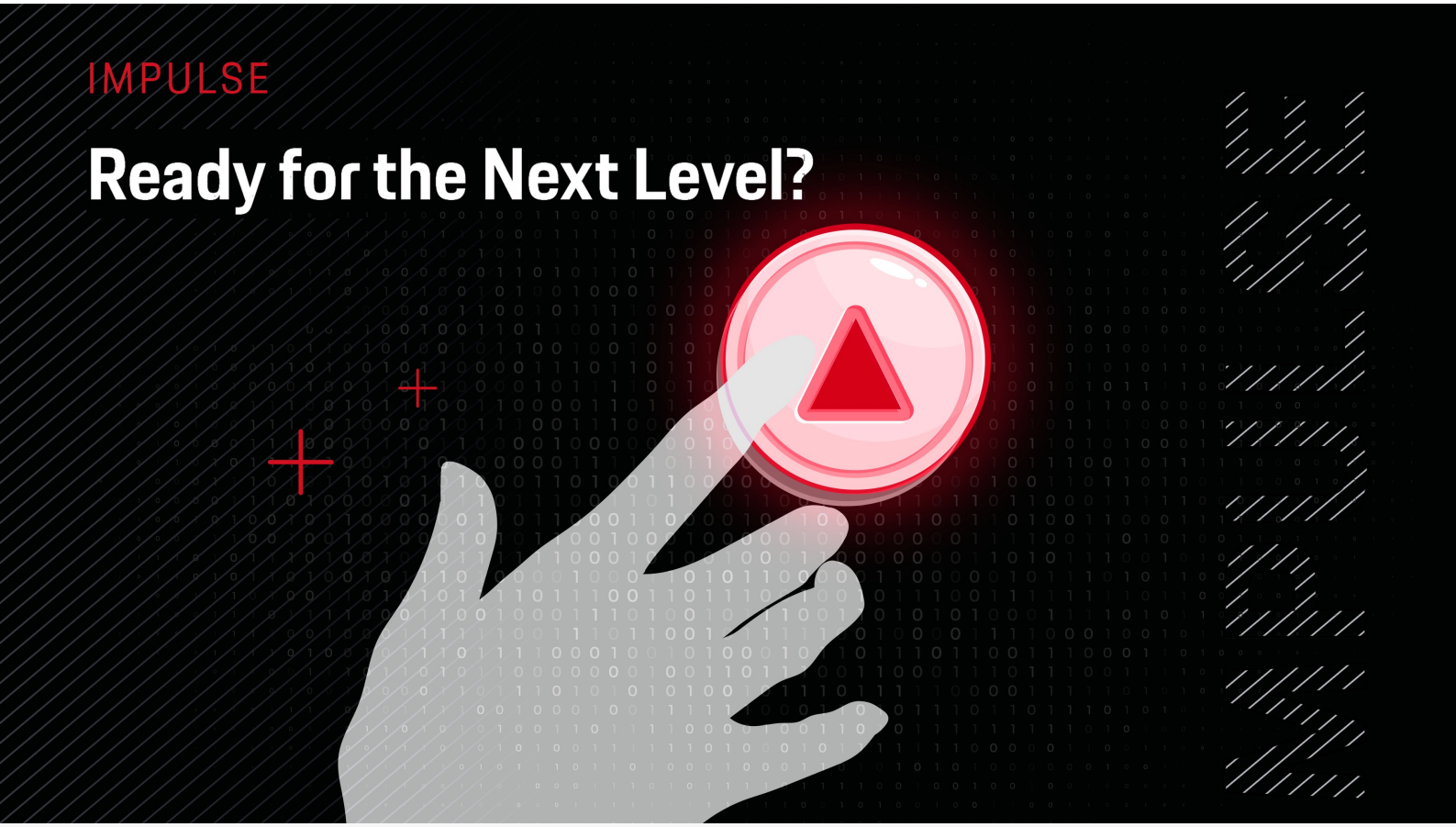


Ready for the next level?

27/11/2024 How Human Resources departments handle sitting in the driver's seat

The role of Human Resources (HR) departments within organizations has long been discussed in business and academics. On the one hand, there's a demand for HR to have a "seat at the (C-suite) table" in order to have a say in strategic business decisions. On the other hand, there have even been ideas to abolish HR entirely. In times of global geopolitical and socioeconomic challenges and transforming industries with changing business models, HR as a function has been put in the spotlight once more.

In recent years, HR departments had to learn to quickly react and master uncertainties, adjust priorities and develop innovative solutions to address both employers' and employees' needs – such as implementing urgent working from home arrangements during the Covid-19 pandemic. Furthermore, HR has been put in the driver's seat to proactively translate socioeconomic trends into workforce-related measures. Tailored offerings and programs along the candidate and employee journey require a strong strategy and good fit with the company. "One size fits all" approaches are no longer sufficient to ensure that an employer remains competitive enough to attract and retain employees in a world of global talent shortages. A resharpening of own priorities, value drivers, and self-understanding in

Human Resources is therefore essential.

Read the impulse in full length: Ready for the next level?

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