



Human Capital Trends Lab
December 2024

Human Capital Trends - more than a decade of field research

The broadest global study of people issues reveals the forces changing the world of work

14,000+ participants from HR and the industry

95+ countries

2011



Revolution/
evolution



Leap
ahead



Resetting
horizons



Engaging the
21st-century
workforce



Leading in the
new world
of work



The new
organization:
Different by design



Rewriting
the rules for
the digital age



The rise of
the social
enterprise



Leading the social
enterprise: Reinvent
with a human focus



The social enterprise
at work: Paradox as
a path forward



The social enterprise
in a world disrupted



New fundamentals for
a boundaryless world



Thriving beyond
boundaries: Human
performance in a
boundaryless world

2024

Human Capital Trends Lab

Tackle complex topics difficult to address on your own



The Human Capital Trends Lab

Tailored for each client's unique needs. Sessions are designed to foster alignment and incite the action required to address complex, adaptive challenges. Delivered by professionally-trained facilitators, who help clients immerse into the issues, defy the status quo, and build the momentum required to achieve ambitious objectives.



Understand the Human Capital Trends Report

It's time to trade in the rules, operating constructs, and proxies of the past. Prioritizing human performance can help organizations make the leap into a boundaryless future. Our 2024 Global Human Capital Trends research reveals that a focus on the human factor is emerging as the bridge between *knowing* what shifts are shaping the future of work and *doing* things to make real progress toward putting them into action to create positive outcomes.



Deep-dive on Top Trends

As we navigate through 2024, several key trends will shape the evolution of work and highlight the importance of aligning these attributes with emerging demands, including *Human Sustainability*, *Human Performance*, the *Transparency Paradox*, or the rise of *boundaryless HR*.



Align with Critical Stakeholders

A variety of voices will bring different perspectives. One of our guiding principles is to ensure that we bring deep expertise and varied experience from your organization together in order to drive powerful outcomes and tangible results.

