

Protecting people-first strategies

Leapsome's 2025
HR Insights Report



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What to do when *people-first* policies are under pressure

Top-down mandates, urgent skills gaps, workplace tensions — welcome to HR in 2025, where People leaders must do it all.

HR is tasked with enforcing return-to-office policies they know employees don't want, implementing AI strategies faster than teams can adapt, and holding together increasingly divided cultures.

It's exhausting. But it's also proof that HR is more critical than ever.

At Leapsome, we surveyed 1,000 HR decision-makers to understand what's really happening behind the headlines. Our research confirms what People leaders already know:

- Workplace flexibility is a business driver, not just convenience.
- AI is on every leadership agenda, but few organizations are ready.
- Cultural divides challenge alignment, trust, and resilience.

But what's changing isn't just the pressure — it's the power. In 2025, the future of work will be shaped by People leaders who challenge outdated thinking, defend what works, and back it up with data.

This report is your guide to doing exactly that — and making a measurable impact.



Luck Dookchitra

VP People at Leapsome

Sample & methodology

A light blue world map is in the background. Four flags are placed on the map: the US flag in North America, the UK flag in Western Europe, the German flag in Central Europe, and the Dutch flag in Western Europe.

Sample

1,000 HR decision-makers (director-level and above)

- working full-time (30+ hours per week)
- at **50–2,500**-employee organizations
- in business services, marketing, media, professional services, and IT
- US (500), UK (250), DE (200), NL (50)

Methodology

- 10-minute online survey
- Responses collected between Feb. 10–27, 2025

While the findings highlight key trends, we recognize that organizations may interpret or prioritize the data differently based on their unique structures, cultures, and challenges. Our goal is to provide directional insights — not absolute conclusions.

What's changing for HR in 2025 & why it *matters*

HR teams are navigating a year of high stakes and deep change. These are the key insights reshaping the function — and how they're redefining the role:



1

Cultural & economic shifts are threatening people-first HR

Economic strain is starting to impact policies that prioritize flexibility, inclusion & trust.

2

HR is under pressure to prepare the workforce for AI — fast

Leadership demands rapid transformation, but employees need clarity, support, and upskilling to adapt with confidence.

3

As HR's role expands, so does its power to drive change

From culture to skills development, HR is shaping business strategy like never before.

How Leapsome can support you in 2025

Take a 5-minute self-guided tour to see how you can use our platform to turn insights into action — powering engagement, development, and performance across your organization.



Take tour now



Insight #1

Cultural & economic shifts are threatening people-first HR

Businesses are chasing control — but *losing* stability

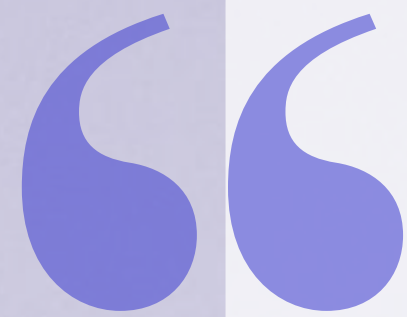
After years of economic turbulence, leadership teams are under pressure to deliver steady results. In response, many are reverting to the oldest business playbook: rigid mandates, top-down control, and traditional working models.

But the “old ways” were never backed by People science — they were just the status quo. And in an attempt to control results, companies are reversing progress on flexibility and inclusion.

Return-to-office mandates aren't inherently the problem — but when rolled out without thoughtful planning, they risk breaking trust, disengaging employees, and making it harder to compete in an already unstable market.

Now, HR leaders are at the center of a complex balancing act: *How can they maintain strategies that support the employee experience while responding to shifting business needs and expectations?*

As companies navigate uncertainty, HR plays a critical role in aligning business strategy with employee well-being — ensuring that short-term decisions don't undermine long-term progress.



“Too many companies still treat HR as a soulless cost center, but in today’s world, it’s the engine that drives performance, trust, and resilience.

CEOs crave results but overlook the real ROI: empowered people. The urgent need isn’t more top-down control or flashy tech (I’m looking at you, Agentive AI) — it’s people-first, data-backed HR strategies that actually work.

If you want to build something that lasts, invest in human growth.”

William Tincup

Editor, Analyst, Advisor
& Host at WRKdefined



Why people-first policies *stall*

When implementing employee-centric initiatives and well-being programs, HR leaders face resistance from every angle.

The biggest blocker? Executives worrying that people-first means the business comes last.

Top 3 sources of pushback



Senior leadership is concerned that people-first initiatives don't drive performance and productivity



Budget constraints limit investment in DEI, well-being, and employee development



Lack of clear metrics makes it difficult to prove the business impact of these initiatives



Forced office returns: a short-term fix with long-term risks?

Executives are doubling down on return-to-office (RTO) mandates, putting over half of all HR leaders under pressure to enforce policies — even as employees push back.

US-based HR leaders are feeling it most, with 6 out of 10 reporting CEO-driven RTO pressure.

But are these mandates *solving* the right problems, or creating new ones? And what should you do if your company is prioritizing control over culture?



56%

of HR leaders are facing pressure from the CEO to enforce RTO

63%

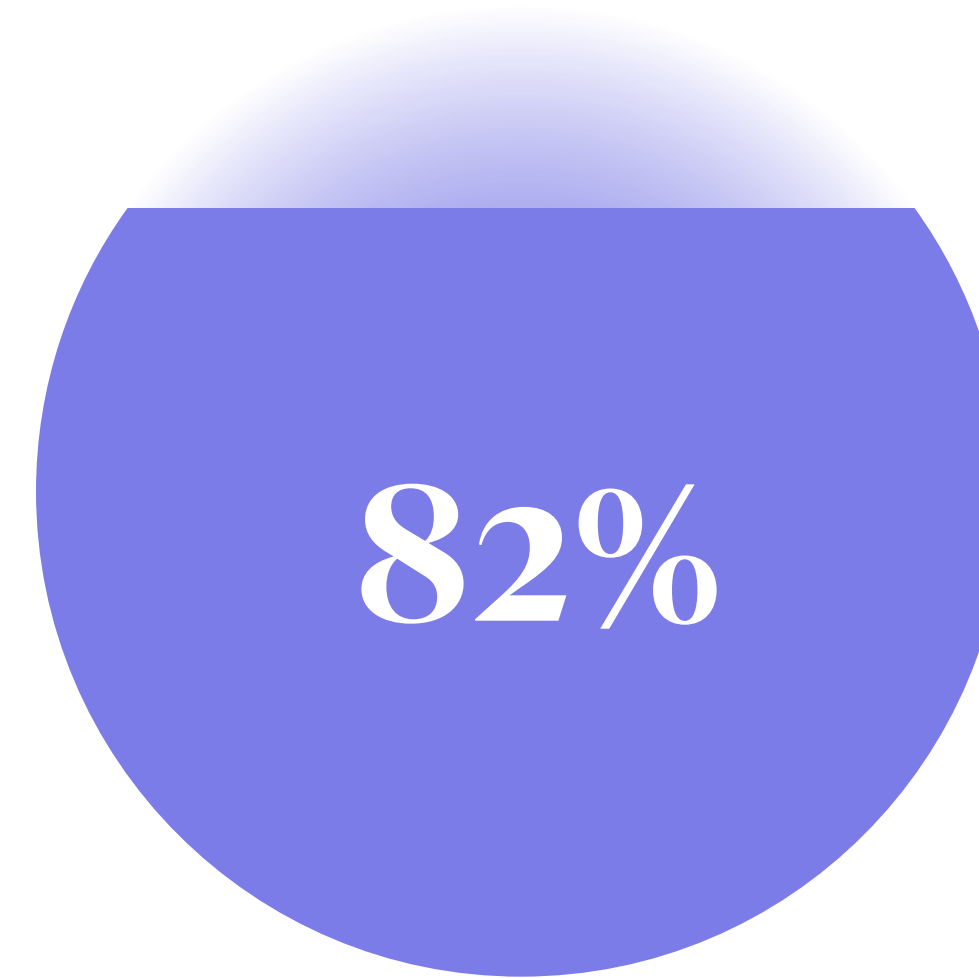
of US HR leaders feel more pressure than their international peers



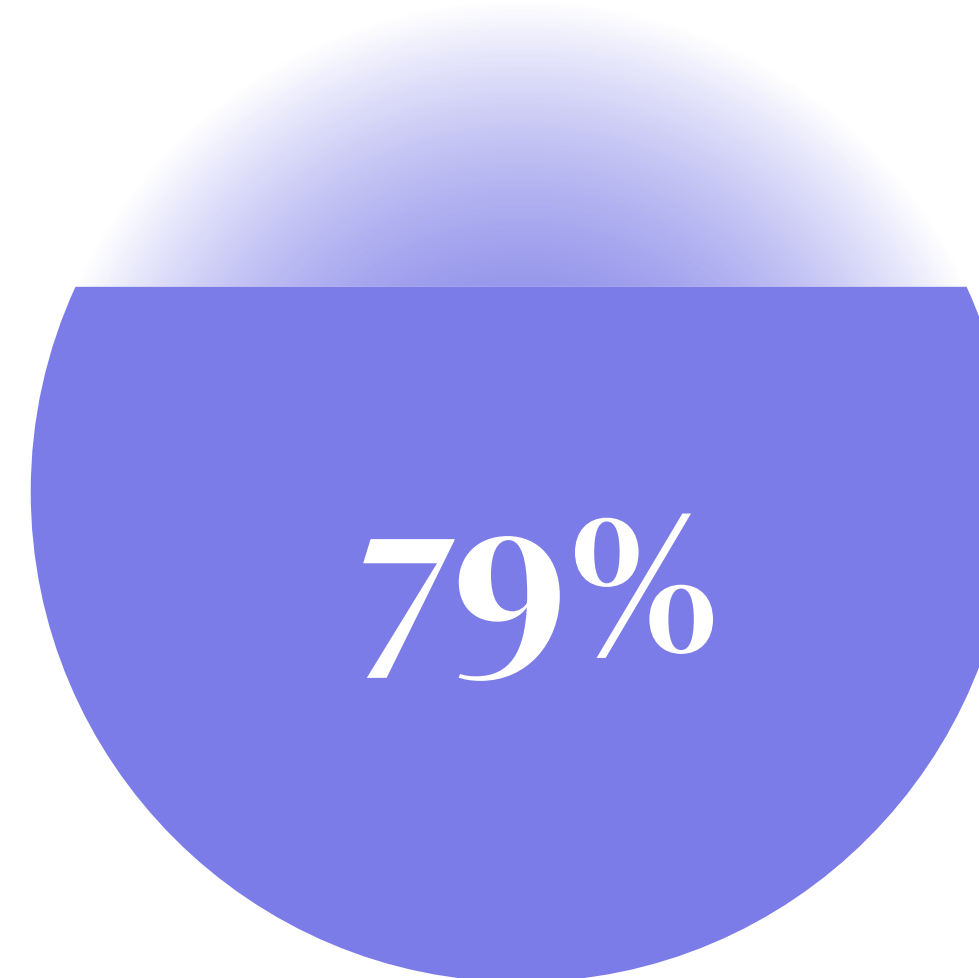
Collaboration & productivity aren't *tied* to office walls

Bringing people into the office can certainly strengthen teamwork, and for some companies, an in-office model is best — fostering culture, supporting collaboration, and meeting operational needs.

