



Webinar

Inside Scoop: State of People Strategy Report 2027



Welcome! We're so glad you're here.

We'd love to answer your questions. Please submit your questions on the **Q&A tab**.

For a demo of Lattice, press the "Get Demo" button on the top right of your screen.

We'll be citing articles, ebooks, and templates throughout. Check them out via the "Docs" tab.

This session is being recorded and you'll receive the recording via email after the event.

Agenda

Introduction

HR's Priorities in 2027

HR Tech Gets a Glow Up

Making AI Useful, Trusted, and Human

Demonstrating HR's Impact

Q&A

Read the full
report



Our Speakers



Kim Luong

Director of Talent
Management and People
Analytics, Lattice



Ashley Alvarado

Director of People
Strategy,
Away



Massella Dukuly

Head of Workplace
Strategy, Charter



Dave Druzynski

Chief People Officer,
Fleetworthy

Methodology

- We surveyed 1,300+ HR practitioners from the US, Canada, UK, Germany, France, and other global markets.
- Respondents work across various industries and company sizes, job levels, departments, and remits of control.
- We explored a range of topics: employee performance, AI adoption, manager enablement, and other people programming initiatives.

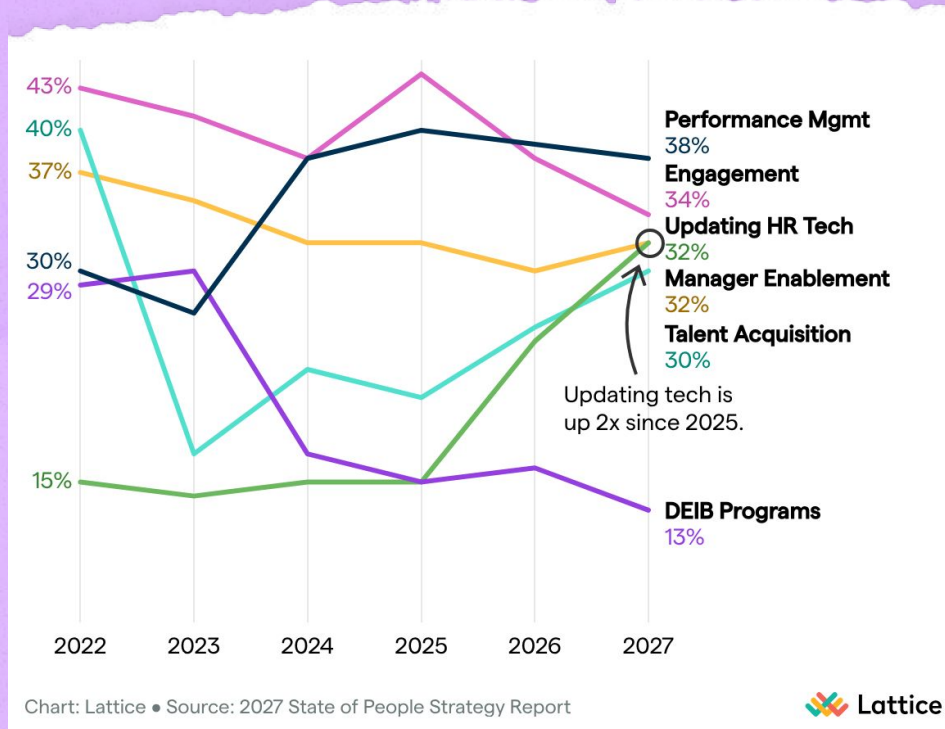
**Read the full
report**



HR's Priorities in 2027

Performance leads for the second year in a row.

Engagement and DEIB hit an all-time-low in the history of this report.



How HR Is Driving Performance

46%

run performance
reviews monthly or
quarterly

74%

say managers are using
AI to write reviews

83%

use PIPs or plan to



Let's Discuss:

Does a performance-first culture have to be at odds with a people-first culture?

HR Tech Gets a Glow Up

- Updating tech is HR's fastest-growing priority.
- But 47% said they regret at least one recent HR tech purchase.

For some, upgrading HR tech isn't just important. It's priority number one.

The importance of upgrading tech varied across geography, industry, and headcount. These respondents said it was a top focus.

