



HRevolution
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Transforming HR for the Future: Meeting the Needs of Tomorrow

What makes an HR organization excellent in the day and age of forces for change? How do you consistently and objectively compare practices and performance across organizations? And perhaps most importantly, what framework is available to help plan the strategic and tactical evolution of your HR function to improve your competitiveness and the overall employee experience? Recent research identifies five major forces for change affecting people discussions in every board room. Moreover, SHRM has identified the role HR plays in ensuring organizational sustainability and greater return on workforce investment. In this session, Dr. Alonso will provide a preview of the forces for change affecting talent and how HR's role is transforming for ensuring success. In addition, he will articulate the trends facing employers in 2030 and beyond. Finally, he will explore the workplace of tomorrow and HR's role as the steward of employee and customer experience.



Alexander Alonso, PhD, SHRM-SCP, is SHRM's Chief Knowledge Officer leading operations for SHRM's Certified Professional and Senior Certified Professional certifications, research functions, and the SHRM Knowledge Advisor service. Responsible for all research activities, including the development of the SHRM Competency Model and SHRM credentials. He has worked with numerous subject matter experts worldwide with the aim of identifying performance standards, developing competency models, designing organizational assessments, and conducting job analyses. He received his doctorate in Industrial-Organizational Psychology from Florida International University. His works have been recognized for their contribution to real-world issues. Throughout his career, he has published works in peer-reviewed journals such as *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *Journal of Applied Psychology*, *International Journal of Selection and Assessment*, *People and Strategy*, *Personality and Individual Differences*, *Quality and Safety in Health Care*, and *Human Resources Management Review*. He has also authored several chapters on community-based change initiatives in workforce readiness, as well as co-authoring *Defining HR Success: A Guide to the SHRM Competency Model in Practice*. Dr. Alonso also served as a columnist analyzing major trends in the workforce for *The Industrial Psychologist* and *HR Magazine*.



When: May 1st—3rd, 2019

Where: Fairmont Hot Springs, Anaconda, MT

Register today at: Montana.SHRM.org/2019-Conference