However, forcing employees back without a clear communication strategy and plan can do more harm than good. HR leaders (who are closest to the workforce) see this firsthand: RTO mandates don't guarantee innovation or productivity. In fact, **most agree that workplace flexibility is linked to business impact.**



of HR leaders agree that innovation and collaboration can happen anywhere

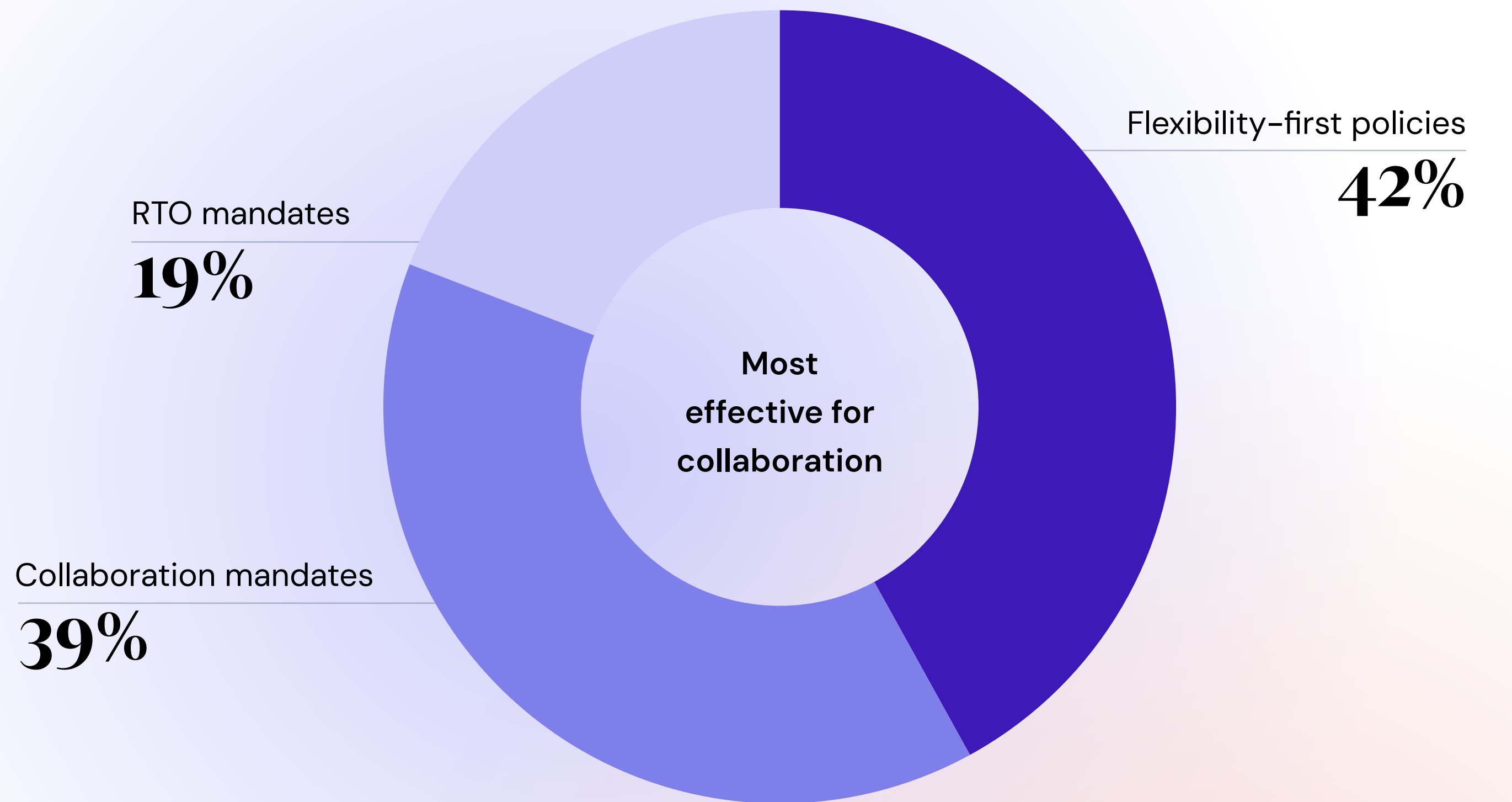


of HR leaders agree that letting employees choose where they work **boosts productivity**

81% of HR leaders agree: forced RTO *isn't* most effective

People ops professionals know that when employees have autonomy over where and how they work, they engage more meaningfully with their teams.

Organizations that continue enforcing rigid mandates risk overlooking what actually makes collaboration thrive.



Flexibility-first policies:

Work models that give employees autonomy over when, where, and how they work.

Collaboration mandates:

Guidelines that prioritize teamwork and shared outcomes — regardless of where employees work.

RTO/in-office mandates:

Policies requiring employees to work on-site for a set number of days or full-time.

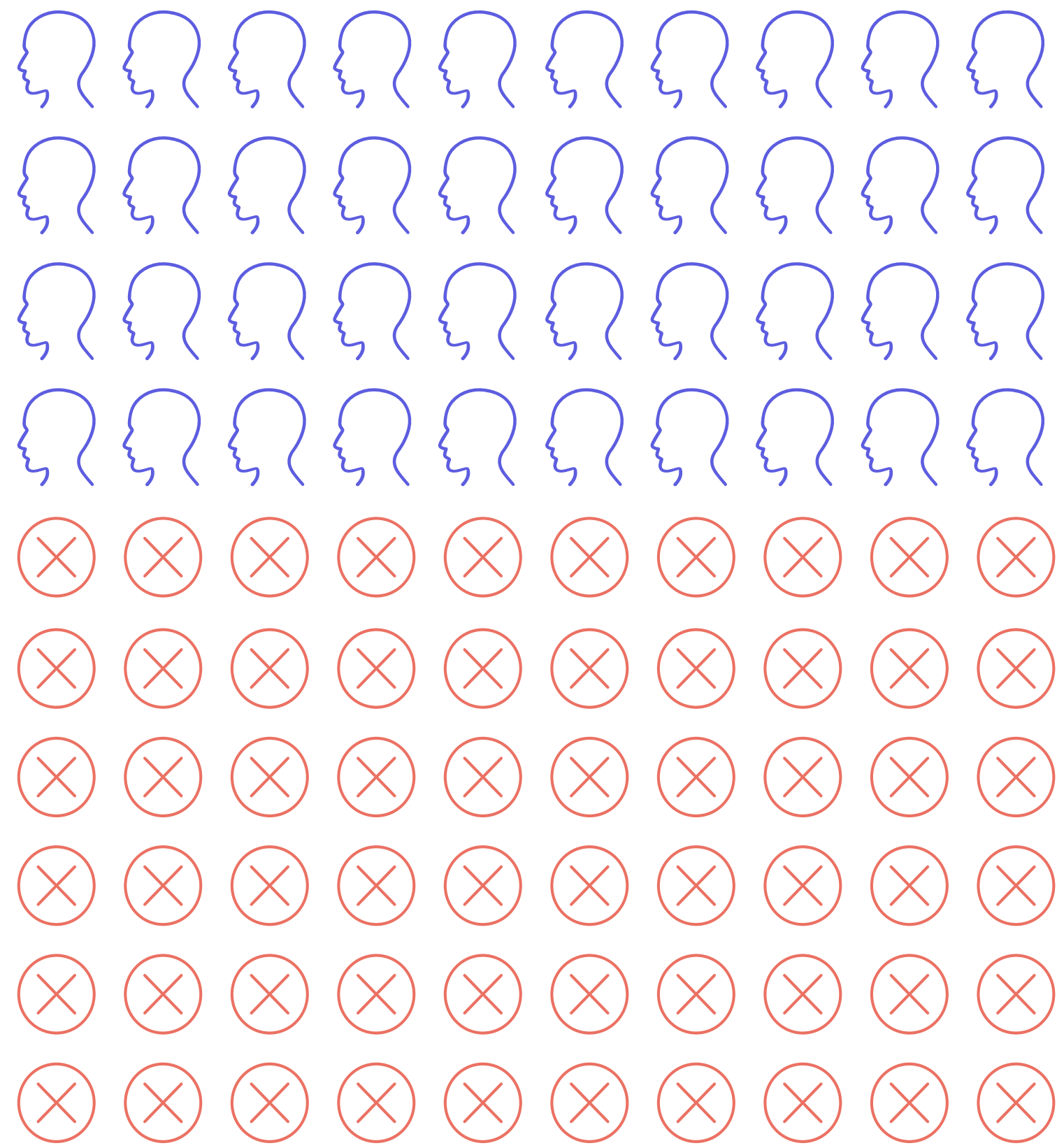
RTO could *break* trust — instead of building culture

If your CEO sees RTO as a business imperative, HR's role is to bridge that perspective with what employees value. That means clarifying the "why," involving teams in the process, and ensuring your strategy feels intentional — not reactive.