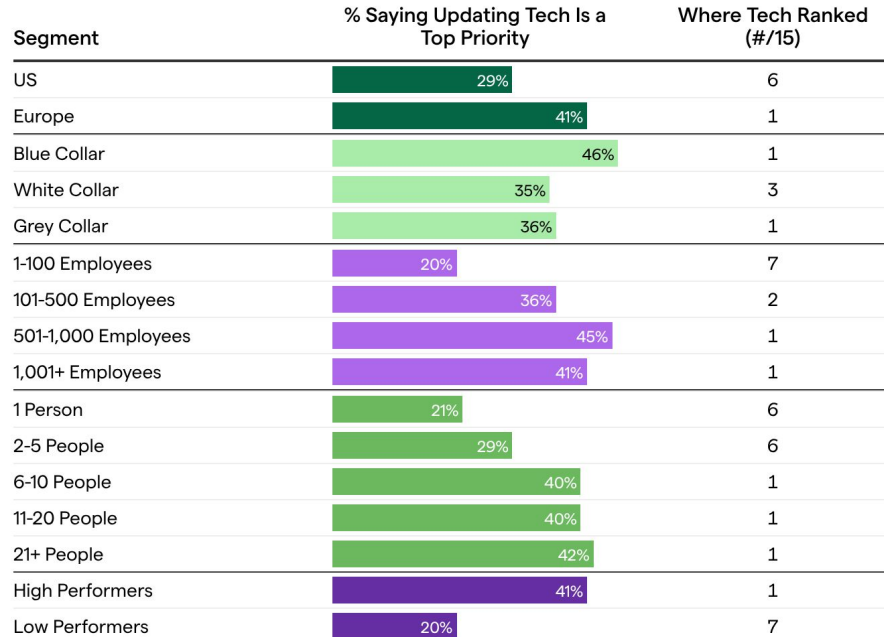


Table: Lattice • Source: 2027 State of People Strategy Report

~~No Regrets~~ Some Regrets

Almost half of HR regrets a recent tech purchase. Here's why:

50%

said functionality
fell short of
expectations.

34%

cited integration
challenges and
complicated
platforms.

18%

cited opaque
pricing and
unexpected fees.

18%

said the platform
simply wasn't
worth it.

Let's Discuss:

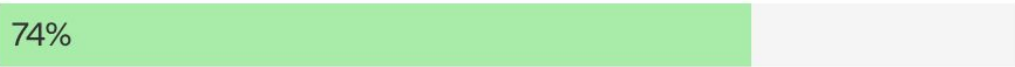
How do you decide where new technology will genuinely make a difference, rather than simply adding another tool?

Making AI Useful, Trusted, and Human

Almost three quarters of HR says managers are using AI to write reviews. Most say that's a good thing.

Some or most managers are using AI for reviews

74%

A horizontal bar chart with a green bar representing 74% and a light gray bar representing the remaining 26%.

Because of AI...

Review quality is better

64%

A horizontal bar chart with a purple bar representing 64% and a light gray bar representing the remaining 36%.

Completion rates are higher

64%

A horizontal bar chart with a purple bar representing 64% and a light gray bar representing the remaining 36%.

Writing reviews is faster

76%

A horizontal bar chart with a purple bar representing 76% and a light gray bar representing the remaining 24%.

Chart: Lattice • Source: 2027 State of People Strategy Report

Making AI Useful, Trusted, and Human

- 61% of HR are concerned or very concerned about the ethical risks of AI.
- Less than half are ready to trust it to decide on raises and promos.

HR trusts AI with busywork, not decisions.

Most HR leaders are comfortable with managers using AI to summarize meetings, draft reviews, and identify bias. Comfort drops in use cases of promotions and pay.

