# Deloitte 2023 Global Human Capital Trends Report

**New fundamentals for a boundaryless world**

“Making work better for humans, and humans better at work”

<table>
<thead>
<tr>
<th>Trend</th>
<th>Description</th>
<th>Infor Alignment</th>
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<tbody>
<tr>
<td>Navigating the end of jobs</td>
<td>Collect and analyze data, define the work and make decisions about workers all based on skills</td>
<td>Full <a href="#">Talent Management suite</a> is the single source of truth for skills, education, experience and licensure leveraged across the lifecycle from hiring, performance management, career development and rewards.</td>
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<tr>
<td>Powering human impact with technology</td>
<td>Enable the individual and team, use interventions and nudges and scale actionable insights</td>
<td>Orchestrate operational workflows with <a href="#">RPA</a> and enhance the employee experience with <a href="#">Coleman</a>.</td>
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<tr>
<td>Activating the future of workplace</td>
<td>Empower people to focus on outcomes as work becomes remote, asynchronous and non-linear</td>
<td>Digitize interaction with tools like <a href="#">Continuous Performance Engagement</a> regardless of time of place</td>
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### Framing the challenge: think like a researcher

- **Negotiating worker data**: Build trust, seek mutual benefit, give people control to expand use and unlock value
  - [Infor Self-Service](#) and mobile tools give individuals the power to access and manage their data
- **Harnessing worker agency**: Create shared journeys that align organizational imperatives with individual opportunities
  - Personalize experiences and improve internal mobility with [Talent Empowerment / Science](#) |
- **Unlocking the workforce ecosystem**: Equip all workers (both employees and non-employed) on an open platform
  - [Infor People Solutions](#) allow any individuals (contractors, volunteers, etc) to access the system through an AWS secured cloud solution and InforGO mobile solution

### Charting a new path: cocreate the relationship

### Designing for impact: prioritize human outcomes

- **Taking bold action for equitable outcomes**: Move beyond talking about DEI&B initiatives and start taking action to improve outcomes
  - Use tools like [Talent Science](#) to improve diversity and [Team Dynamics](#) to align individuals on teams. Leverage cross-functional information through dashboards and analytics to drive data-driven insights
- **Advancing the human element of sustainability**: Make work better for humans while creating stronger connections to meaning and purpose
  - Give people control over their schedules and equitable assignments with [Infor WFM](#)
- **Elevating the focus on human risk**: Identify and monitor risk while maintaining organizational agility
  - Ensure compliance and operational precision with tech that has been used in healthcare for decades

To learn more about HC trends, visit the [report](#).