HR INNOVATION DAY
Think differently

2023 HR INNOVATION DAY PROMPTS

1. **WORKPLACE WELLNESS: PRIORITIZING MENTAL HEALTH AND ADDRESSING BURNOUT**
Productivity and performance levels of employees are directly correlated to employee health and wellness. With all that has happened in the workplace and the world over the past few years, creating workplace cultures that support the wellbeing of employees is a necessity. How can we support our clients in issues related to mental health and burnout? How can we help leaders identify triggers, and create workplace cultures that prioritize healthy work-life integration?

   Topic maps to the following strategic projects: Engagement Strategy, Redesign

2. **DIVERSE NEEDS OF AN EVOLVING WORKFORCE**
UCI, like many other workplaces, has undergone a tremendous transformation due to new technologies and a global pandemic. The events of the past few years, have changed employees' expectations of their employers regarding the way they work, communicate, and develop, in addition to, the compensation and benefits they are seeking. Given the changes in employee expectations, how do we evolve our services to appeal to their needs, while understanding that one size does not fit all?

   Topic maps to the following strategic projects: Define Inclusive Excellence in Talent Strategy, DEI Integrated Strategy, Employee Value Proposition, Engagement Strategy, and Total Rewards Strategy

3. **CLOUD-BASED AI AND MACHINE LEARNING**
Cloud-based products have already permeated the HR space, creating efficiencies and user-friendliness. Likewise, AI and Machine Learning are helping HR units make more informed, data-driven decisions. How can we continue to leverage technology to challenge outdated processes/practices, make more informed decisions, and provide better support to our clients?

   Topic maps to the following strategic projects: Fair Pay, Total Rewards Strategy, Hiring Bonus, Referral Bonus, Employee Lifecycle Strategy

4. **REIMAGINING CAREER DEVELOPMENT**
In a recent Gartner survey on career development, three out of four employees were looking for a new role or interested in external positions. However, internal career pathways may be less clear now that the work experience is changing. What are ways we can help encourage employees to take control of their own career development? What roles can leaders play in career development?

   Topic maps to the following strategic projects: Career Journey Mapping, Identify Key Positions (Health), Launch 9-Box Tool on Campus, Develop Core Practical Supervisory Skills Program, Create Change Champion Program with High Potential Cohort

5. CREATING A CULTURE OF BELONGING

When there is a culture of belonging, employees' sense that their uniqueness is not only accepted but also embraced by their organization and colleagues. Belonging is an accumulation of day-to-day experiences that enables a person to feel safe and bring their full, unique self to work. An organization is only as good as its culture and building that culture is not only a role for HR, its every leader's responsibility. How do we support our clients in building and sustaining cultures of equity, diversity, and inclusion?

Topic maps to the following strategic projects: DEI Integrated Strategy, Expand Use of BPBS, Employee Lifecycle Strategy, Marketing UCI as an Employer, Work Reimagined.