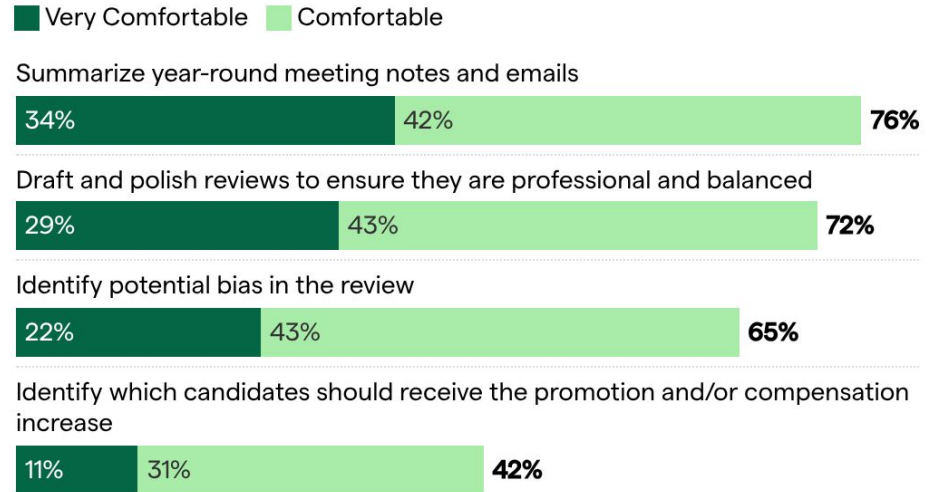


Chart: Lattice • Source: 2027 State of People Strategy Report

Let's Discuss:

What principles or guardrails have helped you make sure AI supports better people decisions rather than simply faster ones?

Demonstrating HR's Impact

Roughly half of HR
are under pressure
to defend their
people programs.

It pays for HR to have friends in high places.

HR is generally under more scrutiny this year. But those with stronger connections to the C-suite enjoyed less second-guessing of their people programs.

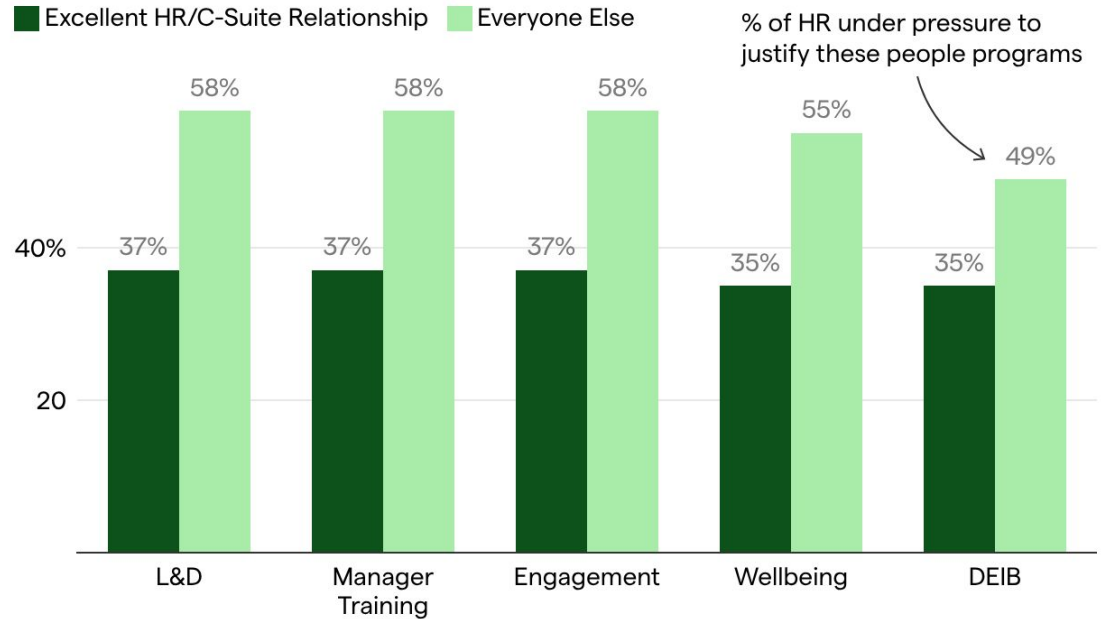


Chart: Lattice • Source: 2027 State of People Strategy Report

Demonstrating HR's Impact

Psych safety increases
engagement and
performance for HR
and employees.

Psych safety creates a virtuous cycle for performance

Far from a "nice to have," psychological safety has a real impact on how HR teams show up.