HR can help shape that narrative, ensuring any decisions are grounded in business logic and communicated with empathy.

60%

of HR leaders say employees are pushing back on RTO mandates — and that it's making it harder to recruit

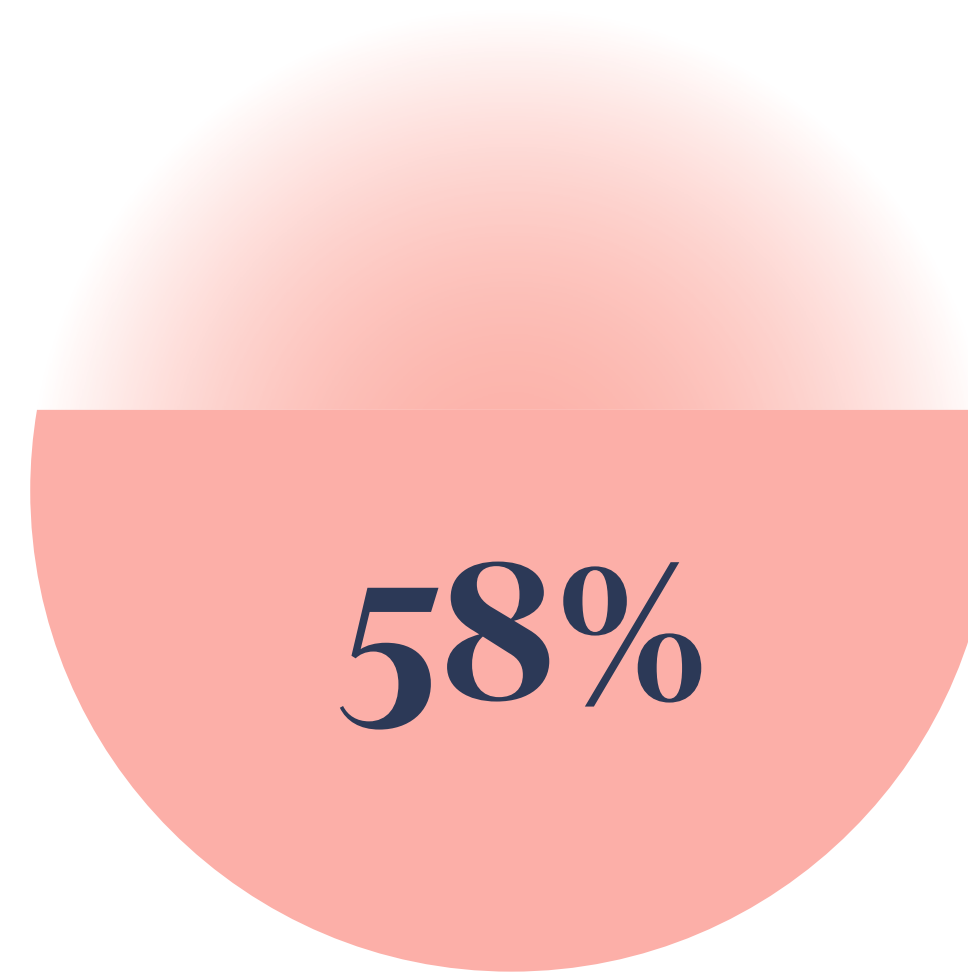


A strict RTO policy may be perceived as *discriminatory*

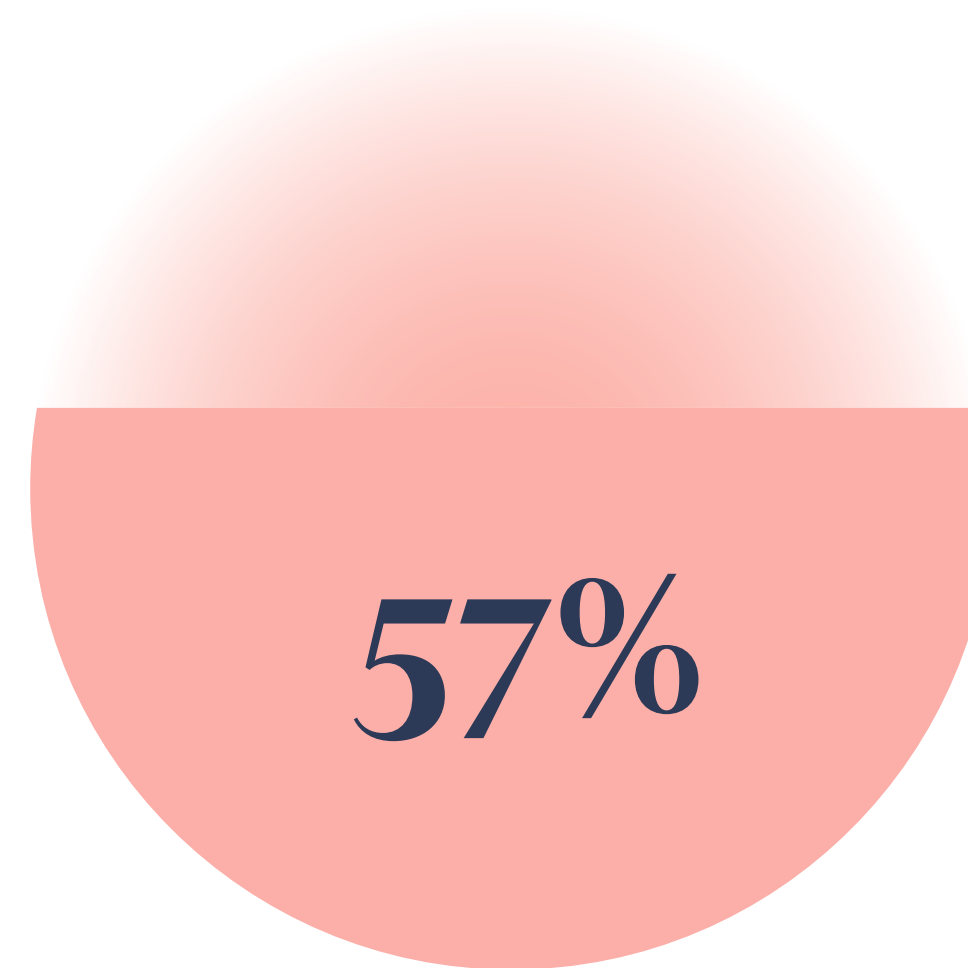
Beyond frustrating employees, return-to-office mandates can actively exclude them.

People with disabilities, caregivers, and those outside business hubs are often disproportionately affected. More than half of HR leaders agree these policies undermine inclusion.

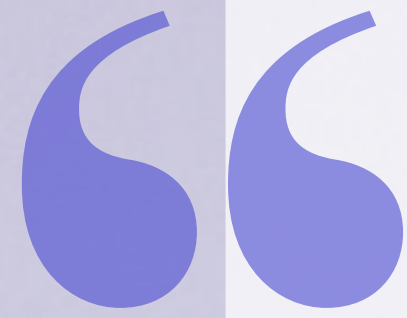
If leadership pushes for mandates that don't serve their people, HR must be the voice of reason. Policies should be built for all employees — not just a select few.



of HR leaders agree that RTO is detrimental for employees with disabilities



agree that RTO undermines the organization's effort to be inclusive



“In a remote environment, it’s incredibly important for employees and managers to have trust. So you want to trust that your employees are doing their best.

Your employees also trust that leadership is trying to steward them to do good work — and to create an impact.”

Steve Hoffman

Chief People Officer
at Mark43



Business urgency *needs* people insight

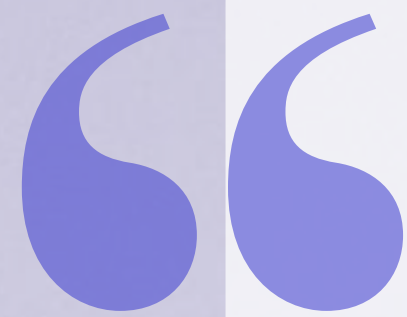
Many leadership teams are reacting to real business pressures — but without people data at the table, even well-intended policies risk backfiring.

That's where HR comes in. People leaders are uniquely positioned to help companies balance short-term demands with long-term strategy, ensuring decisions serve both the business and its people.

With a clear view of employee sentiment and on-the-ground challenges, HR can flag when something's missing the mark.

In 2025, success depends on building workplaces that align operational needs with employee expectations.

This isn't just about where people work — it's about creating environments where everyone can thrive, and the business can grow.



“There is a healthy tension between investing in employee well-being and maintaining a profitable business.

It is our job to guide the business on what the right solution could look like so that everybody wins.”

Elles Skony

Fractional HR Executive & Founder
of Fractional People People



HR leaders see *culture fractures*, particularly in the US

As ideological and cultural tensions rise, People leaders are navigating a more polarized work environment. Nearly half say these divisions are fracturing their teams — weakening collaboration, trust, and strategic alignment. The number is even higher among US-based leaders

And it's not just about culture; it's about business performance. How can HR drive engagement, innovation, and long-term success if employees feel disconnected from each other and the company's vision?

If HR is expected to lead business success, it must also lead workplace cohesion, culture, and conflict resolution.

45%

of People leaders say cultural and political tensions are dividing people in their organization

52%

of People leaders in the US agree — higher than in any other region



Strategic clarity is tough when teams are *divided*

A fractured workforce makes it harder to innovate, retain talent, and respond to market challenges. HR leaders are seeing this firsthand: 3 out of 4 say workplace division is limiting their ability to drive business impact and build resilience.

The solution isn't taking sides. It's taking action.

