



SHARE2INSPIRE

HR in 2025

Mid-Year Progress Report

June 2025



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A structured assessment
of HR's strategic priorities¹
and their real-world
implementation progress

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¹Based on Gartner's Top 5 Priorities for HR Leaders in 2025



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SHARE2INSPIRE
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Share2Inspire is a platform focused on sharing transformative ideas in people management, human capital consulting, and personal development. We believe in the power of inspiration, collaboration, and conscious change to help individuals and organizations reach their full potential. Share2Inspire combines the founder's practical insights with a strategic vision to create meaningful and lasting impacts in the workplace. Our mission is simple

SHARE TO INSPIRE TRANSFORMATION

A STRUCTURED ASSESSMENT OF HR'S STRATEGIC PRIORITIES

As we reach the midpoint of 2025, we present this comprehensive mid-year assessment of the strategic priorities that were expected to shape the HR market this year.

At the beginning of the year, Gartner identified five critical areas requiring attention from HR leaders:



**LEADER AND MANAGER
DEVELOPMENT**



**ORGANISATIONAL
CULTURE**



**STRATEGIC WORKFORCE
PLANNING**



**CHANGE
MANAGEMENT**



**HR
TECHNOLOGY**

These priorities represented not merely operational improvement, but fundamental shifts in how HR creates value for organisations and their people.

Six months into the year, we find ourselves at a crucial moment. Whilst awareness of these challenges has undoubtedly increased across the HR community, the gap between intention and execution remains significant.

This report examines each priority through three lenses:

- 1) What was predicted at the beginning of the year
- 2) What we are currently observing in practice
- 3) What we anticipate in the months ahead.

We urge HR leaders to use this information as a catalyst for making bold decisions that will define HR's impact in the remainder of this pivotal year.

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June 2025

Introduction

Setting the context for our mid-year assessment

At the beginning of 2025
five strategic priorities were identified
to shape the HR agenda.

Six months later, it's clear that

**INTENTION AND EXECUTION DO
NOT ALWAYS ALIGN.**

THE QUESTION

As HR leaders, are we understanding and responding to the priorities we envisioned to support our teams?



OUR THREE-LENS ANALYSIS

»» WHAT WAS PREDICTED

Gartner's original insights and expectations for each priority area

»» WHAT WE'RE SEEING SO FAR

Real-world implementation progress and current challenges

»» WHAT TO EXPECT

Emerging trends and strategic directions for the coming months



Leader and Manager Development

Priority #1 • Building sustainable leadership capabilities

75%

of HR leaders reported
overwhelmed managers

WHAT WAS PREDICTED

KEY CHALLENGE

**Managers overwhelmed by
expanding scope of
responsibilities**

TRADITIONAL APPROACH

**Leadership programmes no longer
sufficient**

EMERGING SOLUTION

**Peer-based development models
gaining attention**

WHAT WE'RE SEEING

REALITY CHECK

**More training delivered, but
limited long-term impact**

CURRENT STATE

**Managers remain burnt out,
disconnected, under-supported**

ADOPTION GAP

**Few organisations adopted new
peer-based models**

WHAT TO EXPECT

PARADIGM SHIFT

**From "development programmes"
to "development ecosystems"**

INVESTMENT FOCUS

**Relationship-building formats and
cohort learning**

SOCIAL LEARNING

**Embedded social touchpoints for
collective evolution**



Organisational Culture

Priority #2 • Embedding values into daily experiences

97%

of CHROs wanted to evolve their culture

WHAT WAS PREDICTED

LEADERSHIP INTENT

97% of CHROs wanted to evolve their culture

KEY CHALLENGE

Most lacked ways to activate culture day-to-day

REQUIRED ACTION

Embed values into behaviours, processes, and habits

WHAT WE'RE SEEING

SURFACE CHANGES

Many companies refreshed their values

IMPLEMENTATION GAP

Struggled to translate into lived experiences

CURRENT REALITY

Culture remains a poster on the wall

WHAT TO EXPECT

FOCUS SHIFT

Emphasis on visibility and measurement

NEW TOOLS

"Culture nudging" apps and micro-behaviour libraries

ACCOUNTABILITY

How visibly is culture lived in your teams?



