

# How curious are you as an HR professional?

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Faced with recurring hiring and downsizing cycles, today's HR professionals need to be more curious than ever and ask themselves if there is a better way of doing things. Being curious leads us to consider more creative alternatives, develop more innovative thinking and have a broader vision of our business.

During my career in international HR, I worked with some excellent leaders. One of them once said "...if you are not challenging us you are not doing your job, neither for the organization or the people who work here".

"Challenging" means looking at the decisions that affect the company's reputation and the integrity of its people worldwide and finding and developing new options. This has never been so critical in the area of hiring and retaining key individuals in today's fast changing global marketplace.

## HR professionals need answers

Curious HR professionals are looking for answers to a number of questions:

- How to cope with the increasing administrative demands of a more and more transient workforce?
- What new solutions are available to make sense of increasingly complicated labour laws, contracts, permits, benefits-in-kind and expat issues?
- What new networks and partnerships could be relevant to HR business needs?

## Sounds familiar? So what are the solutions?

The good news is that the old understanding of loyalty is already being replaced with a new understanding of how individuals interact with companies and vice versa. HR needs to play a key and smarter role in being more aware about what options exist or can be created for the future. A new loyalty calls for different thinking, it is about flexibility of approach, it is about creating new networks outside your company and looking for reliable partners to work with.

HR functions under increasing pressure to handle complex global workforces with different labour laws need partners with specialist knowledge and expertise.

New services in the outsourcing market are becoming available, such as salary hosting. A number of companies in Geneva provide a wide range of specialist services including salary hosting. These services help companies to manage their workforces more strategically by working closely with HR departments.

New technologies and globalization offer new opportunities for savvy individuals on the lookout for interesting mandates and wanting to shape their own lives and careers. Companies can tap into this flexible source of key talent when and where they need it, with the help of salary hosting service providers.