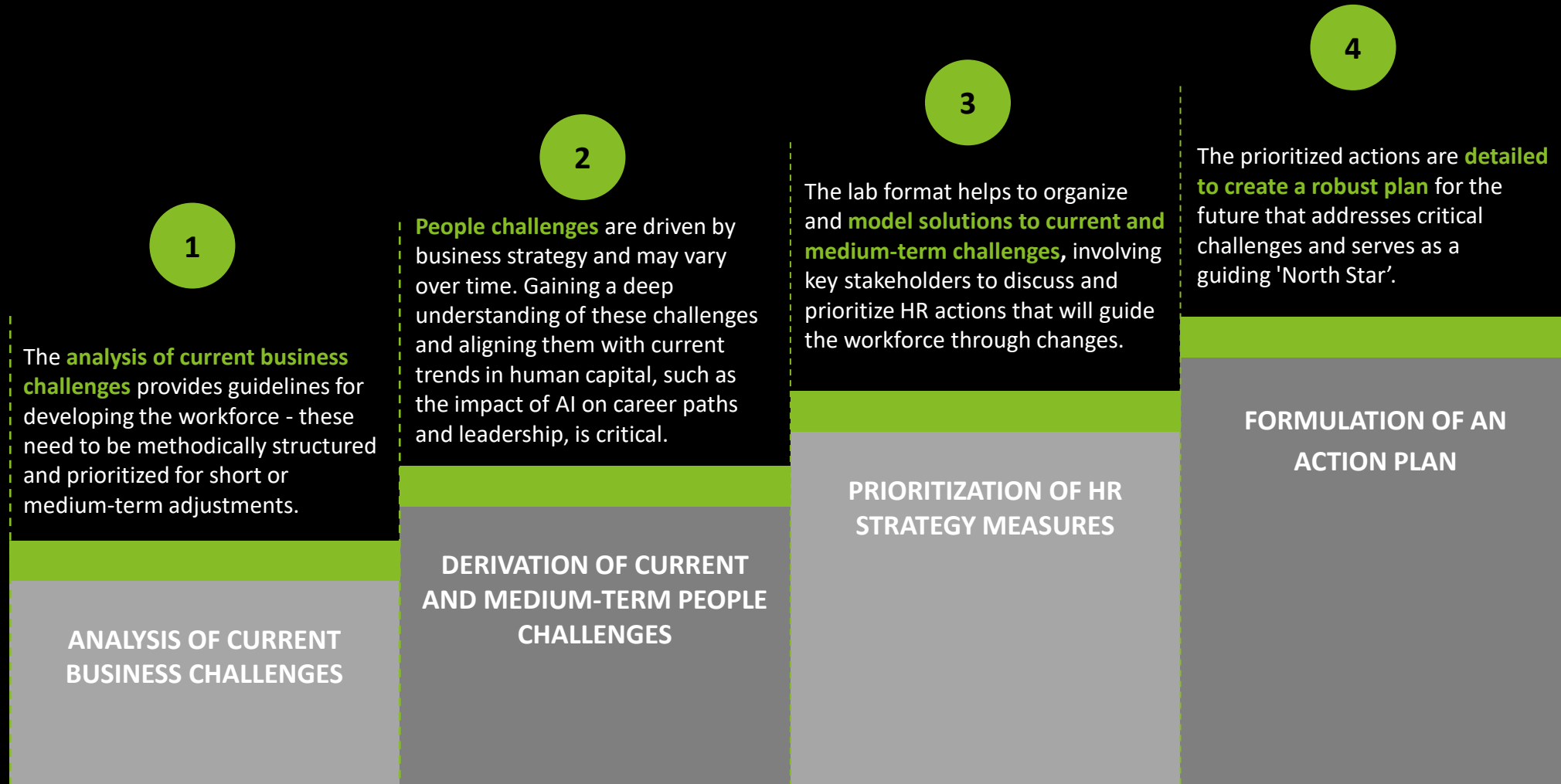


Develop an Action Plan

No two organizations are the same, and neither are two labs the same. The HC Trends Lab helps teams become ready, able, and willing to overcome their unique challenges and activate a plan of action that will create the most opportunity and value.

Approach – from business problem to action plan

The setting of the HC Strategy Lab is highly customized to meet your organization's challenges and result in a concrete action plan



The benefits of the Human Capital Trends Lab

Thriving beyond boundaries

We use methods rooted in behavior-based science and research that activate teams to think differently and pursue more creative and cohesive approaches to problem-solving. During the custom-designed lab, teams will:



UNDERSTAND

Understand the details and relevant trends to go beyond today's thinking and embrace purpose as part of your organization's DNA



BRAINSTORM

Find a new lens with which to view the potential of your organization and maximize what you are capable of thinking, creating, and doing



SHAPE

Align your workforce under a north star to provide a new perspective on the values and direction of your organization, and to create momentum and optimism about the future



PRIORITIZE

Leverage human performance by focusing on the actions needed to achieve your desired results



CONNECT

Engage directly with your team and stakeholders to look beyond conflicts and integrate the traditional trade-offs you've faced in the past



LAB FLOW

Activate your HR community in focused phases

Activation phases will engage the workshop participants and spark on engaging insights

1

~60 mins

GET ORIENTED

Get oriented in the new and changing state of the world, and understand how these changes effect HR and the workforce.

2

~240 mins

EXPLORE

Explore key Human Capital Trends by rotating through four engaging and impactful "Experience Stations".

3

~120 mins

REFLECT

Share and reflect on findings and learnings as they pertain to new HR leadership, and engage in connective group discussion.

4

~60 mins

NAVIGATE

Consider how to navigate these new territories, and identify personal and shared takeaways for the future.



Explore Human Capital Trends in Experience Stations – exemplary topics

Together we will decide on the most important topics for you and create meaningful Experience Stations



THE EMPLOYEE EXPERIENCE: BECOMING A DESIGNER

Tune in and empathize with employees | Reimagine HR service deliveries to be as easy to use as Spotify | Make music as one

- Theatrical narration of a use case to put participants in the employees shoes
- Silent brainstorming and guided discussion to explore the user experience and emotions
- Collect key emotions and choose a musical genre
- Improvised song by a professional musician to bring the emotions and story into form



DATA DRIVEN HR: TAKING A STANCE

Identify motivation, needs and opportunities in HR | Explore opportunities of targeted data use | Areas of potential

- Presentation focusing on use cases of Human Risk and data usage
- Explore and discuss in breakout groups
- Collect group feedback on potential for data use in 4 four key human risk areas using dot voting
- Questionnaire to track group sentiment



WORKFORCE MANAGEMENT: PUTTING SKILLS FIRST

The only constant is change: the future of HR | Explore the flexible, modular workforce ecosystem

- Immersive sound and lighting collage to bring participants into a skills-based organization
- Live survey and guided conversation on what this means for participants' roles, company, and employees
- Identify the participants' next bold steps and burning questions



HUMAN COMPUTER RESOURCES: ENABLING HYBRID TEAMS

Work as a part of a hybrid team | How to lead hybrid teams | Experiment with incorporating AI into workplace, workforce, and work

- Immersive video in our media tunnel to introduce three avatars and set the tone for working in hybrid teams
- Take on a challenge with an avatar teammate to promote team cohesion, identify key skills for success as a hybrid team, or create a process for project management
- Collect key takeaways and debrief

Your Contact Persons



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