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Human Resources Advance lesson 2

SPEAKING Strategic HR Management & Future Trends

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Warm-up

- What do you think makes an HR department "strategic"?
- How has the role of HR changed in the last 10 years?
- What skills do HR professionals need today that they didn't need in the past?



Key Vocabulary

- Workforce planning
- Talent acquisition
- Succession planning
- Employee retention
- Organizational culture
- DEI (Diversity, Equity, Inclusion)
- Employer branding
- Upskilling / Reskilling
- Hybrid work model
- People analytics



Real-World Scenario Discussion

Scenario: Your company is losing top talent to competitors. Exit interviews show employees feel there is no room for growth, and the culture feels “old-fashioned.”

Questions:

- How would you respond as the HR manager?
- What short-term actions would you take? What long-term strategies?
- Would you consider changing the company's values or leadership style?
- How can HR measure if the culture is truly the problem?

Trend Talk: The Future of HR

- Use of AI in recruitment
- Remote-first policies
- 4-day workweeks
- Mental health & wellness programs
- Generational shifts in the workplace (Gen Z entering the workforce)
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Speaking Questions:

- Which of these trends do you think will become standard in the next 5 years?
- Are there any you strongly agree or disagree with? Why?
- How should HR prepare for these changes?

Speaking



- Describe a time when you (or your company) successfully implemented a new HR strategy.
- How can HR use data and analytics to make better decisions?
- What's your opinion on the use of AI in the recruitment process?
- How can organizations truly embrace diversity and inclusion, beyond just hiring policies?
- Is it possible to balance cost-cutting with investing in employee development?



Speaking

- In what ways can HR become a true strategic partner to business leadership?
- How can companies balance the need for flexibility (e.g., remote work) with maintaining a strong team culture?
- Should companies disclose salary ranges in job postings? Why or why not?
- What ethical responsibilities does HR have in cases of workplace misconduct or discrimination?
- How can HR foster psychological safety within a team?
- How do generational differences (e.g., Boomers, Millennials, Gen Z) impact HR policies and communication styles?

Speaking



- What are the risks and benefits of hiring for “culture fit” vs. “culture add”?
- How do you assess whether a company’s diversity efforts are actually effective?
- Can performance reviews be completely unbiased? How can we improve them?
- What’s the role of HR in building leadership pipelines and preparing future executives?
- How should HR approach mental health in the workplace—proactively or reactively?

Speaking



- What strategies can help prevent burnout in high-stress work environments?
- How can HR navigate layoffs or restructuring in a way that's transparent and humane?
- What role does employer branding play in talent acquisition today?
- What would you do if an employee consistently underperformed but was a strong cultural fit?



Speaking

- What role should HR play in managing organisational change, such as mergers or digital transformation?
- How can HR measure and improve employee engagement beyond annual surveys?
- What's the future of the traditional 9-to-5 work model? Should HR push for more results-based systems?
- How can unconscious bias affect recruitment, and what systems can help reduce it?
- Should companies monitor employee productivity through software? Where's the ethical line?
- How do you handle conflict between top performers and company values?
- In what ways can HR support innovation within teams?

Speaking



- What should HR do when leadership and employee values seem misaligned?
- How can an HR team ensure inclusivity during the onboarding process?
- Is it ever acceptable for HR to prioritize company interests over employee well-being?
- How can international companies maintain a consistent HR strategy while respecting local cultures?

Speaking



- What are the biggest challenges in managing hybrid teams, and how should HR address them?
- Should mental health days be treated the same as sick days? Why or why not?
- What's the most effective way to create accountability in remote teams?
- How can HR support career growth for employees in flat organizational structures?