# WHAT ISSUES ARE TOP OF MIND FOR HR LEADERS HEADING INTO 2021?

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#### **CAHRS PARTNER END-OF-YEAR PULSE SURVEY**



End-of-year pulse survey sent to all CAHRS partner companies in December 2020



Please describe the 3-5 HR issues that are top of mind for your organization as you look ahead to 2021



Analyzed submitted responses to identify key themes and subthemes



#### PARTICIPATING COMPANIES



























**Controls** 



















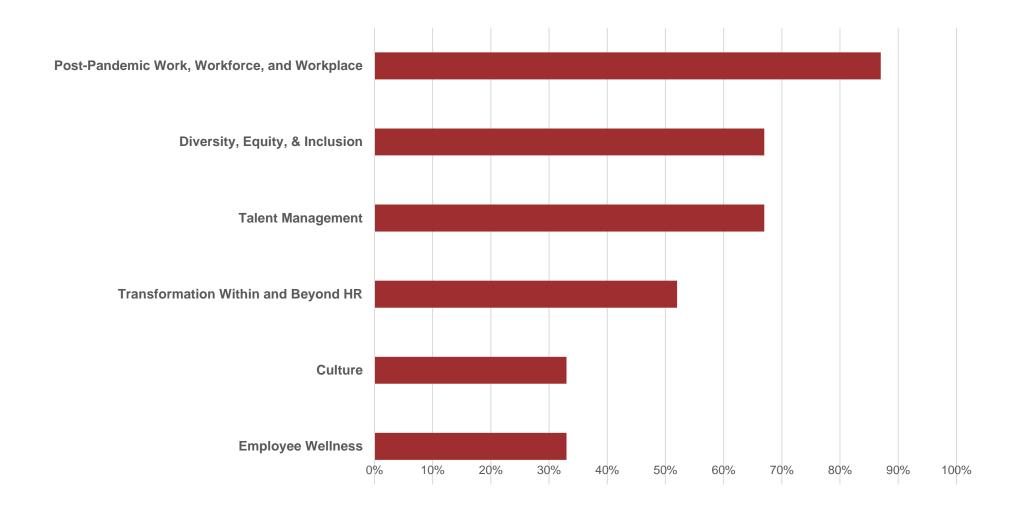








#### **KEY THEMES**







# POST-PANDEMIC WORK, WORKFORCE, AND WORKPLACE



Return to work post COVID-19



Re-architecting the work model



Managing a hybrid/remote workforce



Assessing performance and maintaining engagement during and post pandemic





#### **DIVERSITY, EQUITY, & INCLUSION**



Building HR DE&I capability



Driving and evolving the DE&I agenda



Modern employee value proposition





#### **TALENT MANAGEMENT**



Leadership development and succession planning



Learning and development



Total rewards



Employee engagement and mobility





#### TRANSFORMATION WITHIN AND BEYOND HR



HR operating model of the future



Digital transformation



Cost reduction and rightsizing





#### **Culture**



#### **Employee Wellness**







#### **CAHRS SPRING 2021 VIRTUAL WORKING GROUP SERIES**

# Post-Pandemic Work and Workplace

- Preparing for the Return to the Office
- Supporting Employees through the Post-Pandemic Transition
- Managing Hybrid Work Arrangements
- Resetting the Culture Post-Pandemic

### Diversity, Equity, & Inclusion

- Facilitating
   Constructive DE&I
   Conversations in the
   Workplace
- Addressing Bias in Internal and External Hiring
- Building Inclusive Cultures
- DE&I Analytics

### Rethinking the HR Operating Model

- HR Operations and Shared Services – What's New
- Adjusting COEs post COVID
- HR Business
   Partners Lessons
   from Working
   Remotely
- Aligning HR
   Capabilities with
   Changes to the HR
   Operating Model





## QUESTIONS?





### THANK YOU

See our website: cahrs.ilr.cornell.edu