



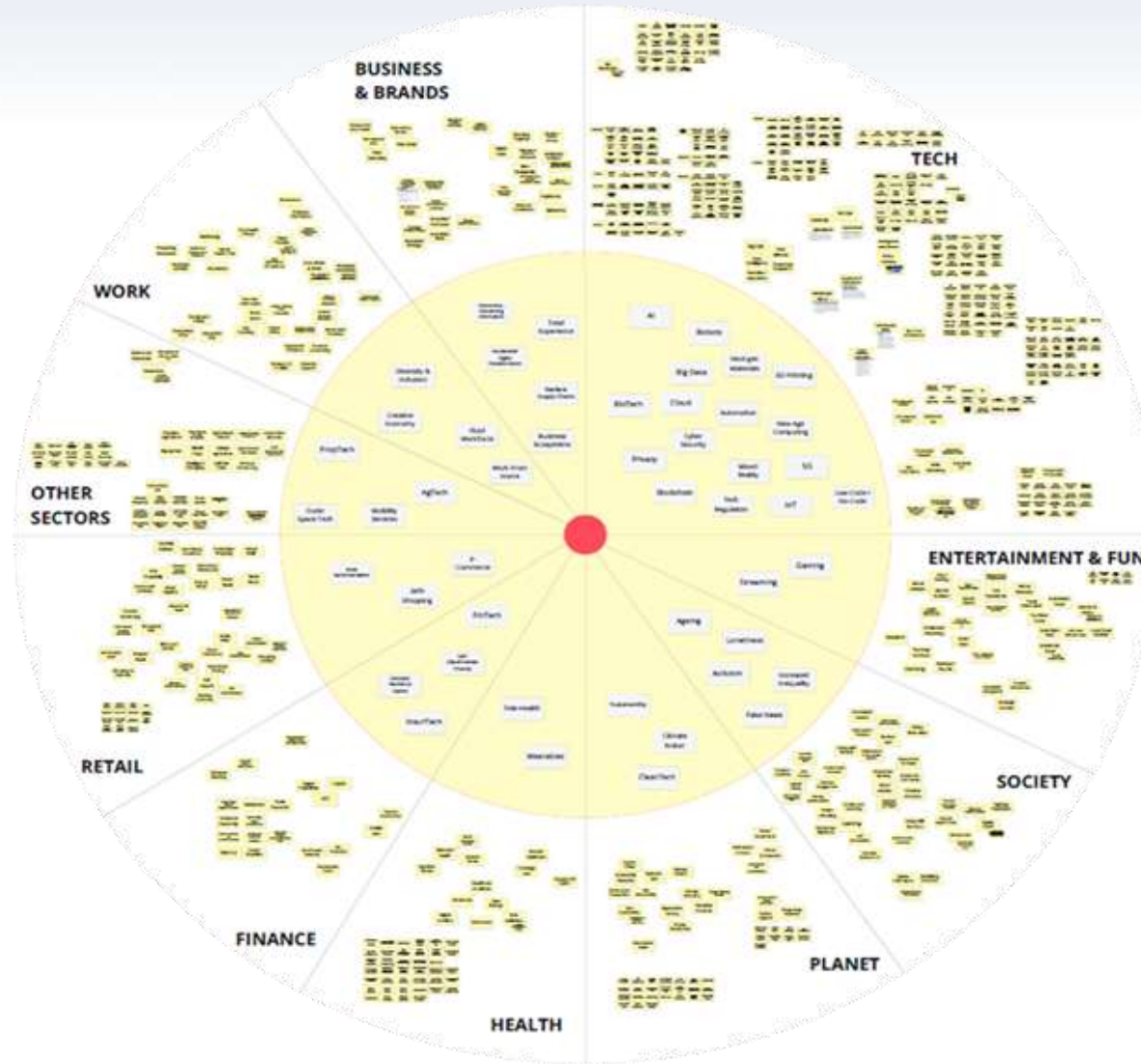
Global Trends in HR – CHARISMA HCM

Mihai Gavan

