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2025 Global Human Capital Trends Report

TURNING TENSIONS INTO TRIUMPHS

Helping leaders transform uncertainty into opportunity

As organizations focus on optimizing business and human outcomes—a key theme of last year's Global Human Capital Trends report—external and internal factors are creating tensions that complicate decision-making.

This year's report aims to help leaders navigate these tensions by exploring key questions, including:

How do I ensure the right work is being done, and in an optimal way?

How do I access, develop, and motivate the necessary workforce? Do I have the right organization and culture to enable performance?

TENSIONS:

Automation Augmentation
Ability Stability
Output Outcomes

Standardization Personalization
Control Empowerment
Predictability Potential



How leaders answer these questions may be the key to an organization's ability to stop waiting and start thriving in today's fast-paced and constantly changing work environment.

WORK

How things get done



Stagility

How do I provide stability for my workers while creating the agility my business needs to thrive?

When work gets in the way of work

How do I unlock worker capacity and how should it be used?



THE WORKFORCE

Who's doing the work and how we support them



Al is revolutionizing work

Do I need to update our employee value proposition for an AI-powered world, and if so, how?



Closing the experience gap

Why are my new hires not ready to contribute?



New tech. New work. Your old value case isn't enough.

How do I get more value out of work and workforce technology?

ORGANIZATION AND CULTURE

Structure and practices that unlock performance



What moves your people?

How can we motivate people to do what needs to be done?



Engineering performance

Why doesn't performance management work?



Is there still value in the role of managers?

Do we still need managers, and if so, how should they spend their time?

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Read the 2025 Global Human Capital Trends report

