



The Evolution of HR

Evolution 1

Evolution 2

Evolution 3

Typical title

'Personnel officer'

'Strategic business partner'

'Head of People or People Experience'

Purpose

Helping employees

Supporting managers

Enabling people to do their best work

Primary skillset

Employee relations

HR process implementation

Insights driven, tailored solutions

Power and influence

No seat at the table/minimal influence

A seat at the table/questionable influence

Highly influential and doesn't need a seat at the table