational precision with tech that has been used in healthcare for decades