



A to Z for 2020: Top trends impacting workplaces

January 29, 2020

Webinar starts at noon CT



Carrie Cox

Senior Consultant, HR Services

Organizational Development & Family Business

Presented by

Administration

If you need CPE or HR credit, please participate in all polling questions throughout the presentation.



Administration



A recording of today's webinar will be emailed for your reference or to share with others.

Administration



For best quality, call in by phone instead of using your computer speakers.



To ask questions during the presentation,
use the questions box on the right side of your screen.



Administration



Please provide your feedback
at the end of today's presentation.



PRESENTER

Senior Organizational Development Consultant
Organizational Development & Family Business

Carrie has experience in a variety of human resource functions, including a thorough knowledge of labor laws, compensation structures, employee classification, benefits administration, performance management, and human resource best practices. She has served clients in a number of industries including manufacturing, construction, banking, and not-for-profits.



Let's talk about...

- What we expected in the last decade
- Trends impacting employers in 2020 and beyond
- Where we'll need to focus in the next decade
- Skills and competencies needed for success

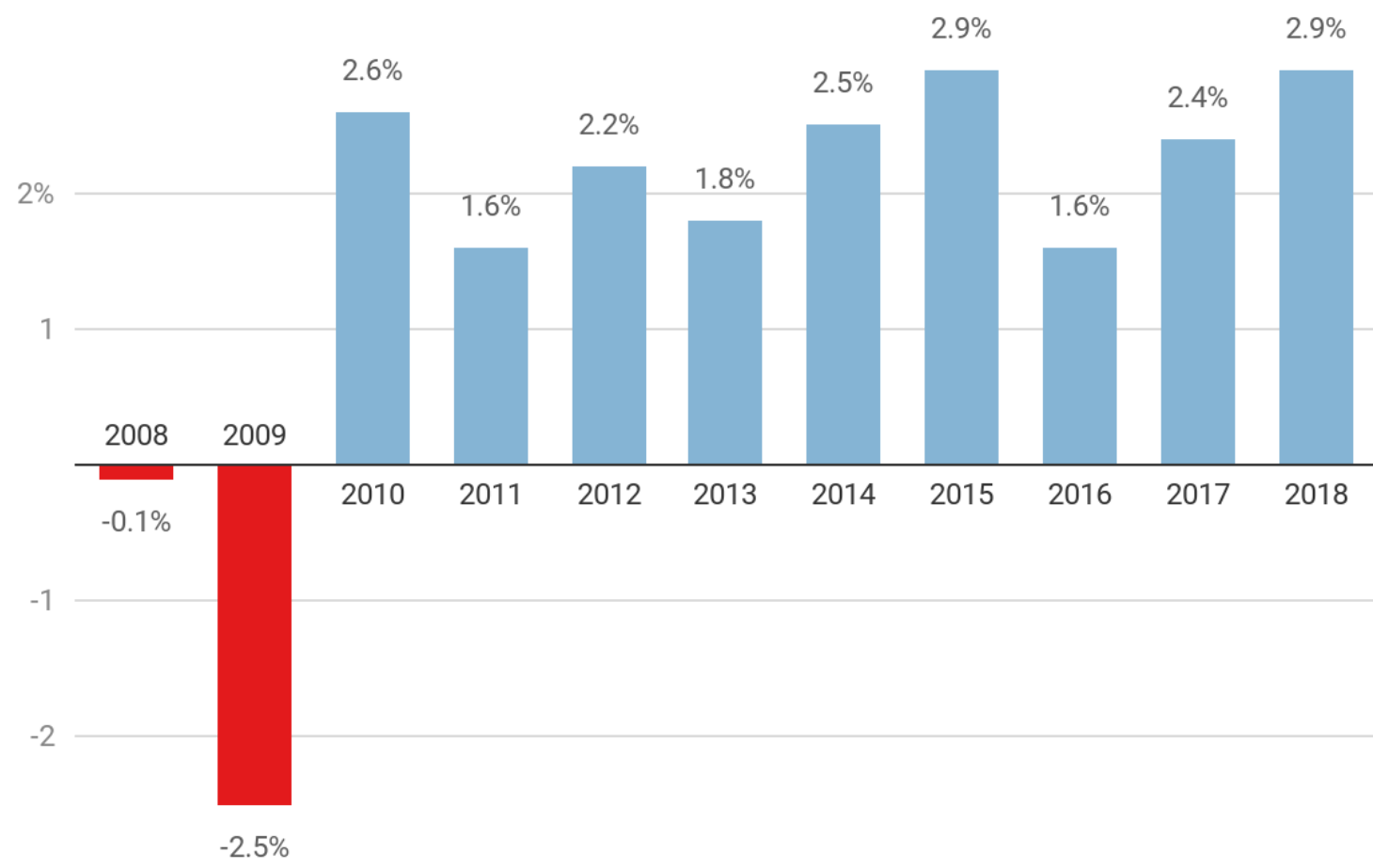


Looking
back



2010: Uncertainty

GDP growth



Source: Bureau Economic Analysis • [Get the data](#) • Created with [Datawrapper](#)



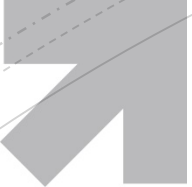
2010 Trends

1. Employer's job market
2. Social media increase
3. Rehire laid-off workers
4. Flex scheduling and telecommuting
5. Limited perks/benefits
6. Retirees return
7. Contractors and freelance
8. Green jobs
9. Bilingual
10. Reduced business travel



What do we continue to see?

1. Employer's job market
- 2. Social media increase**
3. Rehire laid-off workers
- 4. Flex scheduling and telecommuting**
5. Limited **perks/benefits**
6. Retirees return
- 7. Contractors and freelance**
- 8. Green jobs**
- 9. Bilingual**
10. Reduced business travel

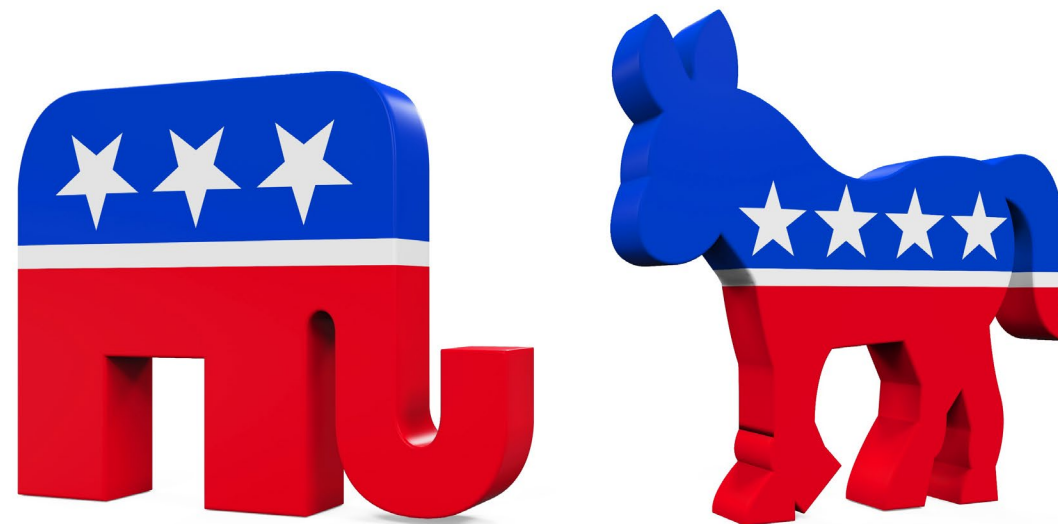


Looking
ahead

A close-up photograph of several interlocking wooden gears, with a warm, golden-brown color palette. The gears are arranged in a circular pattern, and the lighting creates strong highlights and shadows, emphasizing their three-dimensional form. This image occupies the left half of the slide, separated from the text area by a curved white line.

