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## The Force Awakens II: HR in 2015

*Posted December 12, 2014 by Mike Bankhead (<http://www.peopleg2.com/author/mike-bankhead/>) & filed under General (<http://www.peopleg2.com/category/general/>).*




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The force awakens in 2015. Every New Year begins with high expectations for business. It's a chance to re-focus, re-tool and in some cases, create a new vision for where the company will move.

HR executives understand their role in this. Even from a pure advisory role, the force of HR comes out in the counsel on what will be needed to achieve the best possible outcome in the New Year. Staffing plans are created out of input from managers, and HR is there to provide the appropriate model for how that plan will be fulfilled. Having a quality HR staff is integral to ensuring staffing is effectively managed, that plans are in place for known factors, such as retirements, and that the

company can move forward at a staffing level that makes sense and is cost effective without decreasing the value of the company or its product.

As the force of HR awakens in 2015, expect new ideas and new innovation in resources best practices make sense for companies to be successful and profitable. Here  **Reviews** on what HR professionals should be thinking about in the coming year.

**“As hiring and regulation increases, the amount of overhead wasted on onboarding all these new employees will grow and grow. We’re getting out in front and making it possible for new employees of our customers to do their paperwork from their phone, tablet, or laptop before they ever show up for work.”**

- Peter Holter, Business Development, All4Staff (<https://all4staff.com/>)

**“Great HR leaders are looking to secure the best talent and then figure out the right position for them. And the best candidates are responding to this positively because this drives overall company performance.”**

- Jack Vincent, Managing Partner, focus 360 (<http://jackvincent.com/>)

**“My top priority for HR leaders is to get their senior leaders focused on the critical business imperative of engagement and most specifically the fact that disengagement is still thriving in the workplace (and growing in some markets) and can literally shut down a company. HR, while they should never take direct ownership for engagement, must play a key role in ensuring that their leaders understand the urgency of the issue and have plans in place to address changes designed to reengage their workforce.”**

- Ruth K. Ross, Engagement Evangelist, RKR (<http://www.ruthkross.com/>)

**“The No. 1 task that HR professionals said they would like more training on was workforce planning (40 percent), followed by:**

**1. Professional development (34 percent)**

**2. Managing and overseeing company culture (32 percent)” (results of survey by BambooHR (<http://www.bamboohr.com/>))**

- Mikey Collard, Method Communications (<http://www.methodcommunications.com/>)

**“HR Leaders should be talking about how to use play and fun to support and even improve professional skills training in the workplace. Improv, in particular, is a great way to boost collaboration, trust, and creativity among staff. But it’s also an incredible process and methodology for learning concrete professional skills that would otherwise be delivered via one-way lecture, webinar, or other dull ways.”**

- Coonoor Behal, Founder, Mindhatch (<http://www.mindhatchllc.com/>)

**“I think that some of the key HR issues for 2015 will be how employers deal with increased enforcement of employee classification issues. These issue include classifying employees as salaried vs. hourly & overtime vs. not-overtime eligibility. Regulatory agencies like the IRS, Department of Labor, etc., are pursuing more businesses for penalties & taxes.**

- Charles A. Krugel (<http://www.charlesakrugel.com/>), HR Attorney & Counselor

**“Culture in that how the company functions, has a huge impact on the brand, marketing, productivity, and employee relations. HR has a responsibility to create and grow the company culture – rather than just policing the policies. I see HR executives as key influencers in the C suite and they should be relied upon to develop the teams that will most successfully implement company strategies.”**

- Julia Angelen Joy, Z Group PR, Inc. (<http://www.zgrouppr.com/>)

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