



Sponsored by:



Page Outsourcing

SEVENSTEP



Welcome to the
2023 HRO Today Association
Conference & Awards
Program

@HROToday
#HROTAwards2023

Crafting Practical Strategies for Future Readiness

Zachary Misko

**Global Executive Director
Emeritus and *HRO Today*
Association Committee Liaison**



Crafting Practical Strategies for Future Readiness

Discovery: What elements impacting the future of work are available?

Qualifying: What is most applicable or beneficial for my organization?

Application: How can they be integrated into strategic initiatives/planning?

Shaping the Future of Work Landscape

1. Remote Work and Hybrid Work Models
2. Artificial Intelligence (AI) and Automation
3. Gig Economy and Freelancing
4. Digital Transformation
5. Employee Well being and Mental Health support
6. Diversity, Equity, and Inclusion (DEI)
7. Remote Collaboration Tools
8. Reskilling and Upskilling
9. Environmental Sustainability
10. Augmented Reality (AR) and Virtual Reality (VR)

Actionable Insights: Remote Work and Hybrid Work Models

- How can organizations optimize remote work infrastructures to ensure seamless collaboration?
- What are the critical challenges employees face in adapting to hybrid work models, and how can these challenges be mitigated?
- What strategies can enhance productivity while maintaining work-life balance in remote or hybrid setups?



Actionable Insights: Artificial Intelligence (AI) and Automation

- What are the ethical considerations in the implementation of AI and automation in workplaces?
- How can AI-driven tools and automation be integrated to enhance job efficiency without displacing human workers?
- What are the key skills employees need to develop to collaborate effectively with AI and automation systems?



Actionable Insights: Gig Economy and Freelancing

- What are the benefits and challenges of the gig economy for both workers and organizations?
- How can businesses effectively manage and collaborate with freelance workers in various industries?
- What strategies can organizations adopt to provide stability and support for gig workers while fostering a sense of belonging?



Remote Work & Hybrid Work Models

Step 1: Establish a Dedicated Workspace: Designate a specific area at home or in a hybrid office setup conducive to focused work.

Step 2: Familiarize with Collaboration Tools: Learn and practice using popular collaboration tools like Zoom, Microsoft Teams, or Slack for efficient communication.

Step 3: Set Clear Boundaries: Define work hours and personal time to maintain a healthy work-life balance in remote or hybrid setups.

Step 4: Learn Time Management Techniques: Explore time-blocking or the Pomodoro technique to enhance productivity while working remotely.

Step 5: Attend Virtual Meetings and Work Sessions: Actively participate in online meetings, contribute ideas, and engage with colleagues virtually.

Step 6: Adapt to Flexibility: Embrace flexibility in work schedules and adaptability to changes while understanding the company's remote work policies.

Artificial Intelligence (AI) and Automation

Step 1: Understand AI Basics: Familiarize yourself with AI concepts through online tutorials or introductory courses.

Step 2: Identify AI Applications: Identify areas in your work where AI tools or automation can streamline tasks or improve efficiency.

Step 3: Experiment with AI Tools: Explore user-friendly AI tools like chatbots, task automation software, or AI-driven analytics available in your field.

Step 4: Collaborate with AI Systems: Start using AI-powered systems or software in small tasks to experience their capabilities firsthand.

Step 5: Learn from AI-generated Insights: Analyze and learn from AI-generated insights or data patterns to make informed decisions.

Step 6: Seek Training Opportunities: Look for training sessions or workshops to further enhance your AI skills and stay updated on advancements

Digital Transformation

Step 1: Understand AI Basics: Familiarize yourself with AI concepts through online tutorials or introductory courses.

Step 2: Identify AI Applications: Identify areas in your work where AI tools or automation can streamline tasks or improve efficiency.

Step 3: Experiment with AI Tools: Explore user-friendly AI tools like chatbots, task automation software, or AI-driven analytics available in your field.

Step 4: Collaborate with AI Systems: Start using AI-powered systems or software in small tasks to experience their capabilities firsthand.

Step 5: Learn from AI-generated Insights: Analyze and learn from AI-generated insights or data patterns to make informed decisions.

Step 6: Seek Training Opportunities: Look for training sessions or workshops to further enhance your AI skills and stay updated on advancements

Next steps: Collaboration & Communication

- What does your top ten list include?
- Create actionable insights to confirm that these elements are the right areas of focus for your organization
- Build out a list of tactical applications, in easy to complete action steps.

Regroup, Review, Re-engage!

Group Discussion

Please share your comments and reactions, or responses to one of the questions below.

- 1. What stood out about the future of work (as just presented) in 2030? Do you have a prediction to add? Please share.**
- 2. Is your organization “future focused” and if so, how?**
- 3. How will HR Services & Technology providers evolve to best support their partners?**
- 4. How can you ensure your employees develop upcoming and trending skills to stay relevant and have the best jobs in the future?**
- 5. Does your organization encourage employees to think beyond today and make future predictions? How?**
- 6. How can we determine the value of skills relevant to the future-of-work-marketplace, and how can we increase the value of human labor in the 21st century?**
- 7. What does a labor force that is resilient to technological, financial, health or other shocks look like?**

Disruption
Transformation
The Future
of Work
Automation



Sponsored by:



Page Outsourcing

SEVENSTEP



ACCESS, COLLABORATE, IMPROVE, INSPIRE

The **HRO Today Association** supports the learning and development of HR professionals around the **globe**. Members learn together, strengthen their networks, and share best and next practices.

- **Access** timely content and discuss critical issues in real-time with like-minded professionals.
- **Collaborate** with a cross functional team of HR practitioners and providers to build relationships, grow your network, and strengthen your reputation within the industry.
- **Improve** the skills needed to enhance the quality, effectiveness, and efficiency of your HR operations.
- **Inspire** others by sharing your knowledge and be inspired as you learn from others.

www.hrotoday.com/association

@HROToday
#HROTAwards2023



Sponsored by:



Page Outsourcing

SEVENSTEP



Thank You, Presenters and Attendees!

Upcoming Dates of Interest

- January: Q1 Committee Meetings
- February: Q1 Knowledge Center Roundtables
 - March: Q1 Board of Advisor Meetings
- March: Nominations Open for 2024 HRO Today Association Awards



For more information on the *HRO Today* Association or C-TEN contact Renee.Preston@SharedXpertise.com

@HROToday
#HROTAwards2023