



# Thriving beyond boundaries: Human performance in a boundaryless world

Deloitte's 2024 Global Human Capital Trends

It's time to trade in the rules, operating constructs, and proxies of the past. Reimagining boundaryless work amid these disruptions is no longer hypothetical—or optional. The old proxies previously relied upon to measure performance may no longer apply, and there's no easy playbook to follow that will enable organizations to thrive in this new environment. So what's next for organizations and workers? What steps can we take to create a future full of possibility and hope in the uncertainty of a boundaryless world?

Prioritizing human performance can help organizations make the leap into a boundaryless future. We define human performance as a mutually reinforcing cycle with compounding, shared value for workers, organizations, and society—(Human outcomes) x (Business outcomes) = Human performance. 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.



### When people thrive, business thrives: The case for human sustainability

For true sustainability, organizations need to create value for all people connected to them. It's not just a nice idea—it's central to better outcomes for organizations and humanity.



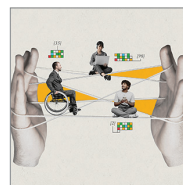
### How play and experimentation in digital playgrounds can drive human performance

As technology continues to spark change in the relationship between workers and organizations, they need safe spaces to cocreate their common future.



### As human performance takes center stage, are traditional productivity metrics enough?

In an era of human-centered work, new sources of data and artificial intelligence can help organizations shift from measuring employee productivity to measuring human performance.



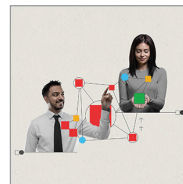
### One size does not fit all: How microcultures help workers and organizations thrive

Rather than striving for one common culture, organizations should enable a "culture of cultures" tailored to the needs of local teams while aligning to organization-wide values.



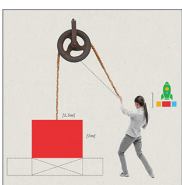
### The transparency paradox: Could less be more when it comes to trust?

Greater transparency can help organizations build trust—or erode it. What considerations should leaders keep in mind to ensure transparency is helping and not hindering?



### From function to discipline: The rise of boundaryless HR

The future of work requires human resources to evolve, shifting from a siloed function to a boundaryless discipline integrated with the people, businesses, and community it serves.



### What do organizations need most in a disrupted, boundaryless age? More imagination.

Generative AI and other technologies may be exposing an imagination deficit. Scaling human capabilities like curiosity and empathy can help organizations replenish it.



### Leadership epilogue: Evolving leadership to drive human performance

Organizational leaders and board members can play a critical role in the journey toward driving business and human outcomes.

