Newsletters

Human resource management is at the beating heart of every great organisation, and it is about to be transformed. Technological developments can dramatically impact the ongoing success of organisations. HR managers must learn a variety of new skills in order to meet the challenges of the near future, especially as the department is increasingly incorporating roles and responsibilities in areas

New employer value proposition

The employee value proposition (EVP) forms a core part of any organisation's efforts to recruit top talent, especially when they want to make an impact.

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Is VR the future of onboarding?

A VR suite gives learners a space to practise skills like empathy and communication free from the 'watchful eye' of colleagues or supervisors, which can create feelings of self-consciousness or fear of judgement.

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Scaling up workforces with decentralised talent networks

Decentralised talent networks can be excellent places to source new hires. Using a decentralised talent network is done to scale up in the timeframe needed without incurring huge costs. .
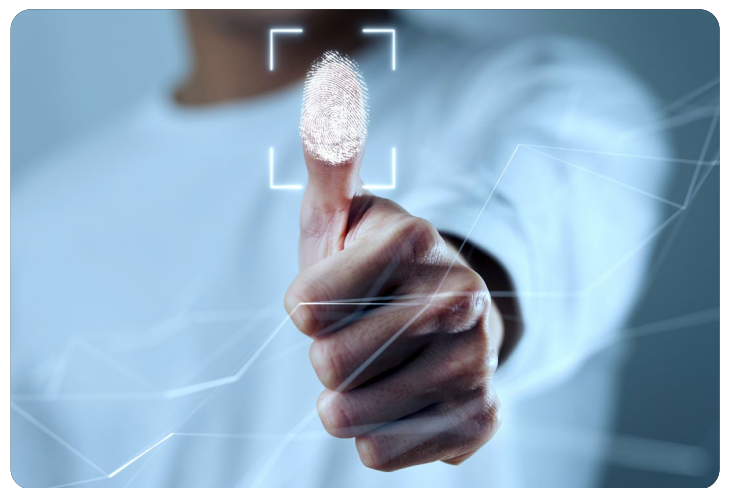
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Fingerprints for success:

The Biometric Attendance System (BAS) provides HRM staff with irrefutable data about which employees are, and are not, showing up for work. This would effectively make the processes of attendance monitoring and time tracking automatic.

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Understanding and analysing workforce data

'HR analytics', or 'people analytics', is quickly becoming one of the most critical and sought-after skills in HR managers.

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HRM is developing rapidly, with new technologies, initiatives, and organisational models constantly appearing. One aspect of this trend that is becoming increasingly popular is the introduction and implementation of corporate wellness programmes and initiatives that aim to improve employee health and wellbeing.

## Upskilling employees to close the sustainability skills gap

Sustainability is something that your workforce is incredibly hungry to participate in. It's a great way to keep them engaged, and accelerate progress faster".

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Using data to improve recruitment outcomes

Recruiters and HR departments are increasingly using data to inform and optimise recruitment processes and to choose new hires

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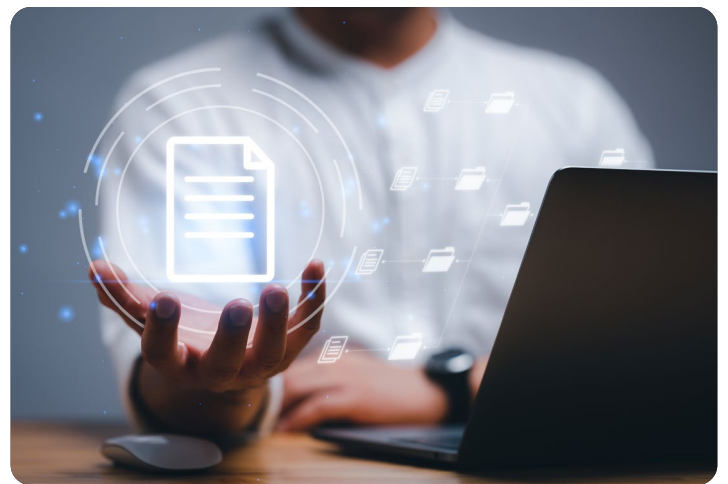
AI-based tools improve hiring processes

Many organisations have seen impressive results with automated hiring tools. New tools streamline the entire recruitment process across various channels and sites.
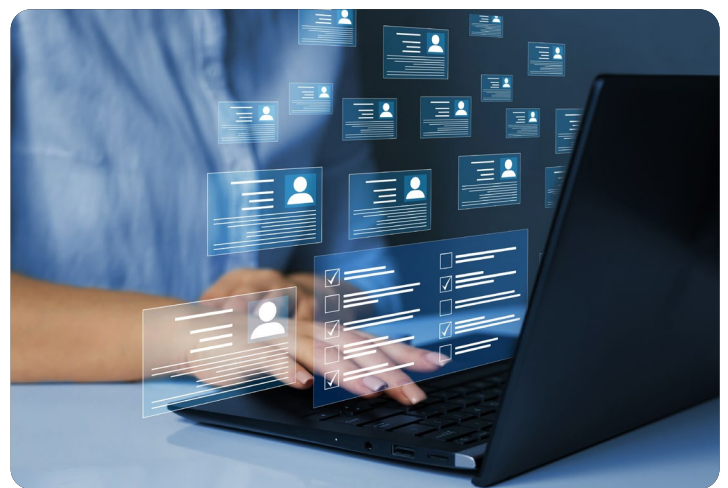
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Automated background checking in recruitment

Automated background checks use artificial intelligence (AI) to scan multiple sources and obtain this information quickly, before analysing it and producing reports on the suitability of a candidate for a role.

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Interviewing on demand

Adopting an asynchronous on-demand interview approach offers flexibility for all parties, and can save HR a lot of time and effort finding the right candidate – allowing them to broaden their pool of prospective candidates.

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Employer branding isn't just for attracting new hires – it is also strongly linked to employee engagement. AI tools can facilitate greater communication and collaboration among workforces and overcome challenges posed by physical distance and differing time zones.

Using social media to improve employer branding

By establishing a presence on social media, companies can significantly increase the visibility of their brand as well as strengthen it, while being able to communicate directly with a much wider pool of prospective employees.

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Adaptive learning helping personalise employee training

Data-driven recruitment can help recruiters understand candidates to a greater level, such as knowing how and where a candidate found out about the vacancy.

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Soft skills development

Online training can be a particularly effective way to approach soft skills development, as it enables employees to choose how, when, and where they undertake the coaching.

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Tracking employee wellbeing with technology

Employee wellbeing is essential for organisational success. Wellbeing can be tracked and optimised with technologies, initiatives, and an empowering company culture.

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HR data detective

Data detectives are responsible for managing and investigating data about an organisation's people as they source, sift, analyse, and investigate from a variety of sources.

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