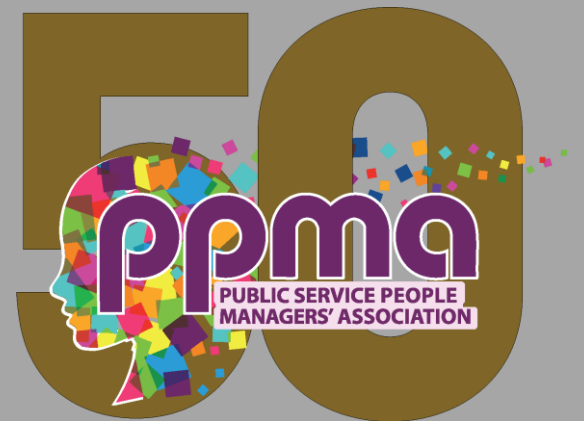


# Insights from the President's Survey 2025

*Insights to Inform Leadership*



# Your learning and development

Are you given training/ learning to do your job role?

- Always 30%
- Mostly 60%
- Rarely 10%

Does your organisation invest in your career development?

- Significantly 25%
- Somewhat 50%
- Minimal 25%

What CPC do you do yourself?

- Regularly 45%
- Sometimes 45%
- None – due to lack of time/ funds 10%

# HR v other professions

## How is HR compared to other professions?

- HR is valued & strategic 20%
- HR is valued but not strategically 30%
- HR is a necessary support function 35%
- HR is overlooked 15%

## Do you feel empowered to challenge and bring new ideas to other professional colleagues?

- Always 20%
- Often 40%
- Sometimes 30%
- Rarely 10%

# HR as a Strategic function

Is HR seen as a strategic function in your organisation?

- Yes, fully 20%
- Somewhat strategic 60%
- No, primarily operational 20%

How much time do you spend on firefighting v strategic work?

- Mostly firefighting v strategic work 70%
- Even balance between firefighting and strategic work 20%
- More strategic work v firefighting 10%

What are the main barriers to preventing HR being more strategic?

- Top four barriers identified were - Lack of investment, Organisational culture, Focus on transactional tasks, Lack of leadership support

# Your influence

## Your influence over organisational culture?

- Significant 30%
- Some influence 50%
- Minimal influence 20%

## Does your organisation learn from other HR teams/ industries?

- Regularly 35%
- Occasionally 45%
- Rarely 20%

# What would help HR be more effective in your organisation?

## Top thematic views

- More capacity and investment
- Stronger senior backing
- Shift HR to be more strategic
- Structure and HR operating model
- Modern systems and automation
- Management capability and development

## Possible solutions

- Secure executive sponsorship/ governance for greater influence and shape organisational change
- If possible, add capacity to shift from firefighting
- Prioritise an integrated HR system and automate HR tasks where possible
- Invest in management capability
- Revise HR operating model

# What one change would most improve the positioning and impact of HR in local government?

## Top thematic views

- Strategic recognition and/ or a seat at top table
- A perception shift to being a strategic partner
- Resources and funding
- Tech investment and AI utilisation
- Structure and operating model review