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The New

CHRO Agenda
Employee Experiences
Drive Business Value

The Global CHRO Point of View

We surveyed 500 CHROs about their changing roles, priorities, and strategies for transforming the employee experience and winning the war for talent.

Among our top findings...

■ Disagree ■ Neither

Agree

■ Today ■ In 3 Years

■ Today ■ In 3 Years

■ Today ■ In 3 Years

32%

30%

46%

■ Technology use today
■ Technology use in 3 years

48%

To what extent do you agree with the

Which capabilities will best define

your role within three years?

automate within three years?

Greater than 61% of tasks

following statements about your role?

22%

21%

57%

The HR function is a driver of digital transformation at our company

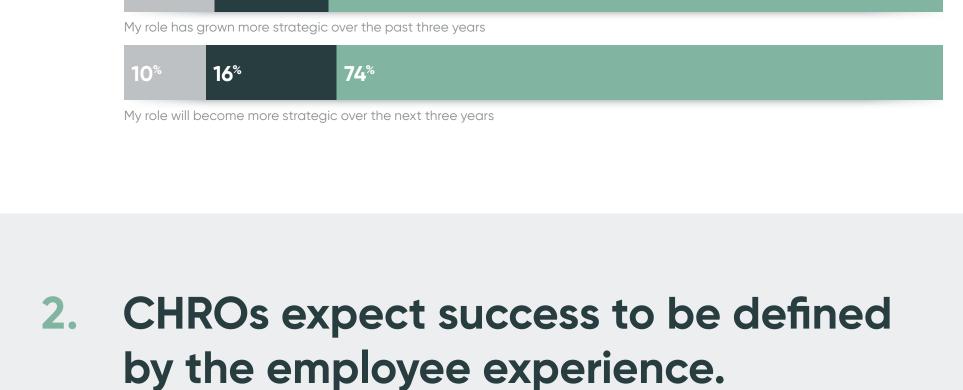
11%

14%

75%

1. The modern CHRO is driving

digital transformation.



Ability to manage traditional HR and talent management tasks and decisions

32%

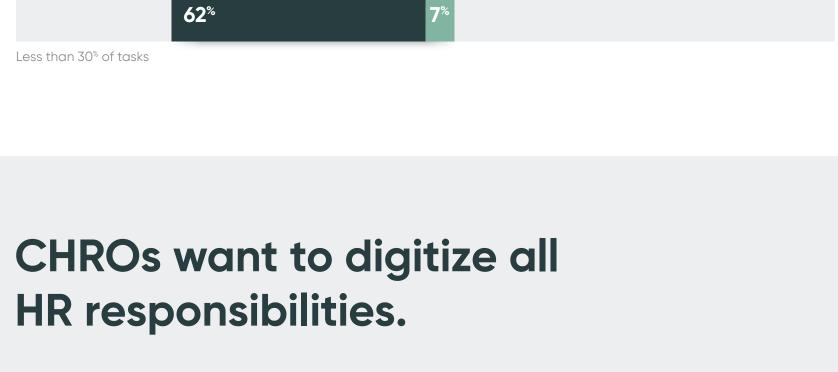
Ability to create a digital, consumerized employee experience



38% 75% 31%-60% of tasks

1%

18%



Recruitment

34%

Benefits management

32%

Which HR tasks are you digitizing or automating today? In three years?

50%

Payroll

Performance review



Most HR functions are in early

stages of digital transformation.

We use an HR platform that systematizes the automation of many HR processes

50%

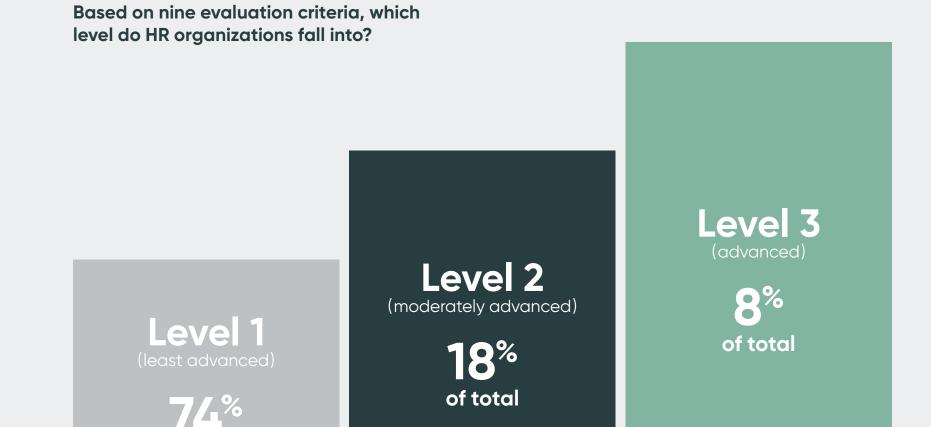
We have a single HR application that simplifies one or more processes