Political, Economic, Social, & Technology Trends

It's an
election year!





Political, Economic, Social, Technology

Market
correction
ahead?



Political, Economic, **Social**, Technology

Gen Z has
arrived



Political, Economic, Social, Technology

Analytics &
AI are
essential



POLLING QUESTION #1

Please answer for continuing education credit



From A(nalytics) to (Gen) Z: Where to focus?

From A to Z: Analytics

Analytics

- Definition
- Examples
- Stages



What are we even talking about?

Reporting

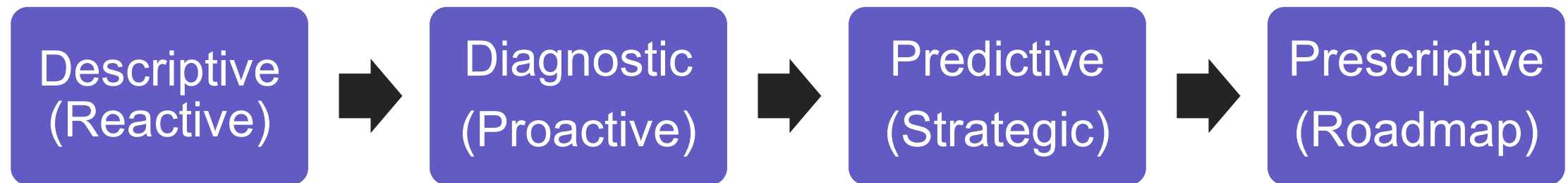
- What happened over a period of time
- How much?
- What?

Analytics

- Using data to obtain actionable insights to improve the way we do business
- Helps understand WHY and predicts the probability of further events
- Relationships, patterns