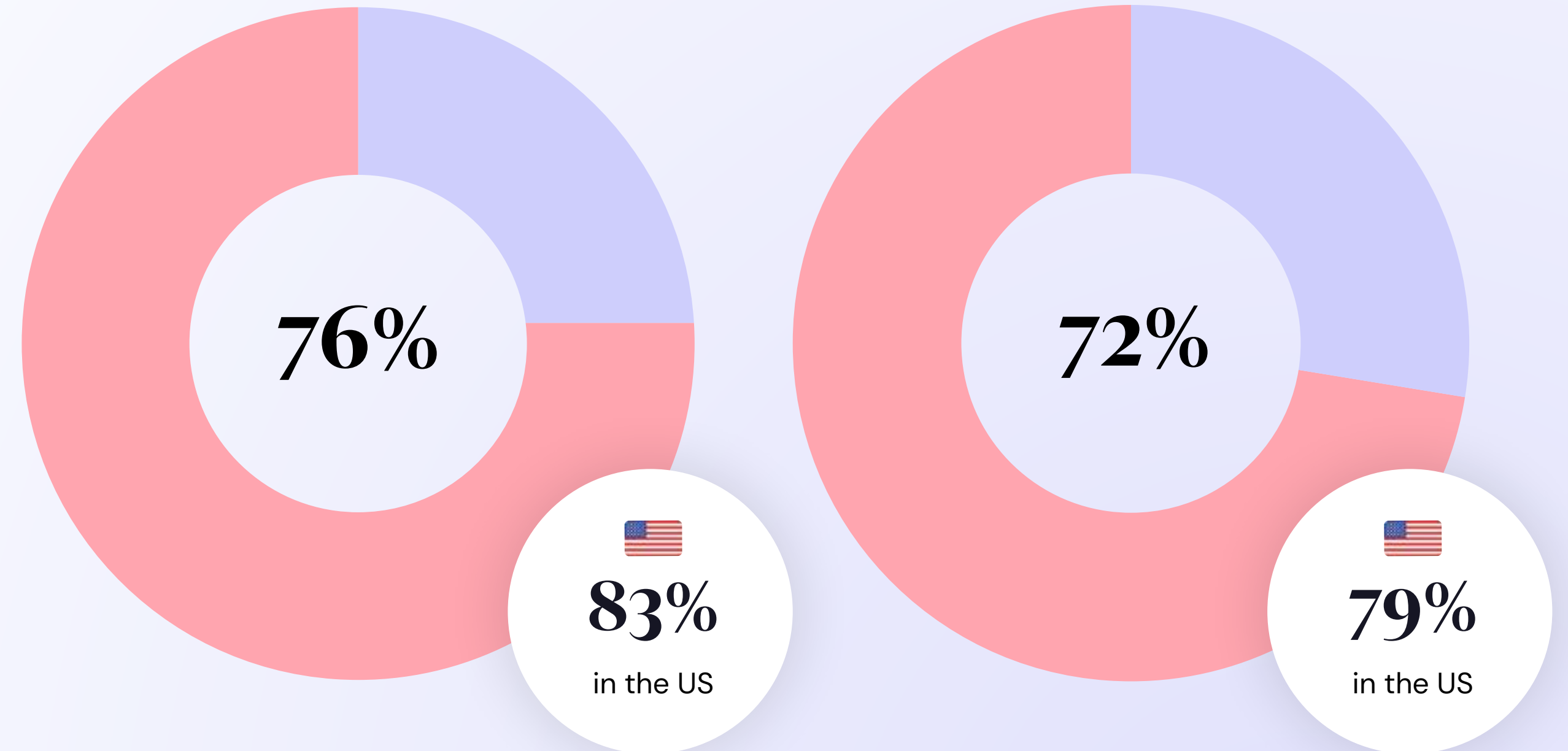
It's not about enforcing a particular perspective, but about fostering an environment where open dialogue, psychological safety, and shared goals move the business forward.

HR's role isn't to eliminate differences — it's to build workplaces where differences don't derail progress. Without trust, alignment, and shared purpose, companies will struggle to compete.

HR leaders who see the divide on how it affects their ability to:

support business impact

build organizational resilience



Tough calls on DEI are *reshaping* HR strategy

Across regions, HR leaders are navigating sensitive decisions about DEI strategy. In both the US and Europe, pressure is rising to reduce efforts, reshaping how HR can invest in inclusion and belonging.

The data points to a clear question: How can organizations optimize their people strategy while adjusting to new business realities?

The cultural shift in their organization is threatening DEI efforts

51%

of US HR leaders report this

45%

of European HR leaders feel the same

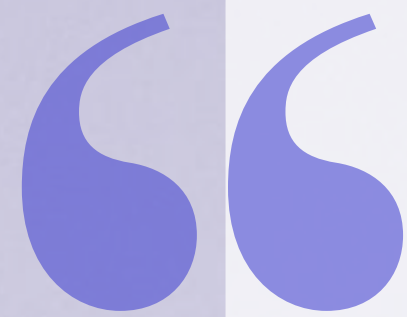
Pressure to decrease DEI efforts

54%

of US HR leaders report this

45%

of European HR leaders feel the same



“At its core, DEI work isn’t about politics; it’s about clarity of organizational values and alignment with the people who make your company thrive.

In our work helping organizations build effective listening programs and measure what matters, we consistently see companies continue to prioritize DEI — not because it’s trendy, but because it’s essential for building resilient, inclusive cultures that benefit everyone.”

Craig Forman

Founder & Principal Consultant
at CultureC Consulting



1 in 3 HR leaders worry DEI progress is *at risk*

With one in three HR leaders expecting DEI budget cuts this year, and 35% fearing setbacks to progress, inclusion is entering a period of uncertainty.

For some, this shift reflects necessary recalibration in a tougher economic climate. For others, it raises alarms about losing ground on cultural progress.

Either way, the signal is clear: DEI is no longer a guaranteed priority — and that's raising concerns for many in HR.

For the upcoming 12 months, one-third of all HR leaders worry about:

DEI budget cuts (33%)

Losing *all* progress with DEI (35%)



The potential cost of *cutting* DEI

What happens when inclusion takes a back seat?

According to HR leaders, the consequences could be significant — from higher turnover to lower employee morale. That kind of shift, People leaders suggest, can quietly erode the foundations of a healthy, high-performing organization.

Top 3 consequences according to HR

#1

Increased turnover

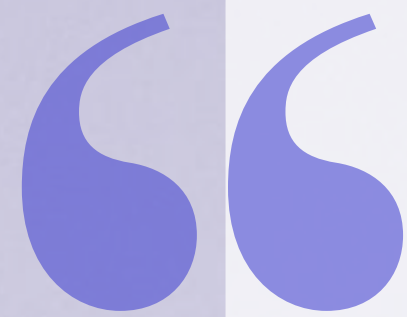
#2

Lower employee satisfaction

#3

Reduced performance





“CEOs prioritize results. HR must become fluent in data, using it to validate gut feelings and demonstrate a clear link between people strategies and the bottom line.

Show the ROI, backed by evidence, to stay relevant in today’s business climate.”

Shelby Wolpa

HR Advisor to Series A–C
Startups & Scaleups



Turning insights into action

You have the insights — now it's time to act. To build high-performing, resilient workplaces, HR must champion strategic work models, prove their business impact, and create environments where trust and inclusion drive success.



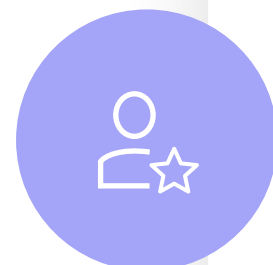
Champion outcomes, not control

HR needs to advocate for work models that maximize productivity, engagement, and business impact — whether hybrid, remote, or in-office.



Prove impact with data

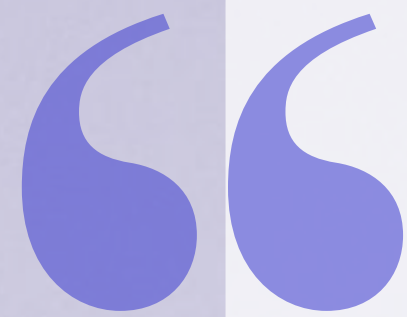
To gain leadership buy-in, present clear metrics that link flexibility, autonomy, and inclusion to performance — instead of relying on outdated assumptions.



Empower inclusive leadership

Support managers in modeling inclusive conversations, building alignment through shared goals, and fostering psychological safety for open dialogue.





“HR leaders need to strike a careful balance in their work; navigating the tensions between organizational objectives, executive expectations, employee wellbeing, and the greater macro-environment.

Finding a genuine community of peers can be a professional lifeline — offering a sounding board of trusted thought partners who understand the unique challenge. Transforming the isolation HR leaders often feel into collective wisdom elevates the entire function.”

Tracy Avin

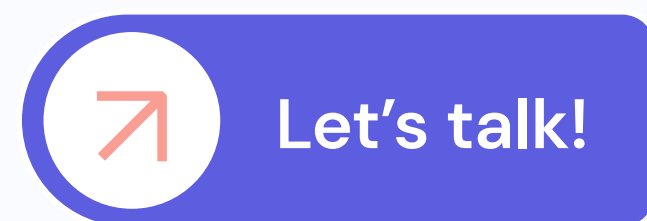
Founder of TroopHR



Turn people-first strategies into business results

Leapsome is here to help you:

- Use real-time survey and performance insights to shape workplace policies backed by data.
- Measure the ROI of People initiatives with integrated goal tracking, performance metrics, and customizable dashboards for leadership reporting.
- Equip leaders with 360° feedback and tailored learning paths to foster open dialogue and ongoing support.



Insight #2

HR is under pressure to prepare the workforce for AI — fast

Moving forward with AI — without leaving *people* behind

Leadership is racing to adopt AI, betting on faster workflows and bigger gains. But on the ground, teams are stretched, processes are outdated, and employees feel unprepared and skeptical.