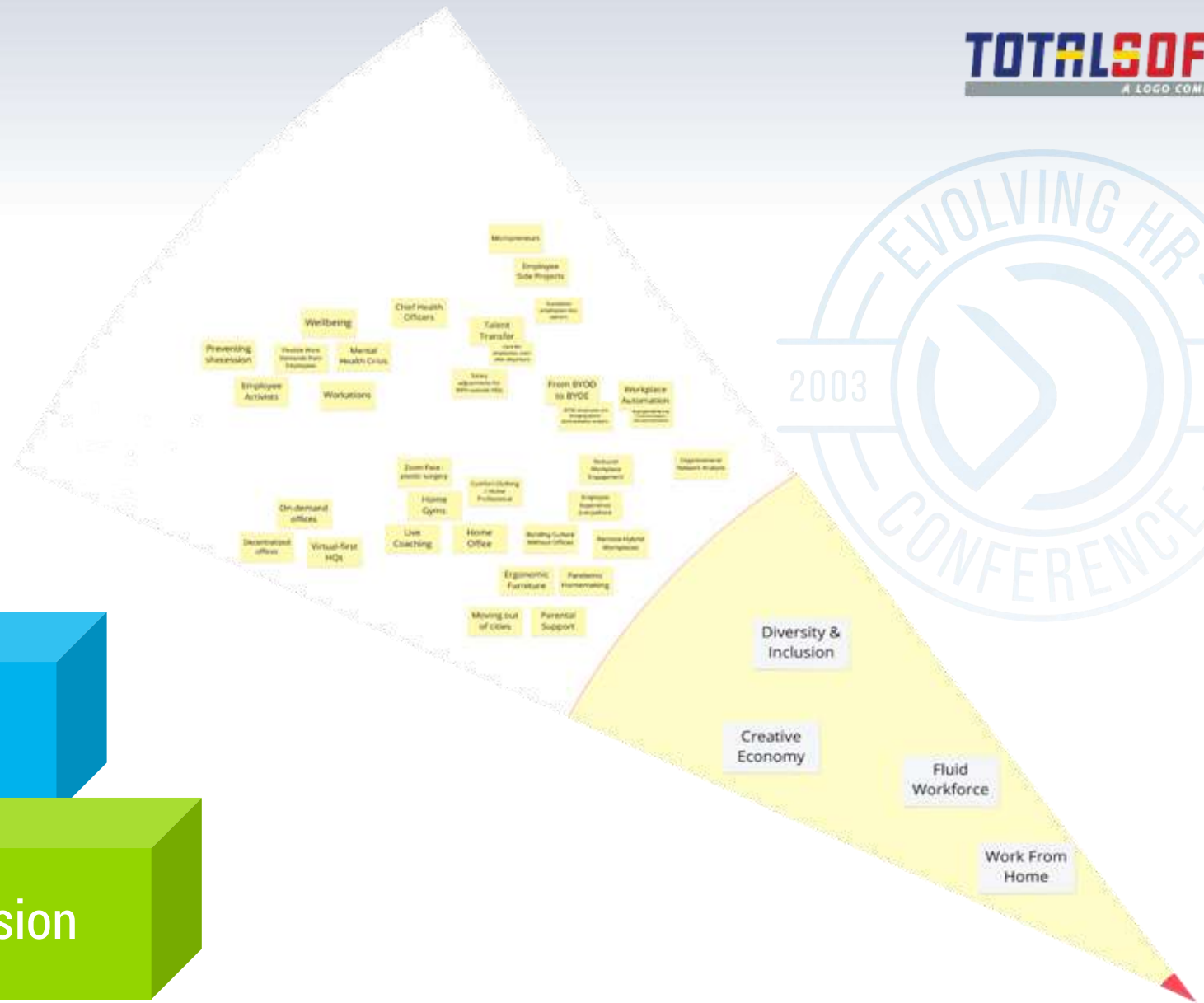
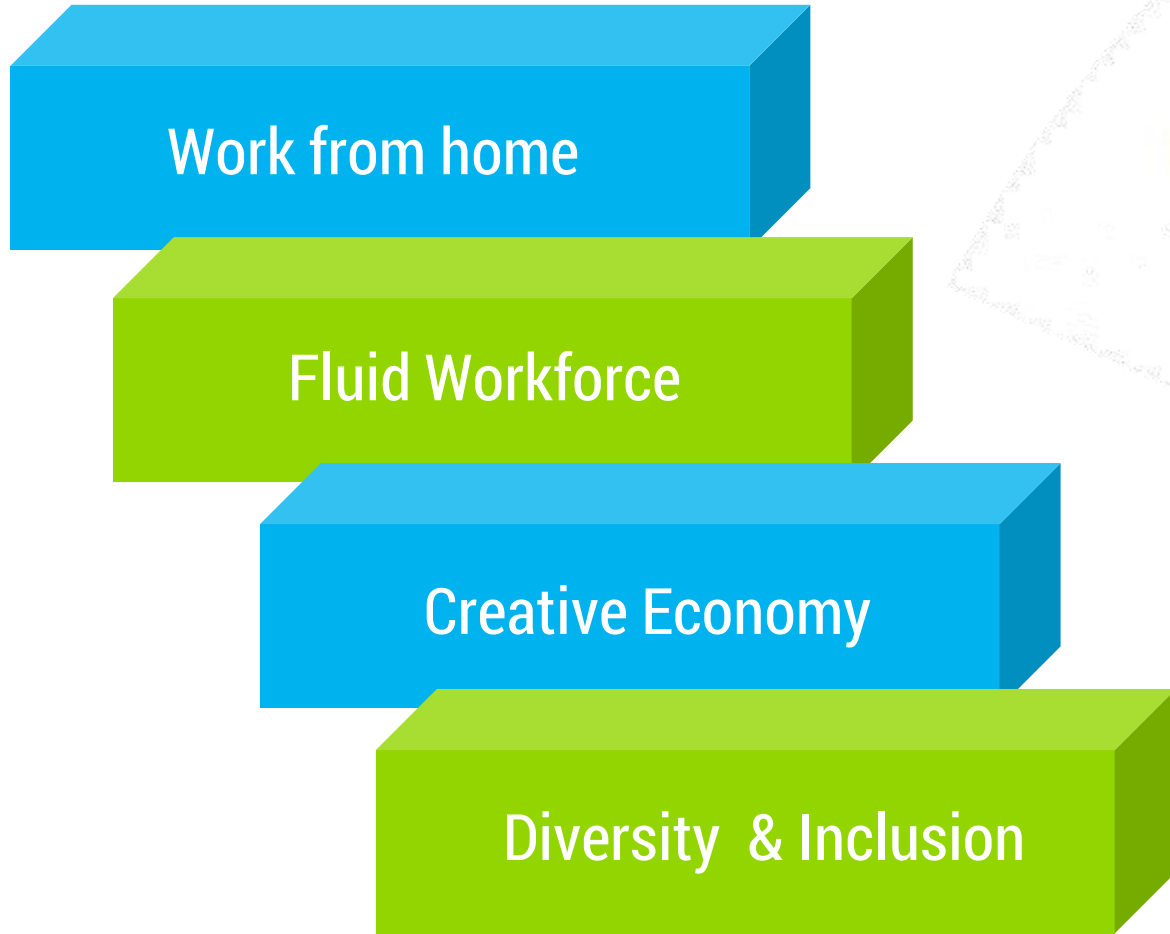
Global Strategic Alliances Director



