

# Unveiling the next anything

Navigating new frontiers in talent, compliance and technology

## Checklist

Explore actionable steps to excel in talent management, compliance and technology throughout 2025.

### 1. Enhance recruitment with generative AI

- Integrate generative artificial intelligence (AI) tools to streamline candidate screening and job description creation.
- Maintain human oversight to preserve personalized candidate interactions and decision-making.
- Train recruitment teams on balancing generative AI usage with human judgment to mitigate bias.

### 2. Optimize the employee experience and employee well-being

- Personalize employee engagement strategies to align with individual skills and interests.
- Implement regular one-on-one check-ins to manage stress and promote work-life balance.
- Use well-being technology to support mental, physical and financial health initiatives.

### 3. Implement skills-based talent strategies

- Shift focus from traditional qualifications to skills-based hiring and development.
- Offer continuous learning opportunities to upskill and reskill employees, enhancing their role adaptability. Use technology to manage and enable skills development.
- Evaluate and adjust job descriptions to emphasize skills over degrees and specific career paths.

### 4. Manage pay equity and pay transparency

- Conduct thorough pay audits to identify and address pay gaps.
- Benchmark compensation within your industry to ensure competitive and fair pay structures.
- Communicate transparently about compensation practices to build trust and enhance employer branding.

### 5. Navigate multi-state and global compliance

- Stay informed about compliance requirements across different jurisdictions, paying particular attention to AI, wage-and-hour and remote-work compliance.
- Collaborate with legal experts to understand and implement necessary legal adjustments.
- Use technology to manage compliance documentation and employee data security.

### 6. Use generative AI for strategic HR management

- Integrate generative AI across HR functions, including payroll, benefits administration and compliance, for enhanced efficiency.
- Educate HR teams on the ethical and responsible use of generative AI, focusing on security, privacy and bias mitigation.
- Monitor and evaluate the impact of generative AI implementations to ensure they meet strategic objectives.

## Embracing the future of HR

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