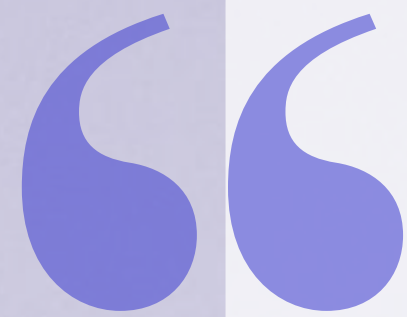
That puts HR in the hot seat: overseeing restructures, retraining, and real-time communication. Change needs to happen fast, but it's not just about speed.

Many employees resent having to integrate AI into already packed workloads — and fear they're automating themselves out of a job.

At the same time, leadership often overestimates what AI can do, expecting it to deliver more than it realistically can — especially without significant human input.

People leaders play a critical role in bridging the perception gap between executives and employees; they must ensure AI decisions are fair, transparent, and rooted in reality, not hype.

So how can HR support AI implementation while keeping people, trust, and creativity at the core?



“I think we have a big lift right now in terms of looking at AI and really working to understand it — so that we can predict a little bit of what might happen in our organizations.

Most of us will have a job in five years that doesn't exist right now. That's the reality of it. How do we get there? And how do we get there without forgetting the human element of the whole thing?”

Hilary Worcester

Senior Manager of Learning
and Development at MKC



AI-driven workforce transformation is *already* under way

In 2024, AI made headlines. In 2025, it's transforming business structures, workflows, and team needs.

Three out of four HR leaders say workforce restructuring is already happening — and 85% expect it to accelerate in the next 12 months. Yet despite the momentum, most teams are still underprepared.

A red circular graphic with a white shadow at the top, containing the text '73%' in a bold, black, sans-serif font.

73%

of HR leaders say their organization is **planning workforce restructuring** to integrate AI

A red circular graphic with a white shadow at the top, containing the text '85%' in a bold, black, sans-serif font.

85%

of those planning restructuring expect it to happen **within the next 12 months**

A red circular graphic with a white shadow at the top, containing the text '64%' in a bold, black, sans-serif font.

64%

of HR leaders say their organization has **concerns about integrating AI** into business processes

CEOs want AI *fast* — HR needs a plan

HR leaders say the top challenges ahead aren't technical — they're human. Teams need new skills and roles, and they need them soon.

And with CEOs demanding quick results, HR is the only team equipped to prepare the workforce and support people through the change.

AI skills gaps

64%

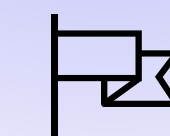
say this is an urgent challenge



Need for role transitions

61%

say this is a top concern



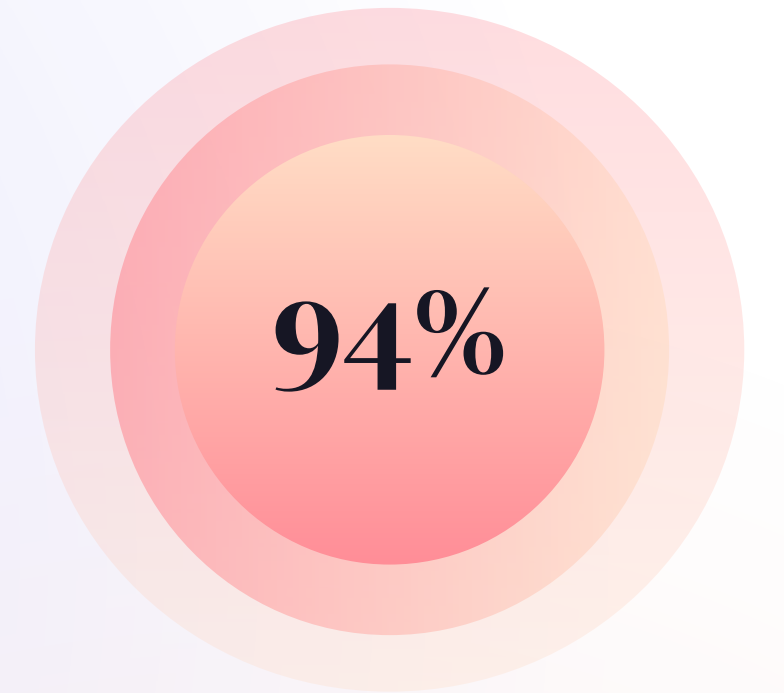
AI upskilling is *business-critical*

HR teams know this isn't just a tech rollout — it's a people challenge. Nearly all agree: the longer companies delay internal training, the more they'll overspend on external hires, stall AI adoption, and reduce productivity.

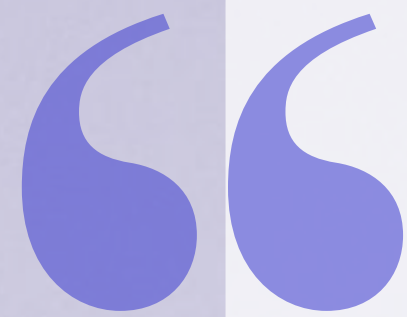
In other words, failing to upskill isn't just risky. It's expensive.

Top 3 risks of delaying internal AI training

- #1 Increased costs from hiring new employees
- #2 Slower AI integration across the business
- #3 Decreased productivity across teams



of HR leaders say there are multiple risks to delaying AI training



“Upskilling and future-proofing our skill sets is top of mind. We’re looking at the future of our roles and being more agile now. We have to address things before they happen.

We are actively managing performance and everything that comes to our people. And our people are our biggest asset.”

Garrett Kowalski

Sr. Manager of Organizational
Development at DrFirst



Employee resistance is HR's *top concern* for AI implementation

Between hesitant employees, ethical gray areas, and shifting regulations, HR may be the only function slowing down to ask the right questions as AI disruption unfolds.

How do we build trust? Train people fast enough? Stay compliant as everything changes?