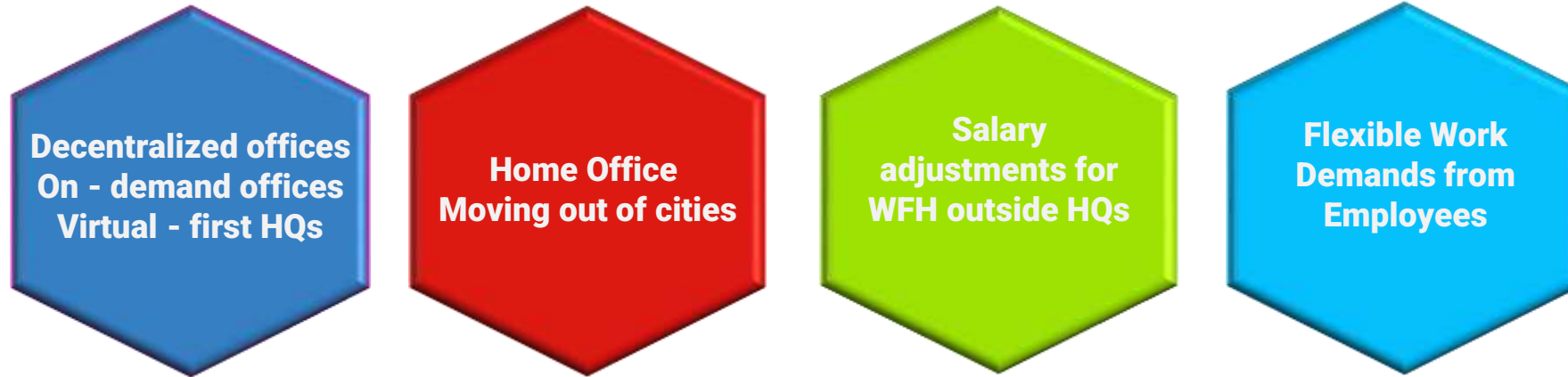
Interconnected global trends



Work Global Trends



Work from home



Tech trends to meet work trends



Fluid workforce

Workplace automation
– SelfService,
Customer Service,
Document Extraction

Talent transfer - care
for employees,
even after departure

Employee Experience
Everywhere

Reduced Workplace
Engagement

Tech trends to meet work trends

- Robotic Process Automation
- AI Translation Systems
- Democratization of Technology
- Democratization of Data - insights for everyone in the company





