

## **EMBARGOED MEDIA RELEASE**

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### **Aussie HR professionals play catch up as workplaces enter a new normal**

**12 October 2020** – According to the new research released by the Australian HR Institute (AHRI), 63.9% of the HR professionals surveyed said that their HR team does not have the post-pandemic skills required for recovery.

The research among 284 HR leaders, managers, advisers and business partners also revealed that only 30.3% of HR professionals were confident that their organisation currently has the specific skills required to be future ready.

HR professionals reported that the most critical HR skills required post-pandemic were change management; adaptability, agility and flexibility; resilience; strategic workforce planning; communication and digitisation, among others. Barriers to developing these skills were reported as a lack of time and resources, poor strategic planning, and costs involved with upskilling.

AHRI CEO Sarah McCann-Bartlett said, "One of the things that has been very different about this crisis is that it has been all about people across every organisation. And for many CEOs and senior executives, it's the first time they have had to make a series of decisions really fast that are all about their people. The research tells us that the perceived HR influence on the executive team has risen by 14.9% during the crisis and is expected to remain at a similar level post-pandemic. This has really pushed HR to the forefront in terms of providing information, giving advice, making decisions and delivering fast – making upskilling for the future even more crucial."

Taking the pulse of organisations in relation to the pandemic, the research also found that they were split into the three phases of 'reacting' (36.6%), 'resolving' (35.6%) and 'recovering' (27.8%).

Of the 36.1% HR professionals who said they were confident that their HR team currently has the skills required for recovery post-pandemic, those in the 'recovering' phase were more likely to say so (52.8%) compared to those in the 'reacting' or 'resolving' phases (28.9% and 29.4% respectively).

McCann-Bartlett said, "A re-occurring theme in AHRI's fourth HR Pulse report is the critical impact the right skills have had across the whole organisation during the pandemic. Skills that include change management and leadership, adaptability and flexibility, resilience and effective communication were considered by HR practitioners to be among the contributing factors to organisational survival through the crisis."

McCann-Bartlett added that based on these latest findings, many Australian organisations will require rapid upskilling to move from the states of 'reacting' or 'resolving' to 'recovering'.

The results of AHRI's 'Skills for a Post-Pandemic Future: October HR Pulse report' is available [here](#).

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**About the Australian HR Institute**

The Australian HR Institute (AHRI) is the national association representing human resource and people management professionals with 20,000 members from Australia and across the globe.

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