

HR Is Dead:

Long Live Employee Experience

The North American market place is driven by our knowledge and services based economy, with 70% of GDP accounted for by the service industry, yet so many Human Resources (HR) professionals function as if still in the industrial age. However, "HR" is not enough in today's competitive business world.

Engaged employees are the competitive advantage in our current economy, forcing HR to evolve, this time into Employee Experience (EE).

The purpose of this webcast is to identify the common pitfalls of HR and how you, as a practitioner, can be a strategic decision-maker. The demands of your position have shifted from transactions to strategies, and you need to be the forward-thinker within your organization. This webcast will help you make the initial leap into leaving HR and moving into EE, in order to become second to the CEO "at the table." Learn which antiquated HR practices you should abandon, and how to evolve into EE.

You'll Learn These Antiquated HR Practices to Abandon Now:

1. Focusing on Transactions and Administration.

As an EE professional, your job is to create employee engagement and focus on talent management. If you get bogged down by administrative tasks, you lose sight of what matters: employee happiness.

2. Reporting to the CFO.

Too many HR professionals do not report to the number one in their organization, but report to number two or in some cases lower. To implement strategic initiatives, move your way up to report to the CEO.

3. Annual Performance Evaluations.

By time annual performance reviews come around, the opportunity to give real, meaningful feedback is lost. Replace annual performance reviews with ongoing feedback, allowing managers to be coaches who over-communicate and help employees grow and develop.

4. Years of Service of Awards.

Years of service awards actively disengage employees, yet 92% of companies use them. Drive performance with meaningful recognition and individualized reward selection.

5. Employee Handbooks.

Companies practicing EE tie their values into their corporate culture. They do not micromanage through an employee handbook, but rather celebrate and recognize when people live those company values.



Watch the full webcast to learn more about which antiquated HR practices you should abandon, and how to evolve into Employee Experience.

<http://www.achievers.com/resources/webinars/hr-dead-long-live-employee-experience>



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