



2023 Human Capital Trends Belgian Infographic

The boundaries that have traditionally governed the rules of work are falling away. Returning to the past way of doing business is not an option. Organisations need to set new fundamentals for this boundaryless world.



60% of Belgian executives are building new models and approaches to lead through constant change. This includes, amongst others, new workforce models and new or different solutions to empower human with technology.

TOP 3 TRENDS TO NAVIGATE THIS NEW, BOUNDARYLESS WORLD:

-  Matching worker skills with organisational priorities
-  Harnessing worker agency
-  Having the right leaders with the right capabilities and effectiveness



Skills and technology: A powerful combination to unlock the full potential of the workforce.

76%

76% of business executives expect to experience a shortage of critical worker skills over the next 2 years.

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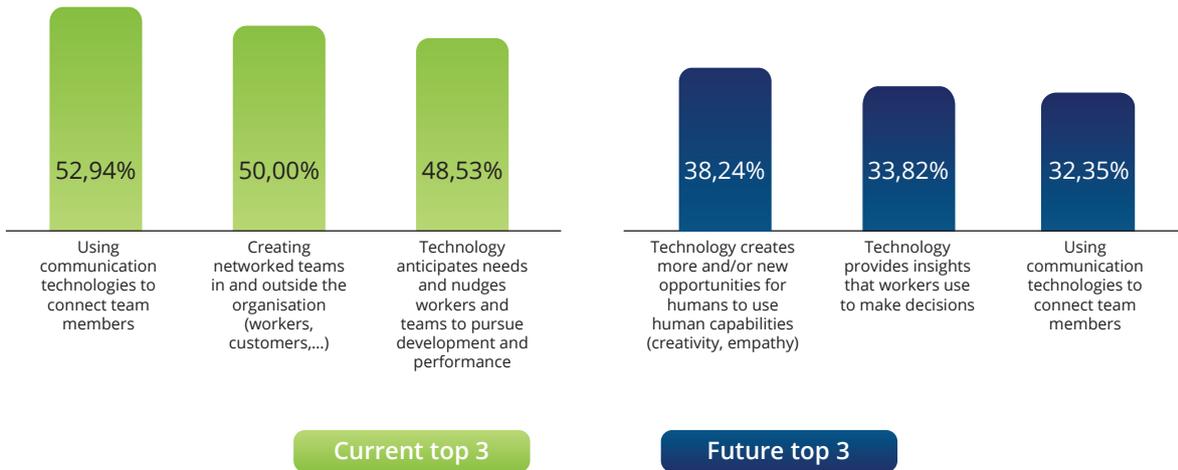
Only **22%** of business leaders believe they are able to use their workers skills to the fullest

22%

86.6%

therefore mention matching skills with organisational priorities as important or very important to their organisation's success, but only **35%** are very ready to make it happen.

Technology is also an additional asset to unlock the full potential of the workforce and to make humans better versions of themselves. Interestingly, Belgian company leaders do not only see technology as a force to automate work and/or improve productivity, but rather consider it as a mean to augment human and team performance. In the future (2-4 years), technology investments will shift focus.



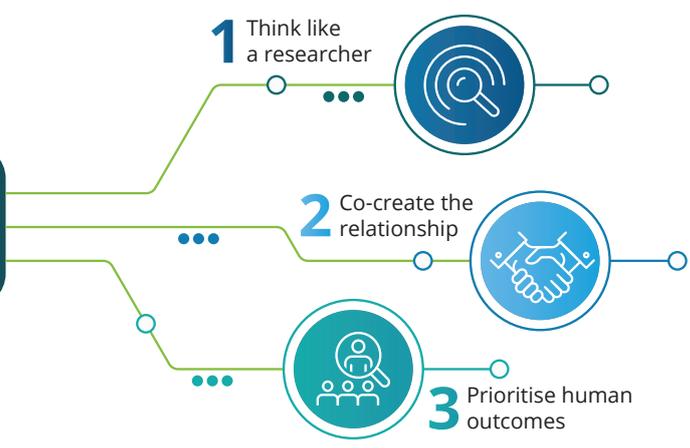
Embracing worker influence drives value and strengthens the worker-organisation relationship.

Workers today have more choices and influence than ever before and are increasingly willing to use that newfound influence to shape the actions and agenda of their organisation. **79%** of business leaders indicate that harnessing worker passion and energy is very important or important to create mutual benefits for workers, the organisation, and society. Yet, only **32.5%** are very ready to harness worker agency.

Leadership reimagined: Mobilising workers and teams against new outcomes.



As work, workplace, and workforce evolve, leaders and organisations must evolve too. These are the new fundamentals to lead in a boundaryless world:



Read the full global report here:

Global Report



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