

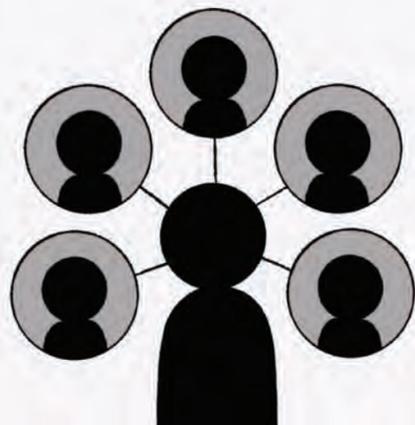
A New Year Dawns... With RTR's 2021 Trends

New year, new opportunities—With the sun setting on 2020, we can put into action the lessons we've learned from the global COVID-19 pandemic and sociopolitical events that reigned over last year. And while we don't know what surprises 2021 has in store for us, we can prepare and learn to be ready to act, especially where our people are concerned. These top 10 trends build on those lessons learned—and check out RedThread's website for the latest insights on each of these trends.



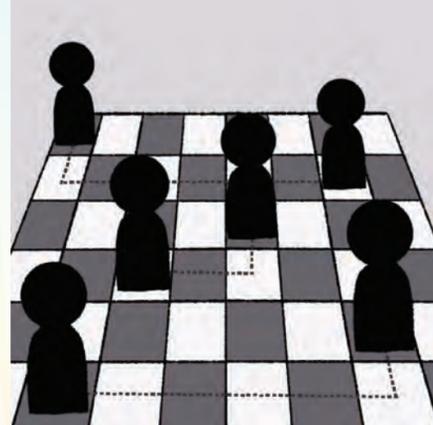
DEIB takes center stage for all people practices

With diversity, equity, inclusion, and belonging (DEIB) now positioned at corporate center stage, leaders act with heightened awareness—developing data-backed strategies for people practices and tech—to achieve new and more substantial goals. (Check out our DEIB research for approaches.)



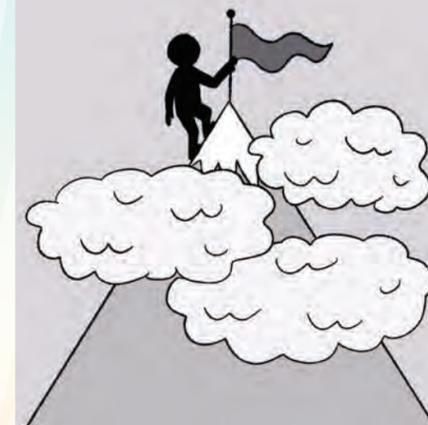
Managers evolve as the connectors between work & the org

The new world of (remote) work requires managers to develop and hone skills to support team members—wherever they are—in new, more creative and suggestive ways. (Check out our Responsive Orgs: Manager research for the latest.)



Career mobility drives stronger relationships between orgs & employees

Tapping into data about employees' skills and future desires enables orgs to strategically place people where they're needed and most want to be—further building and engaging good employees.



Learning reaches the next level in its evolution

Building on 2020's challenges, learning climbs to new heights by expanding its views and more intentionally providing new functionalities, technologies, and mindsets for learning. (Check out our Learning Ecosystem Framework research for inspiration.)



Skills awareness directs orgs to better outcomes

Like a traffic cop, more awareness about the skills employees have and the skills the org needs can direct them toward better outcomes in employee development and learning, DEIB, performance, mobility, and more.



Data & analytics champion employee success

Leaders turn to employee data and its analysis for the most accurate, timely, and substantive information about how their people are doing and how best to drive success.



Orgs redefine the "human" in HR

We wave goodbye to the structured, rigid business persona of yesteryear and embrace the more understanding, caring, tolerant, and empathetic org of the future—enabling a more humane way of getting work done today.



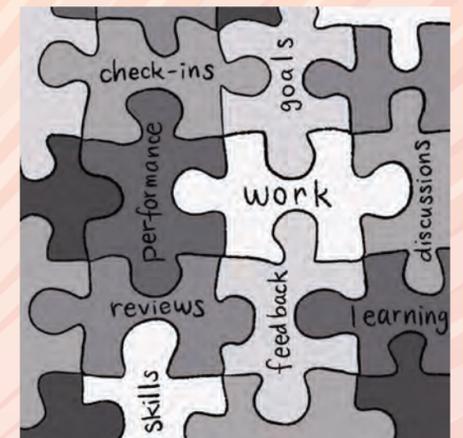
Employees search for and find a sense of purpose in their work

Like the phoenix from its ashes, employees regroup and recommit themselves to their work (and the org) with an aligned, purposeful, and holistic employee experience provided by that org.



Employee reputation increases in importance in the new world of work

Employees need ways to connect themselves, and their skills and experience to the org—to enable awareness of their skills, develop and showcase their portfolios, and build empowering networks.



Performance more closely integrates with work

With changed leader expectations, assessing performance becomes integrated into how we work every day—with greater focus on continuous and timely feedback, quantifiable outputs, and goal clarity.