

# Outline of your 2020 HR Plan



## 1. Introduction and Summary

- What are the main business challenges for 2020?
- What capabilities need to be strengthened?
- What elements of the culture need attention?
- What are the main HR initiatives?
- What are the HR goals for 2020?



## 2. The burning issues of 2020

- A short summary of the 2020 strategy
- Business priorities for 2020
- Implications for people and organisation (required capabilities, required culture)
- Facts about the current situation and main gaps



## 3. Other things we have to take into account

- Developments in society
- Changing legal requirements
- Demographic developments
- Trends to take into account (see [hrtrendinstitute.com](http://hrtrendinstitute.com))



## 4. Priorities 2020

- How will HR contribute to realising the 2020 goals?
- What are the HR/ People & Organisation priorities for 2020? Focus on max three priorities
- Find attractive labels for the priorities



## 5. Where are we today?

- Fact and Figures in the three priority areas
- Try to be as granular as possible (business lines, regions, job levels etc.)
- Create surprising visual insights



## 6. HR initiatives to deal with most important issues

- Outline the HR initiatives focused on the three priority areas
- Make choices between HR areas (recruitment, org design, talent development, compensation etc).
- What? How? Be concrete



## 7. Planning, Measurement and Communication

- Accountabilities/ Responsibilities
- Implications for capacity and HR organisation
- Planning and required budget 2020
- How will stakeholders be involved?
- What are the HR KPI's for 2020?



The HR (Human Resources) Trend Institute follows, detects and encourages trends. In the people and organization domain and in related areas. Where possible, the institute is also a trend setter.

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