

# The Top Four Big Bets

Every HR Organization Should Make in 2016



Enough of the year is behind us to get an early feel for what to expect, yet there's still time to recalibrate. It's a good time to assess whether HR leaders are making the right bets in 2016 and beyond.

- 1 Build out your "people data" capability.**  
Better data context, insights, and suggestions will inform organizations about everything from how to source, select, hire, and onboard talent to how to performance manage, reward, and transition talent.
- 2 Rethink performance and talent management.**  
Modern technology, more transparent processes, and real-time feedback from stakeholders will help counter management pain points. The best cloud-based systems collect talent and succession-planning data to make next-role recommendations.
- 3 Refocus "engagement."**  
Employee engagement nurtures an agile culture, helps with recruitment through referrals, improves collaboration and productivity, and builds customer loyalty.
- 4 Design consumer-grade user experiences.**  
Smart CHROs realize talented employees who are digital natives are growing less tolerant of dissonant technology experiences.

## TAKEAWAY

The single best practice for all HR leaders is to align HR practices with the company's business model. The most successful CHROs hold their teams accountable for focusing on the transformational activities that can help their businesses win.

*What are your big HR bets?*