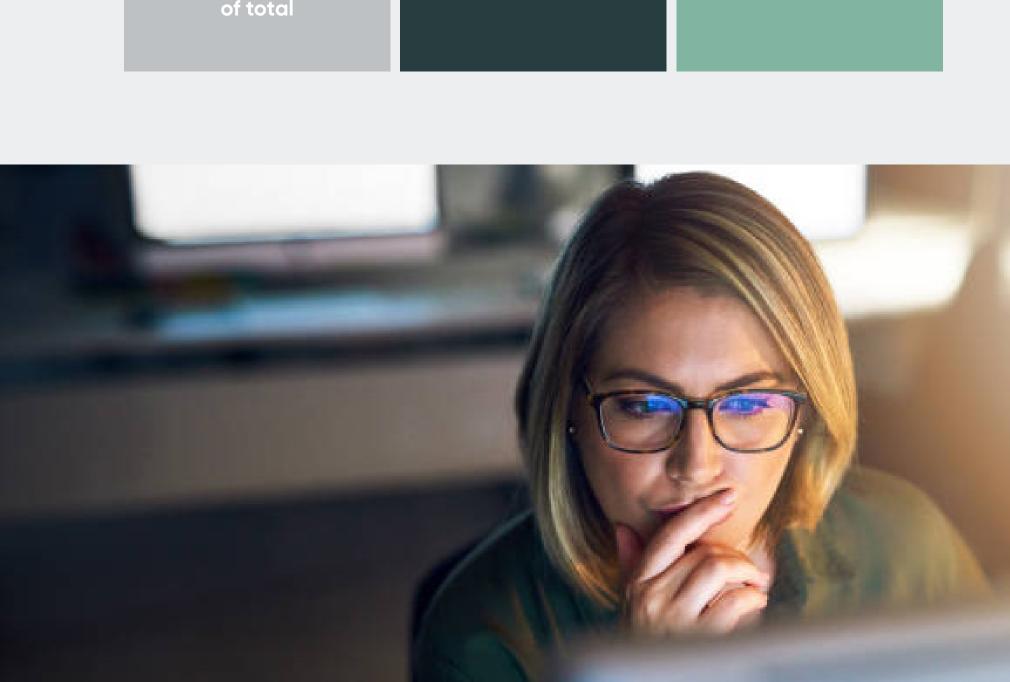
CHROs will use platforms-not

applications—to drive change.

4%

14%





Level 3s 29% Level 3s 97%

The group of Level 3 CHROs have an edge in employee

engagement, and as a result they have an advantage

in recruiting, reskilling, turnover rates, employer

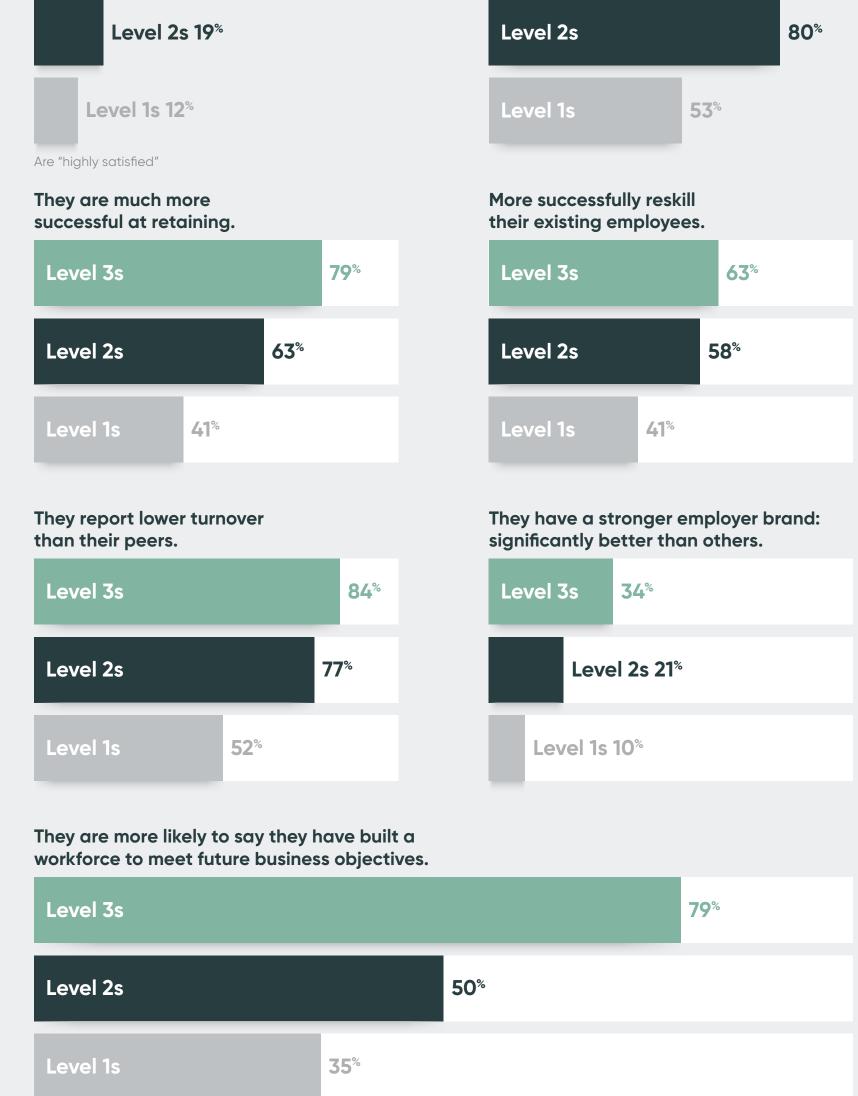
brand, and meeting future business objectives.

They are much more satisfied with

engagement levels at their company.

First movers are winning the war for talent.

They are much more successful at recruiting.



Download the Global CHRO Point of View

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Read the full report detailing the CHRO's journey to greater impact and a stronger employee experience.