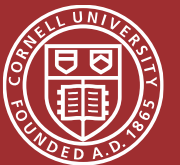


WHAT ISSUES ARE TOP OF MIND FOR HR LEADERS HEADING INTO 2023?

Bradford S. Bell

William J. Conaty Professor of Strategic Human Resources and Director of the Center for Advanced Human Resource Studies (CAHRS)



CAHRS PARTNER END-OF-YEAR PULSE SURVEY



End-of-year pulse survey sent to all CAHRS partner companies in December 2022



Please describe the 3-5 HR issues that are top of mind for your organization as you look ahead to 2023



Analyzed submitted responses to identify key themes and subthemes

PARTICIPATING COMPANIES



YEAR-OVER-YEAR TRENDS

2021

1. Post-Pandemic Work, Workforce, & Workplace

2. Diversity, Equity, & Inclusion

3. Talent Management

4. Transformation

5. Culture

2022

1. Talent Management

2. Leadership Development & Succession Planning

3. Hybrid Environment

4. Employee Expectations, Experience, & Activism

5. Diversity, Equity, & Inclusion

2023

1. Talent Management

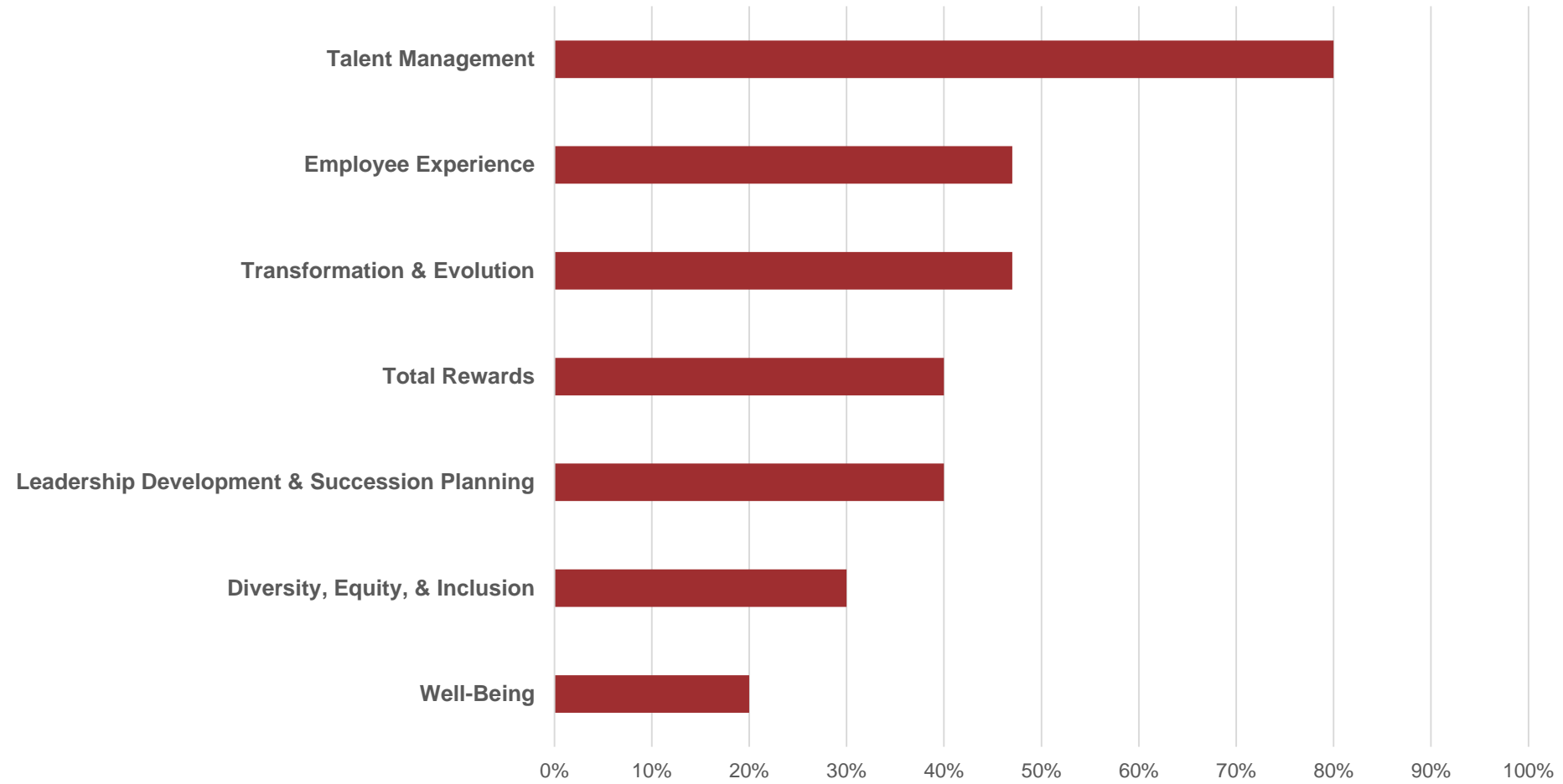