Top 3 concerns for HR leaders right now

#1

Employee resistance to using AI

#2

Investment required to implement AI

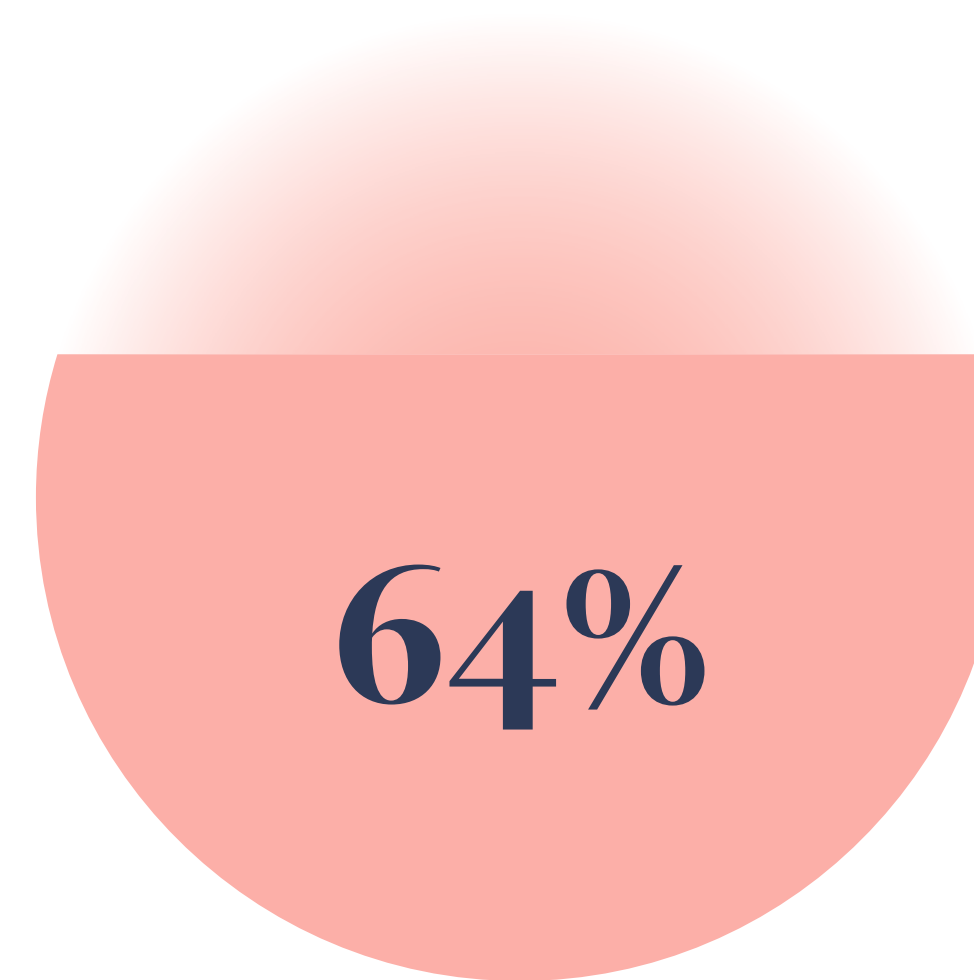
#3

Navigating regulatory compliance

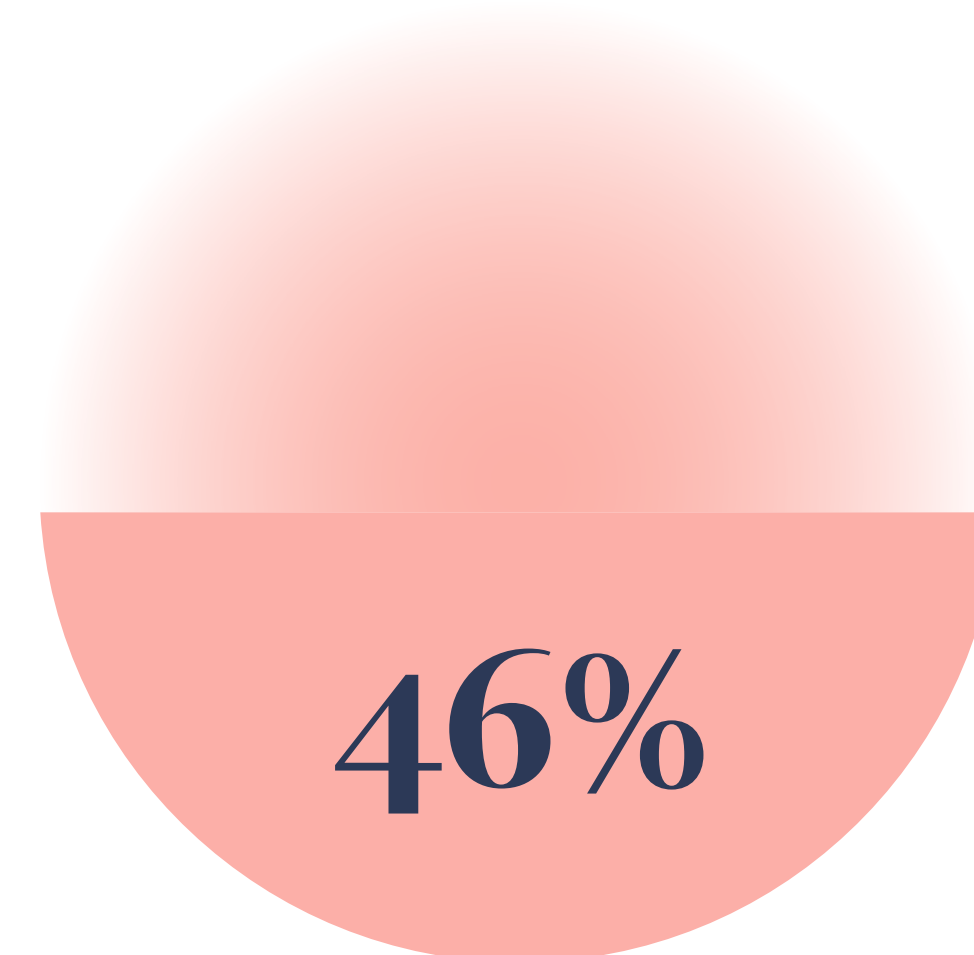
For HR, the real AI risk is *trust*

As AI adoption accelerates, HR leaders are raising critical red flags. **Nearly two-thirds are grappling with how to ethically integrate AI into HR workflows**, and almost half are navigating regulatory gray zones.

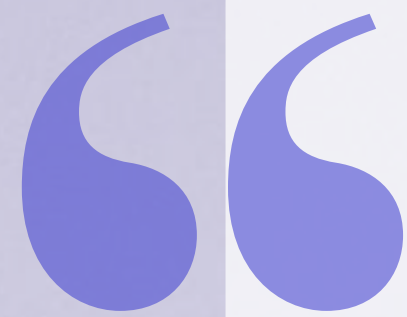
If HR is expected to uphold company values and ensure compliance, businesses must proactively address these risks.



are concerned about **ethically integrating** AI into HR workflows



worry about **regulatory compliance** when implementing AI



“The future of work is now! AI adoption is driving fast-moving change across organizations. People leaders need to ensure they are keeping a pulse check on how each and every role in the business could be impacted by AI (particularly entry-level roles).

In partnership with L&D, HR needs to offer intentional training and opportunities for upskilling so that the workforce can evolve and adapt to these advancements. By equipping employees with the skills to adapt, organizations can foster resilience, agility, and long-term success in an AI-driven world.”

Stefanie Fackrell

Founder and HR advisor
at disruptiveHR



The *smartest* AI strategy? Start with your workforce

From upskilling internal talent to recruiting AI-savvy specialists, People teams play a critical role in building the foundation for long-term success.

As companies look beyond tools toward sustainable adoption, one thing is clear: the most effective AI plans don't start with tech — they start with people.

How HR is preparing the workforce for AI

#1

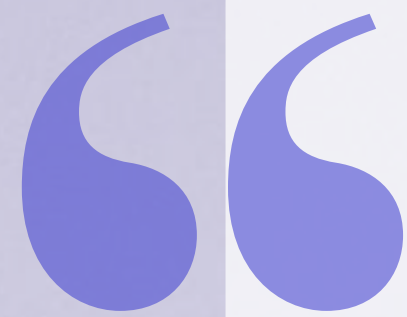
Training & reskilling employees to work with AI

#2

Increasing the budget for AI tools

#3

Hiring new employees as AI specialists



“It is time for HR professionals to step up and increase their measurable impact — such as demonstrating return on investment (ROI) in training, future skills, and talent development.

HR champions understand leadership, business needs, and how to increase their company’s competitive advantage with top-notch digital solutions and professional expertise.

They excel at retaining and enabling a high-performing, cross-generational workforce across functions in purpose-driven organizations with future skills, resilience, and much more.”

Martina Hofer Moreno

Lean HR Pioneer



Turning insights into action

Change is happening fast — but HR can help people keep up. What's needed now is a clear view of current skills, a plan to close the gaps, and a communication strategy that brings everyone along.



Identify skills gaps

Before any reskilling effort, HR needs to know where teams stand. A workforce audit helps spot gaps, anticipate role shifts, and build the case for AI readiness.



Reskill & hire with purpose

Use your audit results to create tailored learning plans, invest in AI training, and make hiring decisions that support long-term AI adoption.



Lead with transparency

Most pushback stems from fear. Tackle it head-on with open communication, ethical guardrails, and clear messaging around how employees will be affected.



How Leapsome helps HR lead the AI conversation

- **Build AI-ready teams** through personalized learning paths based on performance and potential
- **Launch reskilling programs at scale** with built-in tracking, automation, and learning analytics
- **Foster trust and alignment** through continuous feedback, clear goals, and meaningful growth conversations



Let's talk!



Insight #3

As HR's role expands, so
does its power to drive change

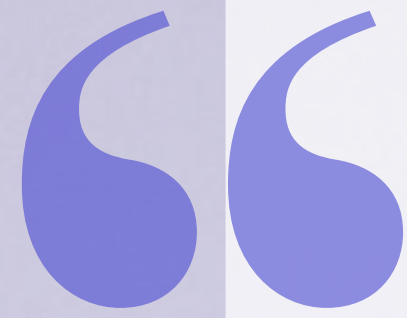
HR's power isn't in policy — it's in *influence*

The job is no longer about checking boxes or focusing solely on compliance; CEOs now want proof that People initiatives drive business results. HR must demonstrate its impact through measurable outcomes in performance, retention, and growth.

But HR can't always enforce change — it has to influence it. Unlike other business functions, it rarely has the authority to mandate transformation. Its strength lies in guiding leadership, translating people data into insights, and shaping strategic decisions.

Yet, influence is not automatic. Without a clear ROI or a connection between strategy and outcomes, People initiatives might be deprioritized. As leadership pushes for short-term efficiency, **HR must act as a trusted advisor, defending the practices that build long-term resilience, innovation, and success.**

The future of HR is about more than having a seat at the table. It's about leading the conversation.



“The most impactful People leaders don’t just advocate for talent; they influence decision-making at the highest levels, ensuring that culture, engagement, and leadership development are seen as critical drivers of business success.

To be a true strategic partner, HR must translate people insights into business impact, challenge outdated leadership models, and embed talent strategy into every key decision.”

Jill Katz

Founder & Chief
CandorCourageAndCare™
Officer at Assemble HR

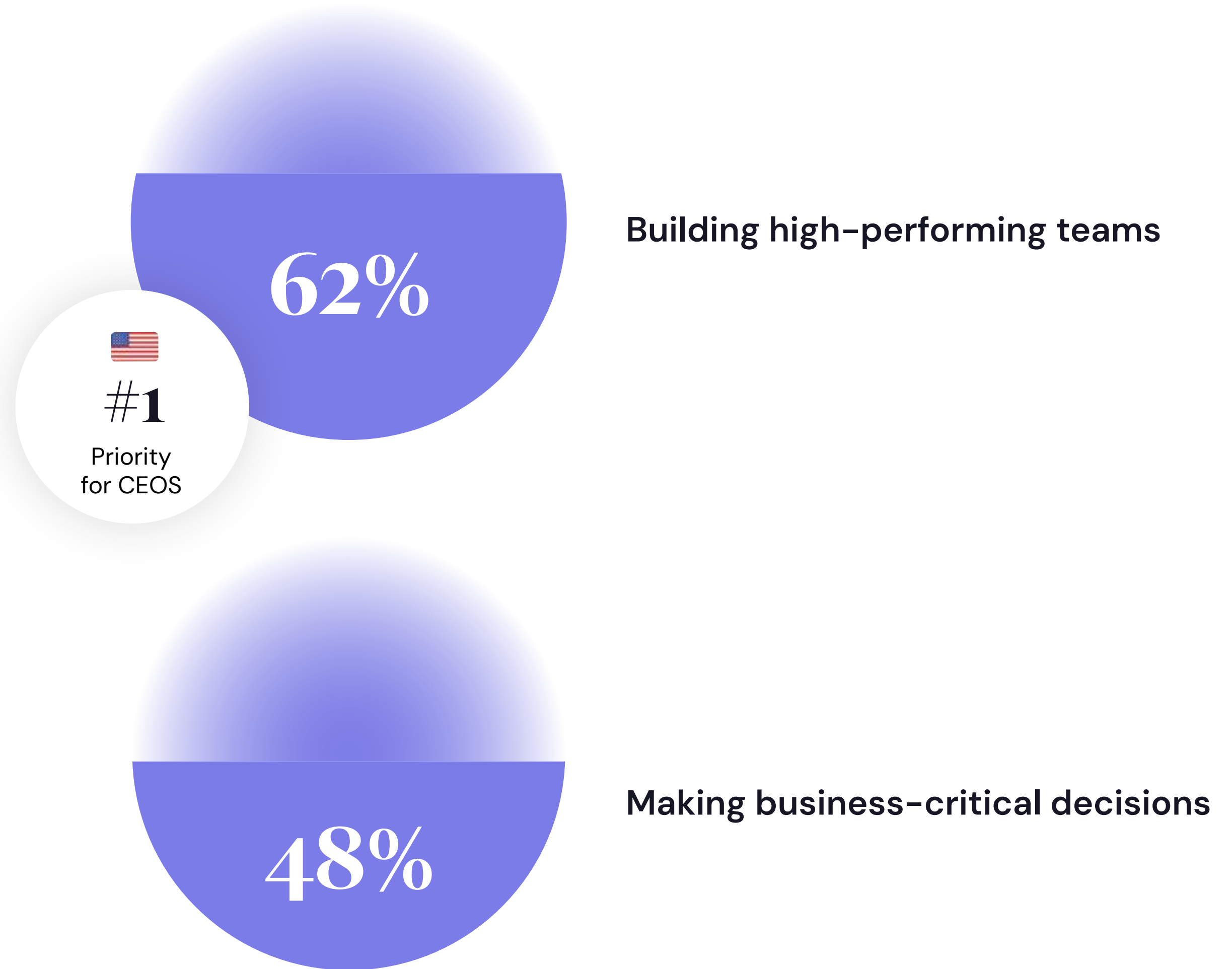


What's *top of mind* for CEOs in 2025?