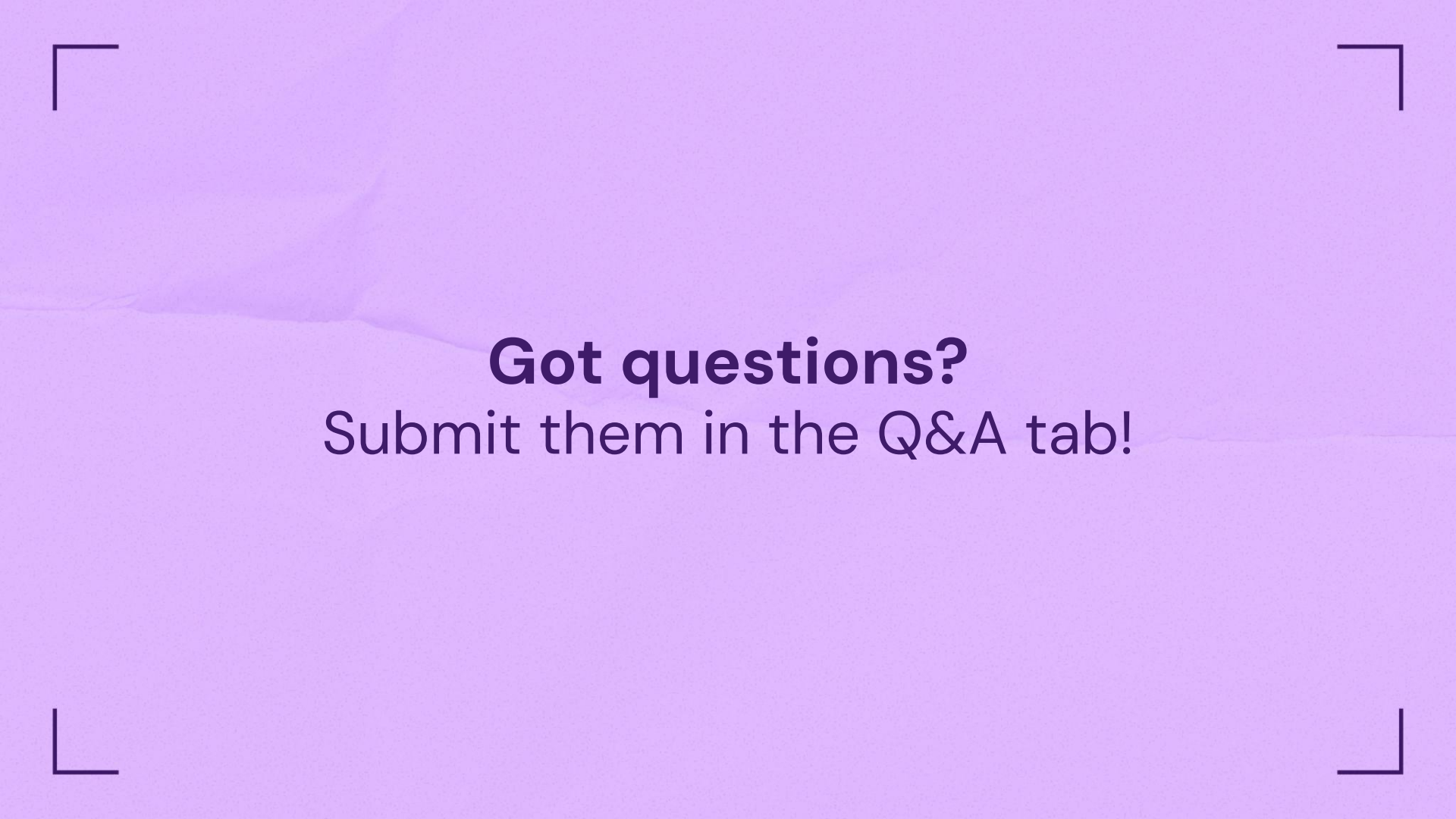
Chart: Lattice • Source: 2027 State of People Strategy Report

Let's Discuss:

How are you connecting engagement and people programs to business outcomes – without losing sight of the employee experience?

Let's Discuss:

What do you wish execs knew or understood about these programs? Any examples of language you have used to build that foundation?



Got questions?
Submit them in the Q&A tab!

Closing Remarks

What is one practical action our audience could take in the next 90 days to set themselves up for a successful 2027?

Thank you!

Here's to a productive, safe, and healthy 2027.

We  feedback! Help us improve
by taking our survey.

SHRM: 26-9SFQM

HRCI: 752912