UNVEILING THE NEXT ANYTHING

Navigating new frontiers in talent, compliance and technology

Checklist

Explore actionable steps to excel in talent management, compliance and technology throughout 2025.

1. **Enhance recruitment with generative AI**

   Integrate generative artificial intelligence (AI) tools to streamline candidate screening and job description creation.

   Maintain human oversight to preserve personalized candidate interactions and decision-making.

   Train recruitment teams on balancing generative AI usage with human judgment to mitigate bias.

2. **Optimize the employee experience and employee well-being**

   Personalize employee engagement strategies to align with individual skills and interests.

   Implement regular one-on-one check-ins to manage stress and promote work-life balance.

   Use well-being technology to support mental, physical and financial health initiatives.

3. **Implement skills-based talent strategies**

   Shift focus from traditional qualifications to skills-based hiring and development.

   Offer continuous learning opportunities to upskill and reskill employees, enhancing their role adaptability. Use technology to manage and enable skills development.

   Evaluate and adjust job descriptions to emphasize skills over degrees and specific career paths.

4. **Manage pay equity and pay transparency**

   Conduct thorough pay audits to identify and address pay gaps.

   Benchmark compensation within your industry to ensure competitive and fair pay structures.

   Communicate transparently about compensation practices to build trust and enhance employer branding.

5. **Navigate multi-state and global compliance**

   Stay informed about compliance requirements across different jurisdictions, paying particular attention to AI, wage-and-hour and remote-work compliance.

   Collaborate with legal experts to understand and implement necessary legal adjustments.

   Use technology to manage compliance documentation and employee data security.

6. **Use generative AI for strategic HR management**

   Integrate generative AI across HR functions, including payroll, benefits administration and compliance, for enhanced efficiency.

   Educate HR teams on the ethical and responsible use of generative AI, focusing on security, privacy and bias mitigation.

   Monitor and evaluate the impact of generative AI implementations to ensure they meet strategic objectives.

EMBRACING THE FUTURE OF HR

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