Tech trends to meet work trends

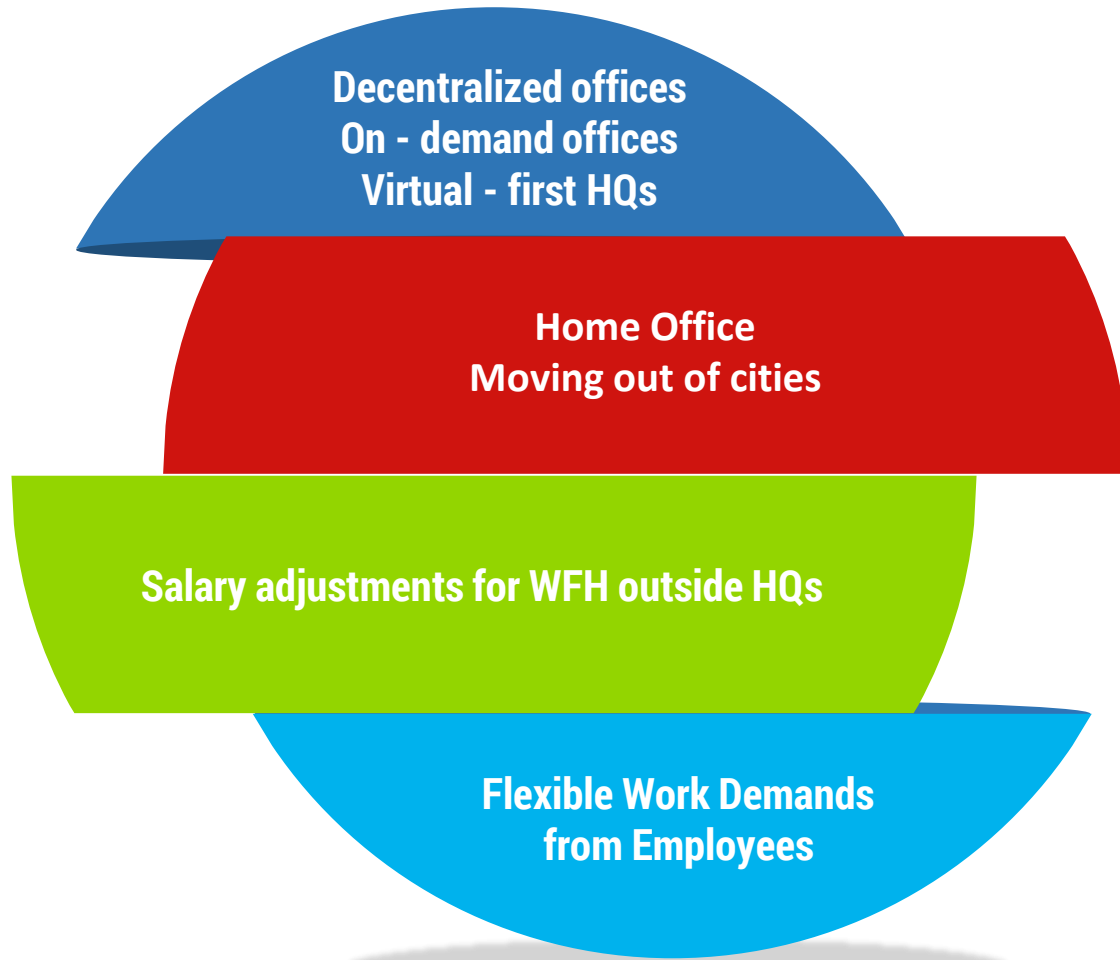
Online training

Prioritizing trust

Reshaped city life

Hybrid events

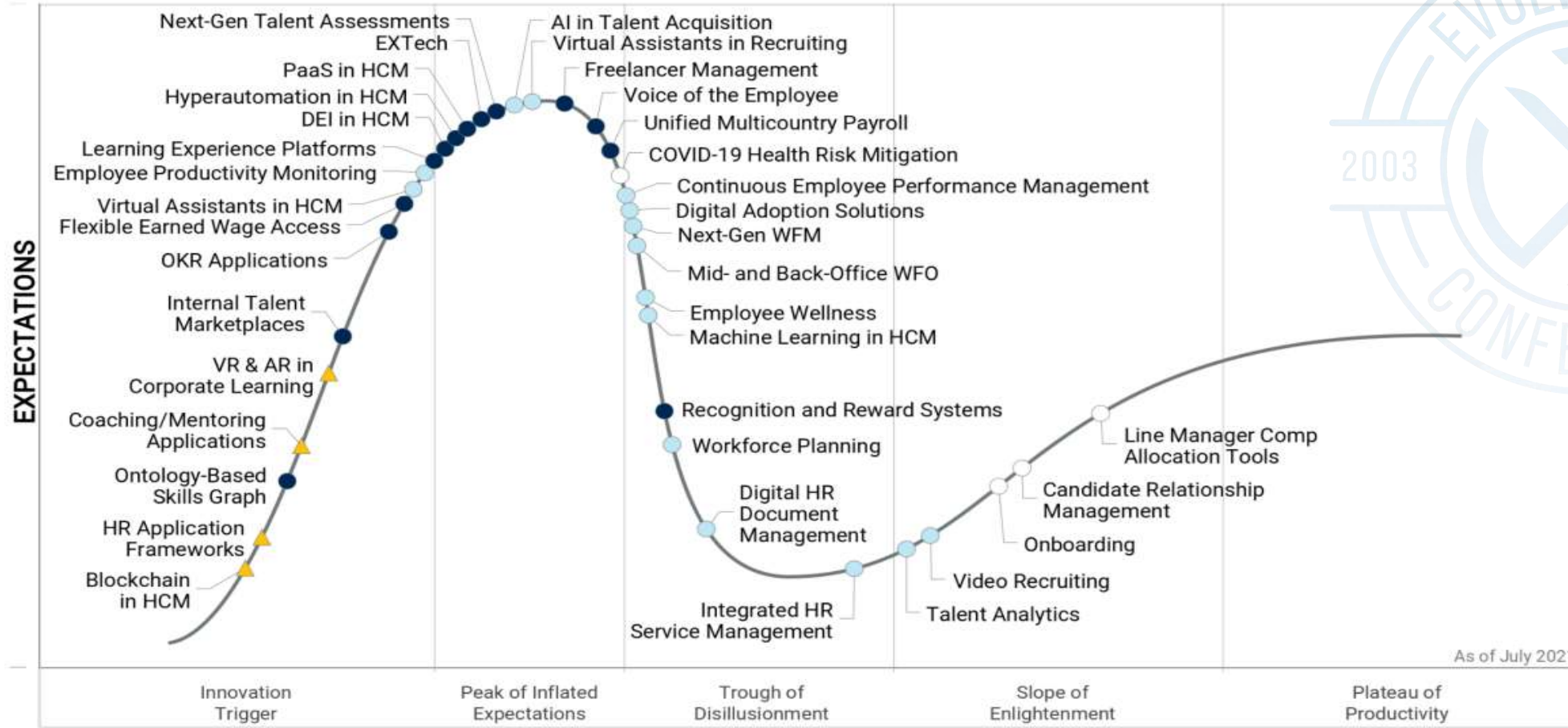
Flexible Work Demands from Employees



Tech trends to meet work trends

- Smart Home Gyms
- Ambient Surveillance
- Diagnostics Without Tests
- Home Service Bots Securing the HOT (Home of Things)

Hype Cycle for HCM Technology, 2021



As of July 2021

Plateau will be reached: ○ < 2 yrs. ● 2-5 yrs. ● 5-10 yrs. ▲ >10 yrs. ✗ Obsolete before plateau

QUESTIONS?



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