In a tough economy, CEOs are doubling down on results — and HR is expected to help deliver that. That's because business performance depends on people. When times are harder, the teams behind it matter more than ever.

HR has become a critical, strategic business function. It is no longer just about admin; it's about helping the company navigate complexity, guiding decisions, and staying steady under pressure.

Responsibilities of HR leaders

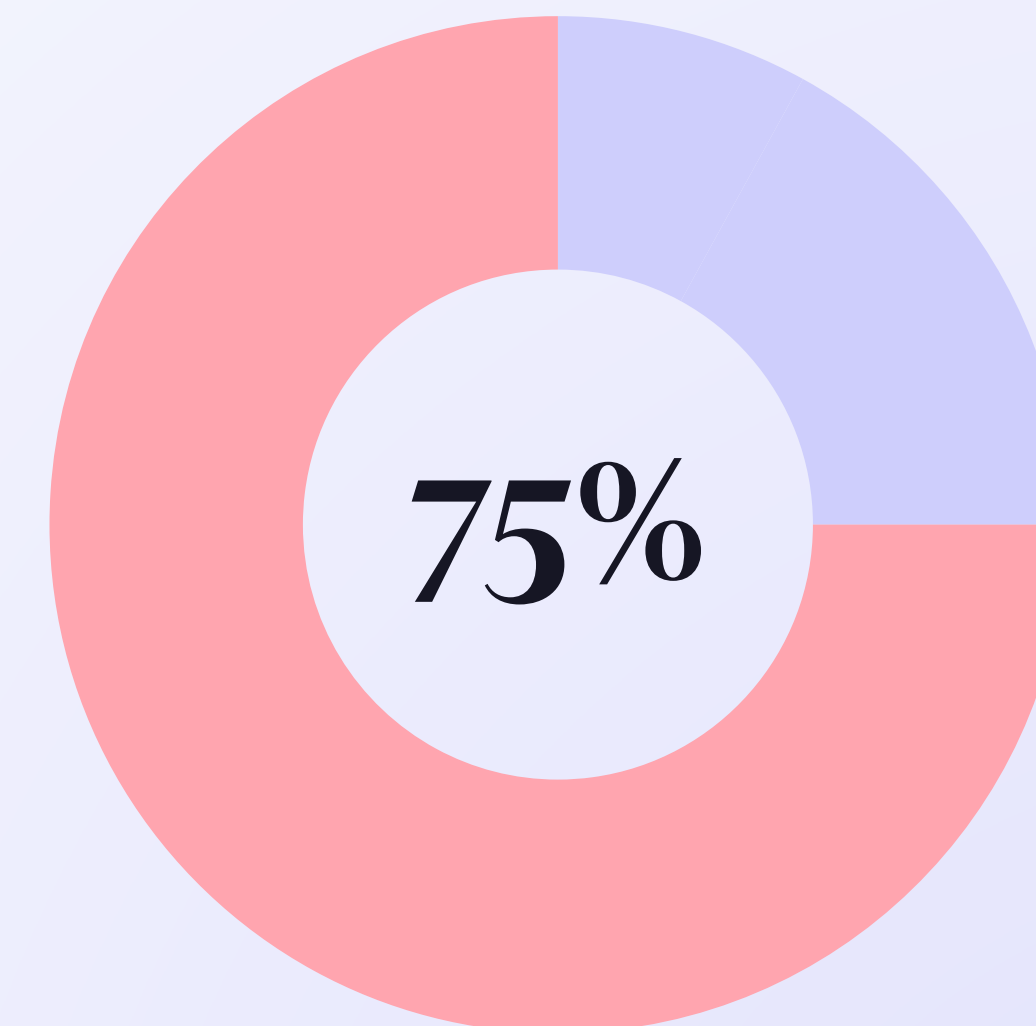


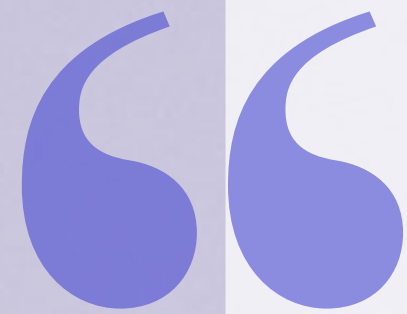
From enforcer to advisor: HR is *rewriting* its role

HR was once seen as a purely operational function — focused on enforcing policies, managing compliance, and handling admin. But this “culture police” perception undervalues the strategic impact People teams can have on business success.

Today, more HR leaders are stepping into advisory roles: guiding business strategy, offering insight, and helping organizations navigate change. HR leaders may not make the final call, but they often help executives make smarter ones.

**HR leaders are taking on more
strategic advisory roles**





“People leaders looking to drive decision-making need to start with the business needs and work backwards towards enablement.

If you’re rolling out a People initiative without a clear understanding of how it’s going to help drive revenue goals, you need to go back to the drawing board. Start by understanding your company’s core business, how it works, what each of your leaders are trying to achieve and struggling with.

Once you have a clearer picture of the various moving pieces, you’ll be far better equipped to map out People initiatives that get easy buy-in.”

Melanie Naranjo

Chief People Officer at
Ethena



People leaders are *ready* to drive business outcomes

Most HR leaders are ready to take on more — not because it's easy, but because they're uniquely equipped to lead through uncertainty. When pressure builds, HR leaders know how to move teams forward. After all, no one is closer to the people who power the business.

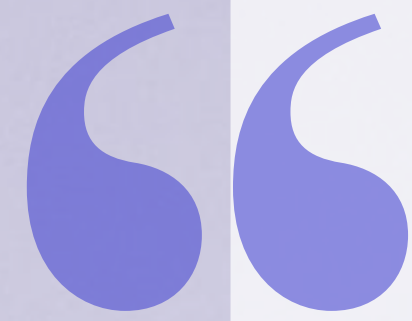


92%

of HR leaders say they're prepared to deliver business impact

85%

say they have at least some ownership over business decisions



**“The future viability of a company largely depends on how boldly
People & Culture are integrated into the business strategy.”**

Marie Kanellopulos

Managing Partner at
DONE!Berlin



HR leaders are *redefining* how performance is measured

Success metrics are also evolving as HR becomes more accountable for business impact. KPIs like “hours worked” no longer tell the full story, especially in hybrid and remote environments.

Instead, People leaders are prioritizing what truly drives progress: creativity, innovation, and execution. It might sound unconventional, but in today’s workplace — where outcomes matter more than effort — these are the metrics that reflect real impact.

Top performance indicators used by HR

#1 Creativity

#2 Innovation

#3 Task completion

Only

29%

of HR leaders still track hours worked

Outcome over input: *How* HR is measuring what matters

Tracking outcomes like creativity and innovation might seem tricky — but it doesn't have to be.

With a mix of OKRs, tailored performance reviews, and collaboration insights, People leaders are finding new ways to measure real business impact. These tools bring structure to the intangible — helping teams track what's working, adjust what's not, and move forward with clarity.

Top ways to measure creativity, innovation & task completion (combined)

#1

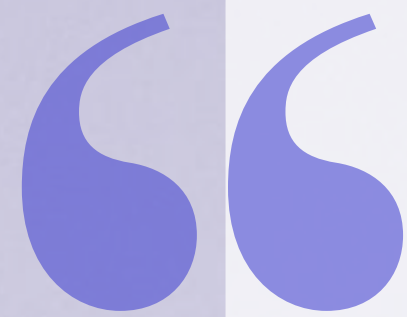
Assessments & performance reviews

#2

Goal attainment (i.e., OKR tracking)

#3

Meetings & collaboration analytics



“Successful HR leaders navigate complex dynamics and drive transformation by combining analytical, data-driven argumentation with emotional intelligence, negotiation skills, and change management expertise.

When high-level strategies are translated into actionable policies, HR empowers employees to deliver real results — all while staying aligned with organizational goals.”