Strategic Workforce Planning

Priority #3 • Preparing for future capabilities and skills

15%

truly preparing for
future capabilities

WHAT WAS PREDICTED

COMMON CONFUSION

**Most organisations confused SWP
with headcount planning**

REALITY CHECK

**Only 15% truly preparing for future
capabilities**

RECOMMENDED APPROACH

**Phased, skills-focused, business-
aligned strategy**

WHAT WE'RE SEEING

PROGRESS MADE

**Growing awareness of the
importance**

EXECUTION GAP

**Still limited execution and
capability mapping**

INTEGRATION CHALLENGE

**HR not fully integrated with
business scenario planning**

WHAT TO EXPECT

TECHNOLOGY RISE

**Skills intelligence and internal
talent marketplaces**

STRATEGIC TOOLS

**Scenario modelling and capability
platforms**

HR CREDIBILITY

**Shift from reactive to strategic is
no longer optional**



Change Management

Priority #4 • Empowering sustainable transformation

74%

of HR leaders said managers weren't equipped for change

WHAT WAS PREDICTED

RISING CHALLENGE

Change fatigue was increasing across organisations

LEADERSHIP GAP

74% said managers weren't equipped to lead change

NEW APPROACH

Empower informal "change influencers" across business

WHAT WE'RE SEEING

OLD PATTERNS

Still defaulting to top-down, linear change plans

EMPLOYEE STATE

Employees remain tired, change layered without space

ADOPTION ISSUES

Low adoption where local influence is missing

WHAT TO EXPECT

NETWORK APPROACH

Mapping social influence and involving employees early

EMPOWERMENT FOCUS

Empowerment, not enforcement, drives adoption

CO-CREATION

Change becomes co-created, not just communicated

WHAT WAS PREDICTED

CURRENT STATE

HR tech failing to meet future needs

LIMITED PROGRESS

Automation improving capacity, not transformation

EMERGING PROMISE

GenAI offered promise but with unclear returns

WHAT WE'RE SEEING

PILOT PHASE

Many HR teams launched GenAI pilots

USE CASES

Job descriptions, chatbots, and knowledge tools

REALITY CHECK

Few demonstrated real productivity gains

WHAT TO EXPECT

ACCOUNTABILITY

Tougher questions about ROI, adoption, and value

STRATEGIC SHIFT

Experience-driven, human-centred technology

GOVERNANCE

Smarter integration and stronger GenAI governance

KEY CONCLUSIONS

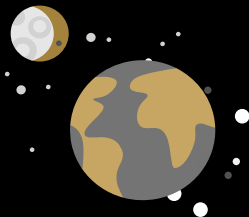
From prediction to progress, what have we learned?

Many HR teams embody exceptional dedication and a deep commitment to positively shaping employees' journeys. Yet, they often encounter challenges in aligning with strategic priorities. To elevate their impact, embracing innovative approaches and fostering strong collaboration can enhance strategic alignment.

THE CRITICAL TRUTH

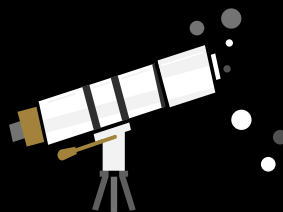
Awareness of the problem is not the same as **progress toward the solution**

Recognising the issue is just the first step, true progress comes when we act towards a solution.



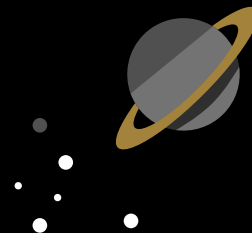
PROGRESS ASSESSMENT

What **bold decisions** or new approaches do we need before year-end?



EXECUTION GAP

Where are we stuck in "discussion" instead of "execution"?



BOLD DECISIONS

Which of the priorities **are we truly advancing**, and how do we know?

The second half of 2025 will be a period to harness strong momentum and achieve significant progress.

READY TO

TRANSFORM THESE

INSIGHTS INTO

ACTIONABLE

STRATEGIES?

LET'S DISCUSS HOW

WE CAN HELP YOU

ACHIEVE YOUR

GOALS!

BOOK YOUR MEETING TODAY

GET IN TOUCH



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