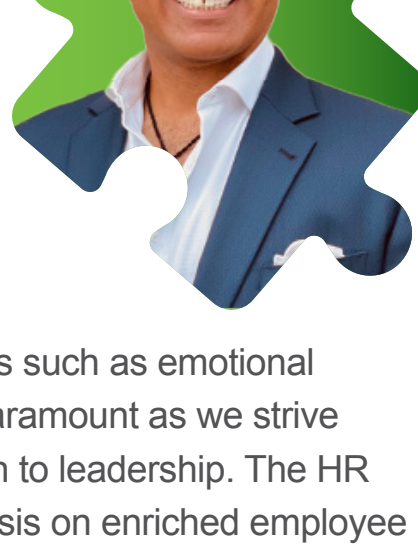


igsaw: You've Got the **Humans**, We've Got the **Resources**

OUR MONTHLY INSIGHTS

OUR FEARLESS LEADER

Message from Chris Timol,
President and Chief Operating Officer



As we step into 2023, it's time to reflect on the changes and challenges that business leaders have faced in recent years. The focus on soft skills such as emotional intelligence and adaptability in the workplace is paramount as we strive to create a more human and empathetic approach to leadership. The HR trends of this year reflect this shift, with an emphasis on enriched employee experiences, skills-based talent management, and workplace wellness. Our company is dedicated to providing the resources and support necessary for companies to succeed in this new landscape. Whether it's upskilling leaders and employees, overhauling talent management strategies, or enhancing DEI and wellness programs, PuzzleHR is here to help. Let's work together to embrace a people-first approach and drive business results from the inside out.

OUR THOUGHT LEADERSHIP

Navigating This Year's HR Trends with PuzzleHR's 2023 Resolutions

Business leaders have faced unprecedented change in the past few years. As the dust in the business world begins to settle, it's a great time for HR professionals to reflect on 2022 and set goals for 2023 as the future of business continues to change shape.

With emotional and people skills as central workplace focuses this year, companies are upskilling leaders in soft skills such as emotional intelligence and flexibility. Taking a more human approach, the leadership styled for 2023 favors authenticity, adaptability and empathy. Reflecting on the top HR trends for this year, here are some of our suggested New Year's Resolutions for HR professionals to keep your business on top.

Trend: Enriched Employee Experience

While technical skills remain valuable, traditional career development pathways are becoming obsolete in face of increasingly desired people skills. Employees want to develop their professional skill sets.

Our Resolution: Invest in Your Team

Stay up to date on the latest Learning and Development options, industry trends, and best practices. Commit to continuous learning and improving your skills by attending conferences, taking online courses, or earning additional certifications. Re-structure and clarify career paths to ensure top talent retention as your organization invests in its employee's future. This will support your engagement efforts, too!

Trend: Skills-Based Talent Management

The prevalence of skills-based organizations increases by 63% in 2023. Defined an organizational format that places skills and capabilities at the heart of talent strategies, skills-based companies match employees to projects based on their skills and interests, allowing for a 79% more positive workplace experience.

Our Resolution: Improve the Hiring Process

One of the most important responsibilities of HR professionals is attracting and hiring top talent. To do this effectively, continually assessing and improving the company's hiring process is essential. This might involve streamlining the application and interview process, using more advanced screening tools, or increasing the diverse candidates you consider. Implement learning programs and recruitment strategies with a skills-based approach while investing in the technology employees require to succeed.

Trend: Workplaces and Wellness

Creating a happy and healthy workplace involves embracing the diversity of your teams, learning to identify and avoid burnout, and encouraging employees to collaborate. Companies that foster diversity, equity and inclusion are 81% more likely to have highly satisfied customers, while organizations with comprehensive mental health benefits experience 25 fewer missed workdays and 24% higher productivity.

Our Resolution: Promote Work-Life Balance and Enhance Diversity and Inclusion Efforts

Promote a work-life balance by implementing policies encouraging flexible work arrangements, such as remote workdays or flexible schedules. Similarly, in order to create a culture of respect and inclusivity and attract top talent, improve diversity and inclusion within the company by implementing diversity training, establishing employee resource groups, and promoting inclusive policies and practices.

Overall, 2023 is the year of the people-first approach. Companies are pivoting away from traditional employment practices in favor of more human approaches, resulting in the desired increase in profit and engagement. Whether you're looking to upskill your leaders and employees, overhaul your talent management strategy, or enhance your DEI and wellness programs, PuzzleHR has the resources you need.

WHAT NOW?

Don't:

Let your employees get left in the dust.

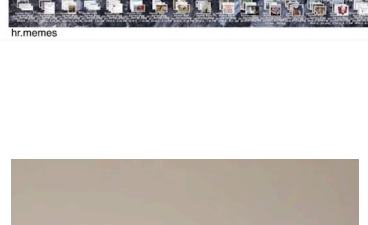
Do:

Stay ahead of the curve with PuzzleHR's enhanced LMS, LVL UP! Trainings, and custom learning programs to help your team develop the skills they need to succeed.

PuzzleHR gives you the resources to better support your people and grow your business.

OUR HUMOR

A rare look at an HR desktop



A rare look at an HR desktop



Communication Crisis

People-first means communicating with them! Save someone the stress and don't skimp on clear communication.

Need help with navigating these conversations?

Contact your PuzzleHR Specialist today.

<Brain Teaser/Word Puzzle> Unscramble these five words that relate to HR!

ttoaiirt

irhnig

entbifse

lyalrpo

eedmotvnlp

Select the text below to reveal the answers!



PuzzleHR
Human Resources Solved

You've Got the **Humans**, We've Got the **Resources**

[Our Resources](#)