



## Free Webinar for HR

# HR Trends for 2025: Embracing Disruption

Walt Disney once said, “Times and conditions change so rapidly that we must keep our aim constantly focused on the future.” 2025 will be a year of transformative change. The workplace is set to experience shifts that demand HR and its leaders stay ahead of the curve.

In this webinar, we’ll explore the **11 HR trends shaping the future of work** and focus on three key themes that will define the HR landscape:

- 1. Technology and AI as the New Business Reality:** From automation to advanced analytics, technology is revolutionising how organisations operate, innovate, and engage their people.
- 2. Shifting Talent Dynamics:** The evolving workforce presents both challenges and opportunities to build resilience, motivation, and adaptability.
- 3. Strategies for Navigating Disruption:** Organisations that effectively respond to disruptions in talent and technology will emerge as leaders in 2025 and beyond.

Discover how these trends, from AI-driven learning to redefining employee experiences, will impact your organisation — and learn actionable strategies to stay ahead.

## Learning Outcomes

1. Understand the 11 key HR trends reshaping the workplace in 2025.
2. Discover practical strategies to integrate technology and AI into HR processes.
3. Learn how to build workforce resilience amidst shifting talent dynamics.



## Webinar

**19 March 2025 (Wednesday)**

4:00pm - 5:00pm

CPD Hours: 1

**Free of Charge****English**

## Speaker

### Dr Dieter Veldsman Chief HR Scientist at AIHR

- Former CHRO and Organisational Psychologist with over 15 years of experience across the HR value chain and lifecycle
- Leads research initiatives and develops educational programmes at AIHR aimed at advancing the HR profession



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# HR Trends 2025

## HR's Next Frontier

HR before 2025

vs

HR in 2025

AI adoption focused on automating tasks

1

AI adoption goes beyond automation to enhance workflows and decision-making, aligning with company culture

AI's potential in HR remains unclear despite the hype

2

HR integrates AI practically, improving recruitment, performance management, and employee engagement

Filling short-term skills gaps no long-term planning

3

Long-term skills-based workforce planning tackles the gap between current and future needs

Undervaluing blue-collar roles and overlooking emerging "new-collar" jobs

4

Embracing the demand for skilled labor in manual trades and high-tech sectors, creating new career paths without the need for traditional degrees

Retirement considered the norm for senior employees

5

Designing flexible roles to retain senior employees, leveraging their expertise and mentorship

Slow progress in gender equity

6

Organizations invest in policies that advance gender equity through flexibility, fair pay, and leadership opportunities

Anxiety-driven workplaces with minimal support

7

Addressing organizational anxiety through transparency, wellbeing support, and enabling high performance

Strategic HR is prioritized over execution

8

HR balances strategy and execution to ensure well-implemented policies drive success

HR perceived as separate from core business functions

9

HR works inside teams and directly with business leaders to influence real-time decision-making

Focus on resilience but lack of growth through disruption

10

Shifting focus from resilience to antifragility, helping employees grow stronger through challenges

Offering generic perks that fail to address real employee needs

11

Shaping decent work conditions, fair pay, and purpose through implementing employee feedback