2027 HR TRENDS CHECKLIST

A one-page action plan for technology, people and compliance priorities

Make AI value measurable

- [ ] Define the business or workforce outcome before selecting an artificial intelligence (AI) solution.
- [ ] Baseline time, cost, accuracy, service and employee experience.
- [ ] Measure the full workflow, including review, corrections and escalation.
- [ ] Account for implementation, integration, model usage, training and oversight.
- [ ] Match AI capabilities and controls to the risk and complexity of the work.

Govern AI and strengthen the HCM foundation

- [ ] Inventory AI used in HR, recruiting, payroll and workforce management.
- [ ] Assign every AI agent a human owner, permissions and escalation path.
- [ ] Keep people able to question, correct, stop or reverse consequential actions.
- [ ] Improve data quality, access controls, APIs and system integrations.
- [ ] Audit AI-supported outcomes for accuracy, reliability and fairness.

Prepare people and redesign work

- [ ] Clarify which tasks should be human-led, AI-augmented or automated.
- [ ] Decide how employees will use the capacity AI creates.
- [ ] Equip managers to lead change, coach employees and validate AI outputs.
- [ ] Replace entry-level learning lost to automation with mentoring, rotations or simulations.
- [ ] Give employees equitable access to AI tools, learning and development opportunities.

Get ahead of compliance

- [ ] Keep employee work-location and residence data current.
- [ ] Monitor AI, leave, accommodation, privacy and pay transparency requirements.
- [ ] Review how workforce data is collected, accessed, shared, retained and disposed of.
- [ ] Evaluate vendors' AI, privacy and cybersecurity practices.
- [ ] Coordinate HR, payroll, legal, compliance and technology owners.
- [ ] Update policies, systems and manager guidance before requirements take effect.

YOUR 2027 STRATEGY STARTS HERE

For deeper insights and guidance, download the 2027 HR trends and priorities guide.

Download the guide

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