Alexandra Edl

Founder of Edl
Consulting AG



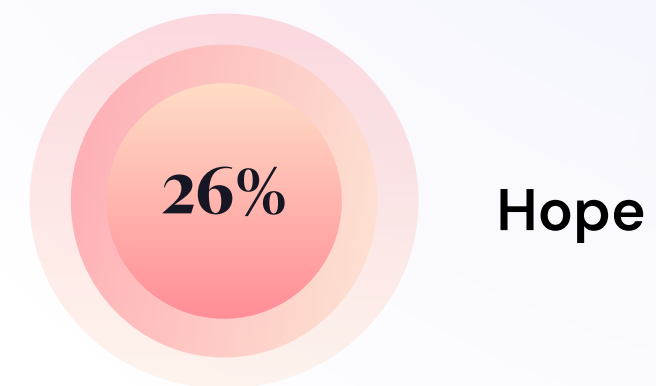
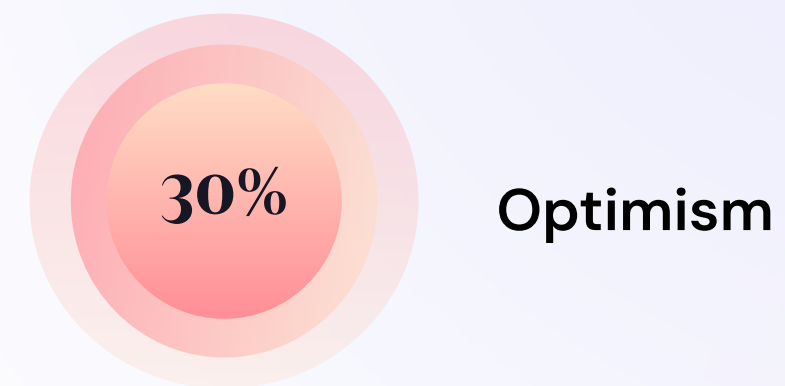
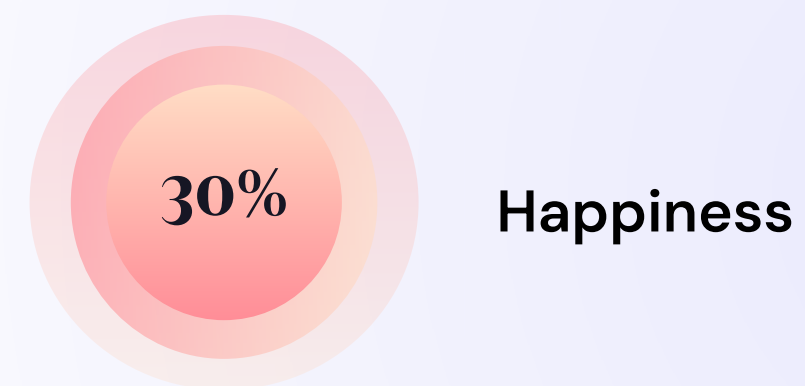
Feel good, work better: How emotions predict *productivity*

Once you start measuring outcomes, one thing becomes clear: **performance isn't just about what people do, but how they feel while doing it.**

Emotions like hope, optimism, and happiness are among the strongest predictors of productivity, and the data backs it up. People leaders say the biggest productivity drivers are trust, autonomy, effective development, and streamlined workflows.

This is how HR is proving that **culture is more than a vibe — it's a performance engine.**

% of HR leaders using emotions to predict productivity

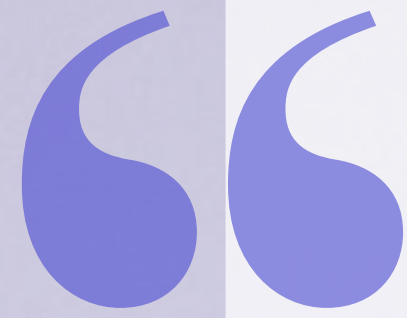


Top productivity drivers, according to HR

#1 A culture of **trust & ownership** built on **flexibility & autonomy**

#2 Effective development & collaboration tools

#3 AI & automation to reduce repetitive work



“Having a vibrant office full of happy people might not always be measurable, but it significantly boosts productivity.

A lively and supportive work environment encourages creativity and engagement, which is linked to improved performance and business success in the long term.”

Lianne de Vries

People Lead at Ticketswap



“When we prioritize how people feel at work — their happiness, optimism, and hope — we unlock a powerful predictor of performance. The data is clear: culture isn’t just a vibe, it’s a productivity engine. Building trust, autonomy, and development support isn’t soft, it’s strategic.”

Jennifer McClure

Founder & CEO at
Unbridled Talent, LLC



Turning insights into action

HR has always been about people. Now, it's about proving how people-first strategies drive business results. That means building a case with clear data, sharp storytelling, and a bold defense of the conditions where people thrive — so the business can, too.



Prove your impact

Engagement is just the start. Show how your initiatives drive retention, productivity, and growth — and connect to the metrics your leadership team cares about.



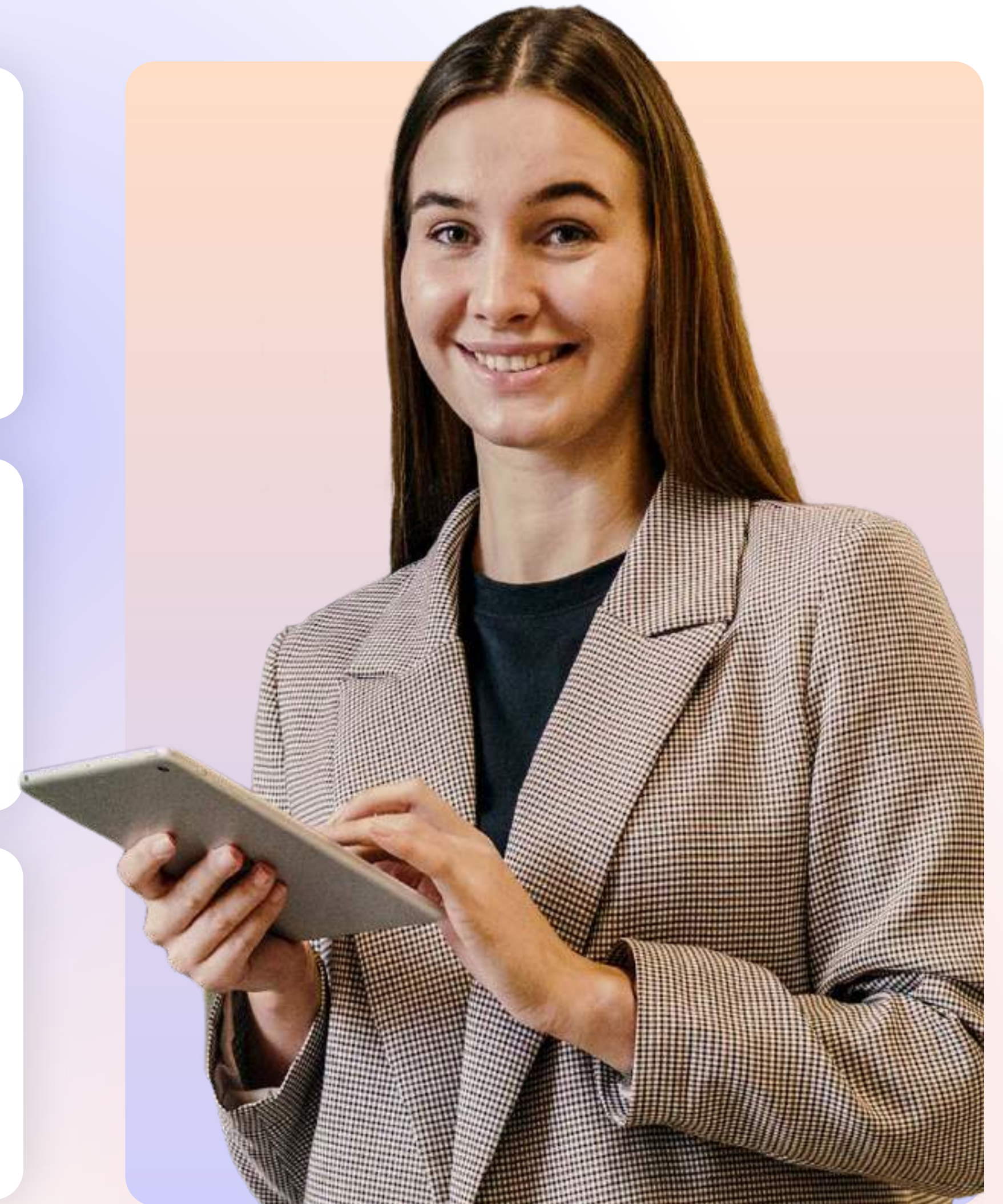
Build your case

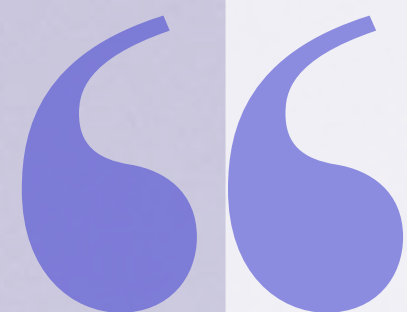
Use feedback, performance, and development data to show how people-first strategies fuel bottom-line results.



Defend your strategies

Frame employee well-being as a competitive advantage, and present it in a language your C-suite understands.





“HR is facing yet another crossroads as a profession. Leapsome’s report validates that we MUST be integrated throughout our organizations!!

You can’t develop, lead, or sustain a people-first culture that can be agile, nimble, and relevant without HR intentionally leading those efforts.

So, it’s time to decide. Do you want to lead or watch from the sidelines? I choose to LEAD and drive the changes needed. I’d love to see you choose to lead as well!!!”

Steve Browne

SHRM-SCP, Chief People Officer at LaRosa’s, Inc.



Shape your strategy with Leapsome

You know your work drives impact. Now it's time to show it.

With Leapsome, HR teams can track the outcomes that matter, build executive-ready dashboards, and position your people-first strategy as a business strategy.

Use performance insights, customizable surveys, and real-time analytics to connect people data with business outcomes — and play a leading role in shaping company strategy.



Let's talk!



Research conclusion

What's next for HR

Be *strategic*. Stay people-first.

It's a wild time to be in HR. Economic pressure is mounting, cultural divides are deepening, and tech is evolving faster than teams can keep up.

We thought COVID was the big disruption — but five years later, HR is once again carrying the weight of change. You're guiding teams through AI adoption, keeping performance strong, and defending HR's value in the boardroom. How could any People leader not feel the strain?

But here's the good news: the idea that HR is still "earning a seat" is outdated.

People leaders are already driving strategy and shaping how work gets done.

You know that prioritizing people drives long-term business success. Be ready for that discussion, and don't wait for the invite; this is your moment to lead.

Leapsome is here to support you every step of the way.



Luck Dookchitra

VP People at Leapsome