Data analytics maturity



POLLING QUESTION #2

Please answer for continuing education credit

From A to Z: AI and Automation

AI and Automation

- Self-service technology
- Communication tools

From A to Z: Business Knowledge

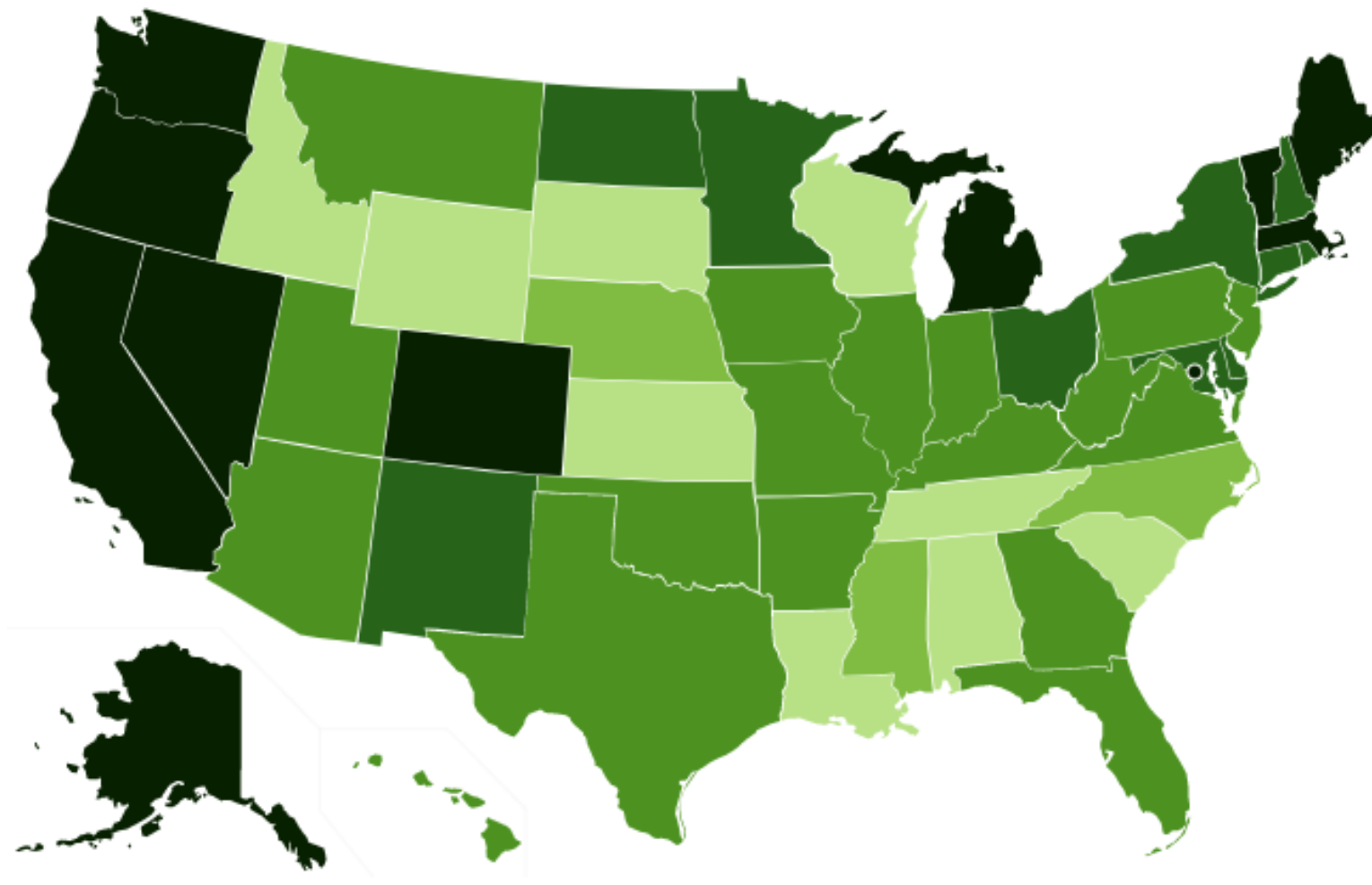
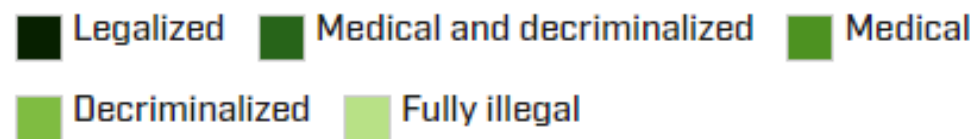
- Strategy
- Finances
- Processes
- Industry





