

FAST COMPANY

Human Resources Needs A Major Overhaul

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AMY HANLON-RODEMICH
COHORT 6

In an interview with Amy Hanlon-Rodemich, former Chief People Officer at companies like Nokia, she explains HR 4.0, which is a transformative approach to human resources. HR 4.0 reflects the evolution from traditional HR to a focus on employee strengths, diversity, and technology-driven change, influenced by the fourth Industrial Revolution and hybrid work models. Hanlon-Rodemich emphasizes the need for automation to handle operational tasks and deeper engagement with employees to drive productivity and satisfaction. She advocates for "flipping the pyramid" by involving employees in problem-solving and using reverse mentoring and personalization to improve the employee experience.

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