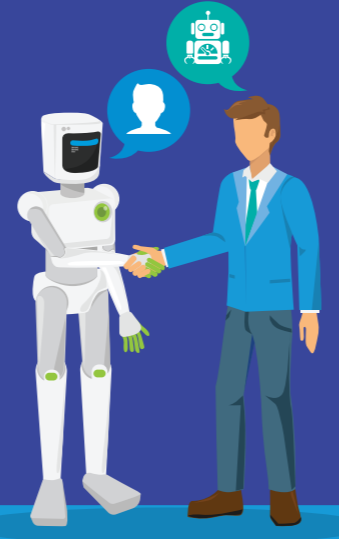




### Top 3 barriers to completing a digital transformation:

- 1. skill deficiencies
- 2. talent shortage
- 3. workplace culture



# Are you In the Know or in the No...

## Anticipate change

### Thrive in digital era

37% of HR Leaders are very confident in HR's ability to transform the workforce and itself

67% HR execs who believe HR has a strategic role in their business are more likely to be pursuing digital transformation

#### Common characteristics:

- delivering predictive insights
- believing in, and driving, digital agenda
- reshaping the workforce
- enhancing the employee experience

#### In the Know:

More are planning investments in areas such as predictive analytics (60%), enhanced process automation (53%) and artificial intelligence (47%)

88%

who have invested in AI call the investment worthwhile



## Respond to change



### Exist in digital era

39% of HR Leaders are confident in their ability to transform the workforce and itself

42%

agree that preparing the workforce for a future with Artificial Intelligence is one of the biggest challenges HR will face over the next five years

About two-thirds agree that HR has undergone or is undergoing a digital transformation



## Ignore change

### Struggle to adapt to digital era

24% of HR Leaders are less or not confident in their ability to transform the workforce and itself

#### Common characteristics:

- HR not seen as value driver
- HR not using predictive insights
- generally timid of AI
- no digital plan in place (and not planning to)

50%

admit to being "not at all prepared" to respond strategically as AI and machine learning emerge



HR extinction