



2024 Global Human Capital Trends

## Thriving beyond boundaries: Human performance in a boundaryless world

It's time to trade in the rules, operating constructs, and proxies of the past. We're living in a world where work is not defined by jobs, the workplace is no longer a specific place, many workers are not traditional employees, and human resources is no longer a siloed function. As traditional ways of working fall away, human performance—the reinforcing cycle of business and human outcomes—will be key for organizations to succeed today and in the future.

While companies are aware of these shifting work realities, many have questions on how to best address these issues. [Deloitte's 2024 Global Human Capital Trends](#) report outlines how, by prioritizing human performance, organizations can close the gap between knowing which human capital issues should be addressed and doing enough to address them.

Discover how Deloitte and its strategic alliances can help organizations make meaningful progress on this year's human capital trends to drive better human and business outcomes and thrive in a boundaryless world..

## Human sustainability

Cultivate human potential with Orgvue

For true sustainability, organizations need to create value for all people connected with them. It's not just a nice idea—it's central to better outcomes for organizations and humanity.

- **Nurture human capabilities:** Orgvue provides the ability to visualize and interact with data across the total workforce, including employees and contingent labor. Specifically understanding total headcount, full-time employees, cost, skills, and the work they do helps empower leaders to identify areas for improvement and strategize resource allocation across both traditional and agile hierarchies. The result: organizations can achieve their business goals while nurturing their workforce's human potential.
- **Advance career sustainability:** Orgvue enables organizations to take a proactive approach to talent development. By identifying critical role gaps and opportunities for upskilling, Orgvue helps ensure organizations have proper succession strategies in place and that workers identify the knowledge and skills they need to thrive and advance their careers in a rapidly changing digital landscape.



## The *transparency* paradox

Overcome transparency challenges with Orgvue

Greater transparency can help organizations build trust—or erode it. What considerations should leaders keep in mind to ensure transparency is helping and not hindering trust?

- **Data security and anonymization:** Orgvue helps build and maintain trust by ensuring that data is managed in accordance with the highest degree of information security and privacy standards. By implementing rigorous data access controls, Orgvue ensures that any visualization or modeling activity that takes place in the platform adheres to an organization's specific business requirements and privacy policies.
- **Workforce involvement:** Orgvue's security access control and workflows for both reporting and modeling allow companies to involve their leaders and human resources business partners in the decision-making process around their workforce. By allowing those closest to the business to see, plan and understand the impacts of changes on their workforce, companies can create an inclusive environment to empower their people to drive business changes.



## Digital *playgrounds*

Navigate the AI revolution with Orgvue

As technology continues to spark change in the employer-employee relationship, workers need safe spaces to cocreate their common future.

- **Create safe spaces for experimentation:** Orgvue, in collaboration with Deloitte, assists organizations in creating "digital twins" in a safe, secure workspace. This allows rapid design and iteration of workforce scenarios—whether it is to respond to immediate regulatory changes, technology adoption, productivity pressures, or modeling longer-term workforce scenarios. It also includes real-time monitoring of changes to the workforce landscape. Organizations that leverage digital playgrounds provide environments for experimentation and testing which creates greater involvement of the workforce to support the organizational strategy.
- **Adapt to AI:** As AI advances, Orgvue helps diagnose which jobs or pockets of the organization will be more susceptible to the impacts of cognitive technology. Not only can Orgvue help understand how jobs may be impacted, but it can also analyze which tasks will be impacted as well as the skill gaps that exist and the skills that will need to be adapted. This ensures organizations can use AI effectively while also envisioning new possibilities for human-tech collaboration.
- **Balance investment with innovation:** Orgvue has a unique ability to visualize and model an organization through various lenses. As organizations make decisions to invest in cognitive technology, Orgvue can help companies understand what the work and workforce requirements are to support the future-state organization. By providing insights into where worker efficiencies will be gained and where skills need to be built, borrowed, or bought, Orgvue provides the foundation to model and plan for a technology-enabled future organization that can effectively keep pace with technological innovation.

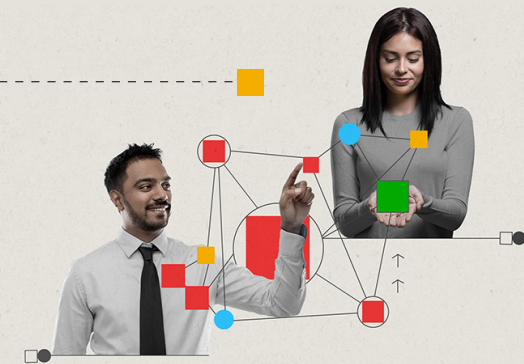


## Boundaryless HR

Shift HR from function to discipline with Orgvue

The future of work requires human resources to evolve, shifting from a siloed function to a boundaryless discipline integrated with the people, businesses, and communities it serves.

- **Promote collaboration:** Orgvue fosters collaboration among HR professionals, business leaders, and employees by delivering technology that manages and delegates workstreams, provides business insights, and meets the unique needs of various department heads. This cultivates a boundaryless HR ecosystem where expertise is shared across functions.
- **Facilitate strategic planning:** Orgvue provides a single platform that can support both near-term position-level planning and longer-term organizational planning. Whether the need is to take immediate action, evaluate multiple scenarios, or apply some fact-based assumptions around the supply and demand of the workforce over time, Orgvue operates as a holistic platform that enables both the operating and strategic plan of a company. At a granular level, by evaluating the skills and workforce needed for various tasks and considering external influences like AI and market fluctuations, Orgvue aids in strategic workforce planning, ensuring the organization's adaptability and competitiveness.



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[www2.deloitte.com/us/en/insights/focus/human-capital-trends.html](http://www2.deloitte.com/us/en/insights/focus/human-capital-trends.html)

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