

THE FUTURE HR PROFESSIONAL

From Today's Practitioner to Tomorrow's Strategic Leader

Based on **global trends, AI adoption trajectories & workforce restructuring** — the HR landscape is transforming. Are you ready?



THE FUTURE OF HR

WHAT THE NEXT 1, 3 & 5 YEARS LOOK LIKE

The HR function is undergoing its most radical transformation in decades. AI is automating routine work, restructuring roles, and creating entirely new opportunities for those who adapt. Here's your roadmap through the transition.

1
YEAR

2026–2027
The Shift Begins

⚠️ RISKS

- 40–50% of entry-level admin roles automated
- HR tech firms cutting HR team headcount
- HR Director replaced by Chief Productivity Officers

✅ OPPORTUNITIES

- AI-fluent HR promoted faster
- 'Workforce Acceleration' roles created at scale
- AI ROI leaders gain board access

 **93% of employers actively looking to reskill — HR owns this**

3
YEARS

2028–2029
The New Normal

⚠️ RISKS

- Recruitment admin fully automated — no CV screening
- DEI absorbed into People & Culture
- Performance reviews auto-generated by AI

✅ OPPORTUNITIES

- Senior HR refocused on strategy, ethics & AI governance
- People analytics becomes CORE competency
- CHRO moves from cost centre → transformation centre

5
YEARS

2030–2031
The New Frontier

⚠️ RISKS

- HR teams 40–60% smaller but far more powerful
- Generalist roles largely gone — only specialists remain
- AI makes 80%+ of performance & succession decisions

✅ OPPORTUNITIES

- Human-agent collaboration is standard
- Top HR earns significantly more as scarcity rises
- 'Workforce Architect' & 'AI Ethics Officer' go mainstream

 **HR professionals with AI capability lead the continent**



THE AI-AGE CAREER LADDER

WHAT YOU NEED AT EACH RUNG HAS CHANGED COMPLETELY

The traditional path still exists (Admin → Generalist → Manager → Director → CHRO), but the **skills and mindset required at every level are fundamentally different**. AI fluency is no longer optional — it's the new baseline.

HR OFFICER / COORDINATOR



AI FLUENCY FOUNDATION

Automate your own admin. Use AI for drafting, data entry & onboarding packs. Become the team's 'AI go-to person'.

1

HR MANAGER



AI-AUGMENTED PRACTICE

Run recruitment with AI. Use people analytics. Build AI policy. Train your team on AI tools. Become a *productivity multiplier*.

2

SENIOR HR MANAGER / BP



AI STRATEGY & ROI

Champion AI impact on KPIs. Govern AI ethics. Connect people data to P&L. Advise C-suite on workforce productivity outcomes.

3

HR DIRECTOR / HEAD OF PEOPLE



AI-DRIVEN ORG DESIGN

Redesign org structure around human-AI collaboration. Lead workforce acceleration. Own AI governance board. Manage CHRO-level transitions.

4

CHRO / CHIEF PEOPLE OFFICER



AI TRANSFORMATION LEADERSHIP

Drive AI-powered transformation company-wide. Own the 'Workforce Acceleration' function. Present AI workforce ROI to board. Manage human-agent collaboration at scale.

5



WHAT YOU NEED TO BECOME

6 PILLARS OF FUTURE-READY HR PRACTICE



AI Literate

Understand and use AI tools daily. Automate routine tasks. Be the person others come to for AI guidance.



Data-Driven

Master people analytics. Connect HR metrics to business outcomes. Use data to influence decisions at every level.



Strategically Minded

Think beyond HR admin. Align workforce strategy to organisational goals. Speak the language of the C-suite.



Ethics Champion

Lead AI governance. Ensure fairness, transparency and human dignity in automated decisions. Protect people, not just processes.



Agile & Adaptive

Embrace continuous learning. Pivot fast as the landscape changes. Reskill proactively rather than reactively.



Human Connector

In an AI-first world, humanity is your superpower. Build trust, culture and psychological safety — things AI cannot replicate.



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