



**SHARE2INSPIRE**

# **HR in 2025**

**Mid-Year Progress Report**

June 2025



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of HR's strategic priorities<sup>1</sup>  
and their real-world  
implementation progress

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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.

**A Share2Inspire Publication**  
**June 2025**

# Introduction

Setting the context for our mid-year assessment

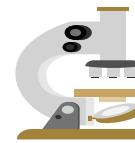
At the beginning of 2025  
**five strategic priorities were identified**  
to shape the HR agenda.

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**



# HR Technology

Priority #5 • Transforming through human-centred innovation

GenAI

pilots launched with  
unclear ROI

## 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**

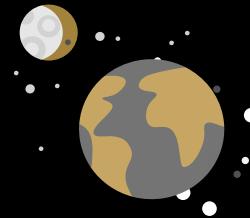
# KEY CONCLUSIONS

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.

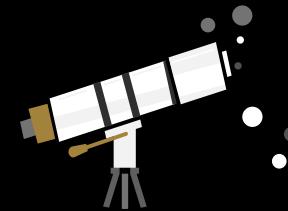
## THE CRITICAL TRUTH

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**

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