2. Employee Experience

3. Transformation & Evolution

4. Total Rewards

5. Leadership Development & Succession Planning

KEY THEMES



TALENT MANAGEMENT



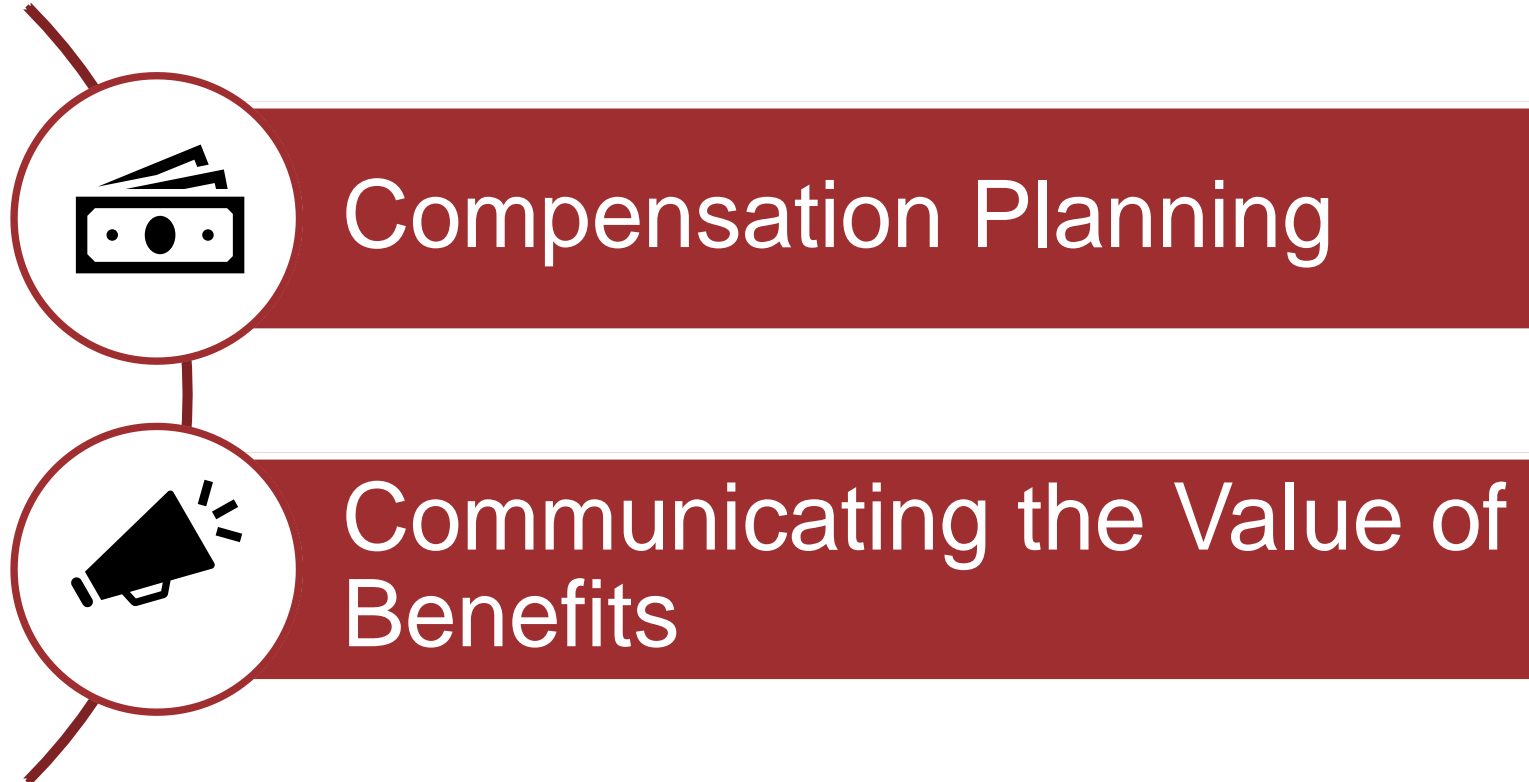
EMPLOYEE EXPERIENCE



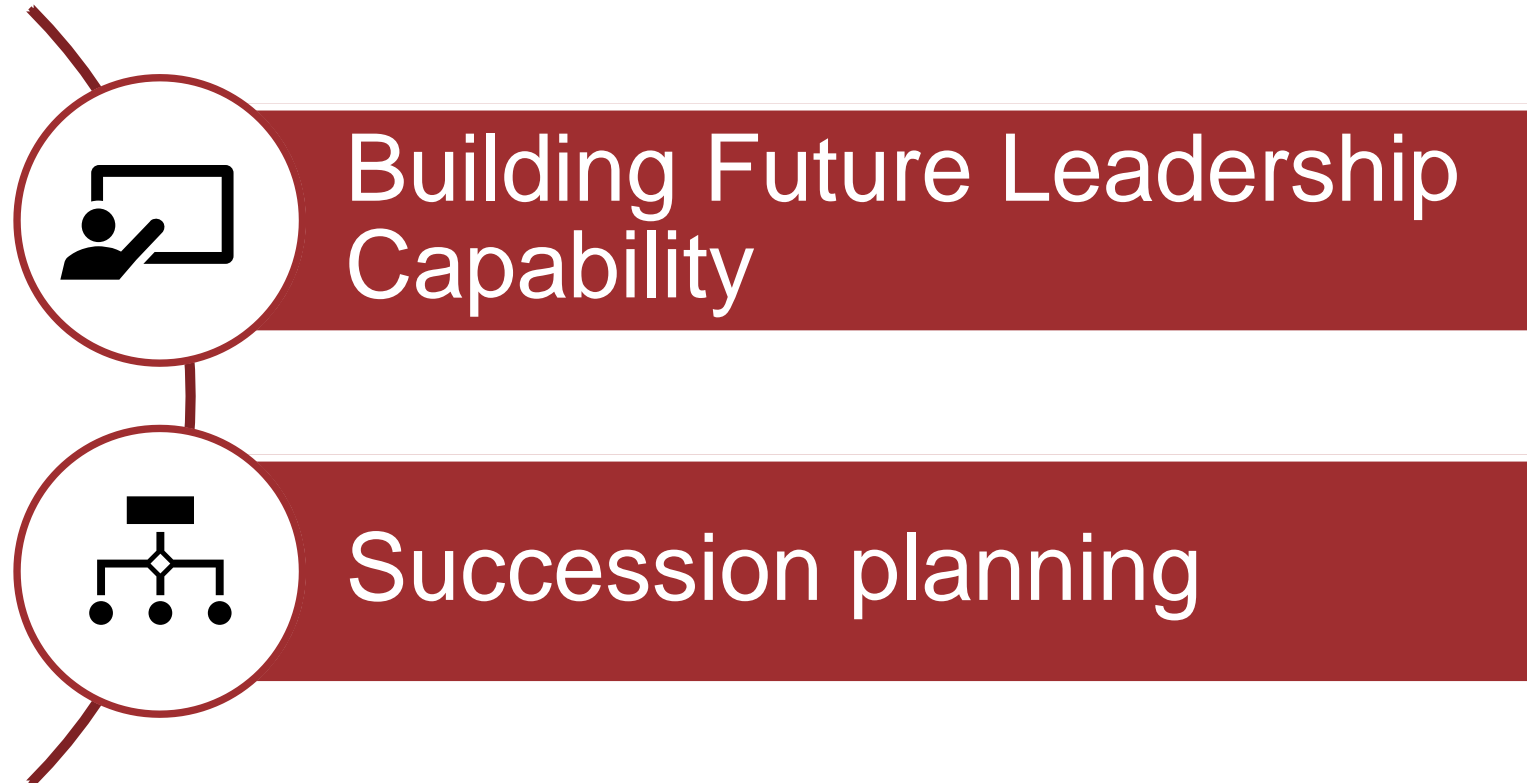
TRANSFORMATION & EVOLUTION



TOTAL REWARDS



LEADERSHIP DEVELOPMENT & SUCCESSION PLANNING



REDUCED FOCUS OR EMBEDDED PRIORITIES?



CAHRS SPRING 2023 EVENTS



QUESTIONS?

THANK YOU

See our website: cahrs.ilr.cornell.edu