

Area	Trend
Future of the Workforce	<p><b>1. Alternative workforce - it is now mainstream</b> and can be a long-term solution to tight talent markets if treated strategically.</p>
	<p><b>2. From Jobs to Superjobs</b> As organizations embrace and adopt robotics and AI, creating new categories of work, including hybrid jobs and "Superjobs."</p>
	<p><b>3. Leadership for the 21st century: The intersection of the traditional and the new</b></p>
Future of the Organization	<p><b>4. From employee experience to human experience</b> What creates a positive, motivating experience at work? Bringing a refreshed sense of meaning to work beyond mission statement and CSR.</p>
	<p><b>5. Organizational performance: It's a team Sport</b> Hierarchies are being displaced by teams at organizations across industries.</p>
	<p><b>6. Closing the rewards gap</b></p>
Future of HR	<p><b>7. Accessing talent: It's more than acquisition</b> Exploring new approaches to determining what talent they need, where and how to find it.</p>
	<p><b>8. Learning in the flow of life</b> Learning is vital to organization's ability to obtain needed skills and to achieve the lifelong learning goal; it must be embedded into not only the flow of work but also the flow of life.</p>
	<p><b>9. Talent mobility</b> Facilitate internal mobility can pay off in growth, employee engagement and business performance.</p>
	<p><b>10. HR cloud: A launch pad, not a destination.</b></p>