From A to Z: Compliance

Drugs in the workplace



What to Know about Marijuana



IT'S STILL
FEDERALLY
ILLEGAL



GOOD
EMPLOYEES MAY
TEST POSITIVE



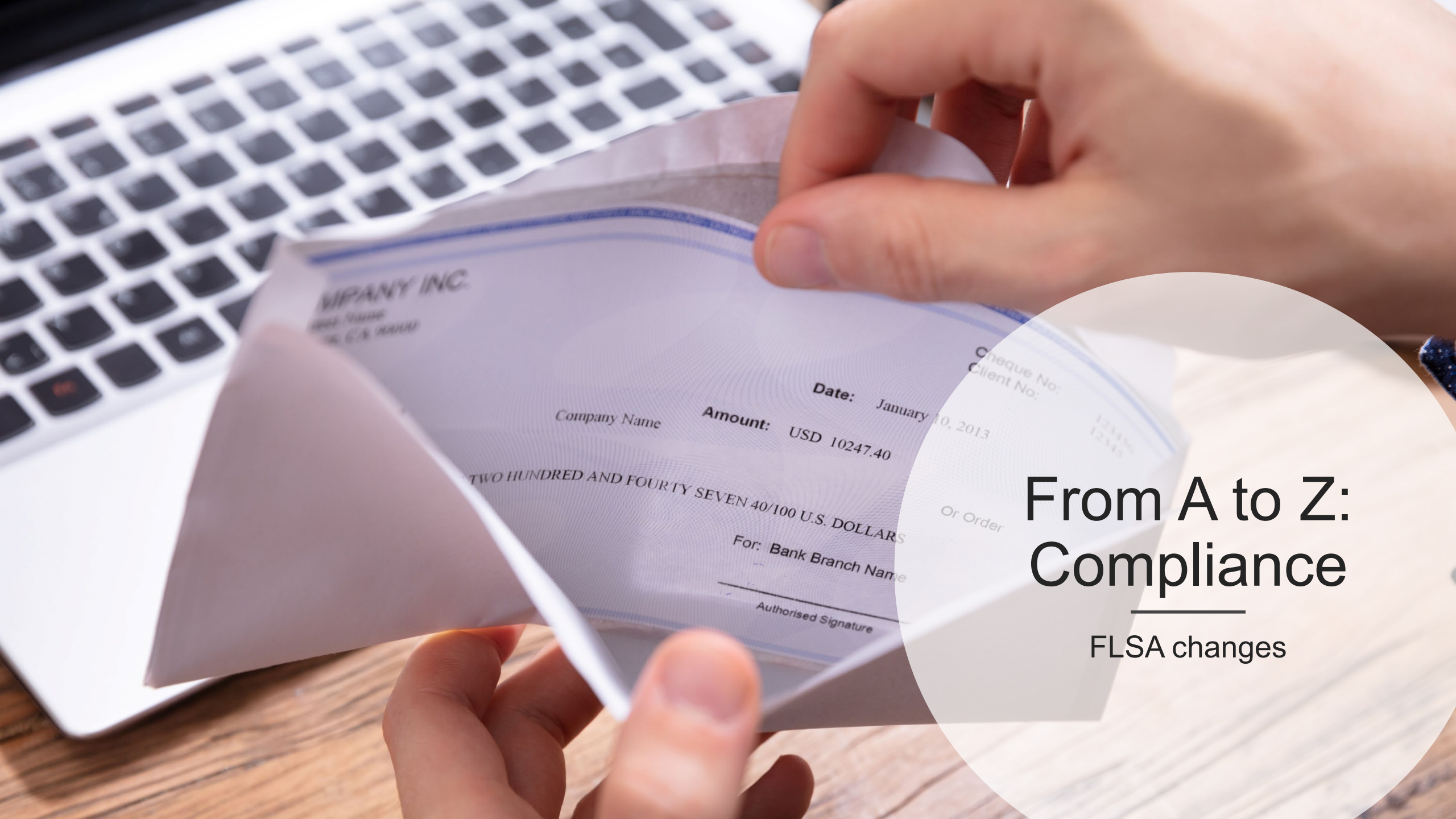
DRUG TESTING
LIMITATIONS



MEDICAL USAGE
MAY COMPLICATE



POLICY
CONSIDERATIONS



From A to Z: Compliance

FLSA changes



From A to Z: Compliance

- Pay gap



From A to Z: Compliance

New legislation:

- Workplace civility
- Hiring restrictions





From A to Z: Talent

From A to Z: Talent

- Flexible working arrangements



From A to Z: Talent

- Upskilling/Reskilling



From A to Z: Talent

- Continuous performance management



From A to Z: Talent

- Employee benefits





From A to Z: Gen Z

POLLING QUESTION #3

Please answer for continuing education credit

Competencies Needed



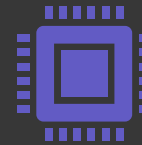
Continuous
learning



Adaptability



Innovative



Technology-
oriented



Communicator

POLLING QUESTION #4

Please answer for continuing education credit



Thank you for attending



PRESENTER

Carrie Cox, *Organizational Development & Family Business*



Carrie.Cox@aghlc.com



316.291.4022



[linkedin.com/in/CarrieCoxHR](https://www.linkedin.com/in/CarrieCoxHR)



twitter.com/CarrieCoxHR

Check out our other webinars!
AGHUniversity.com

Questions NOT related to today's content?
Taylor.Wiele@aghlc.com