



# SOLEX<sup>HRC</sup> NEWSLETTER

PERSONALIZED, SEAMLESS, PROFESSIONAL

We put the "Human" in Human Resources | (781) 365-9610

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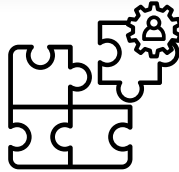


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## SOLEX HRC CONSULTING SERVICES



Solex HRC recognizes that managing your employees and growing your business requires a significant amount of time and effort! Many growing businesses do not have an HR professional, or if they do, they are overburdened with compliance tasks and operational projects. Solex HRC can help!

By partnering with Solex HRC, you will have a dedicated HR Consultant that meets with you regularly to stay on top of important tasks, compliance items, and employee relation issues. We take the time to meet with you and to understand your business so we can efficiently manage your workforce. Our intention is to keep your employees happy so you can focus on growing your business.

## HR Highlight of the Month

### Talent Retention

As the year draws to a close, HR teams are honing in on one of the most pressing challenges of 2025: the strategic shift from hiring to retaining talent. With job markets cooling and employee expectations evolving rapidly, simply attracting new hires is no longer enough. Recent insights highlight that more than two-thirds of organizations continue to struggle to fill full-time roles, underscoring the broader skills-and-talent squeeze that organizations face.

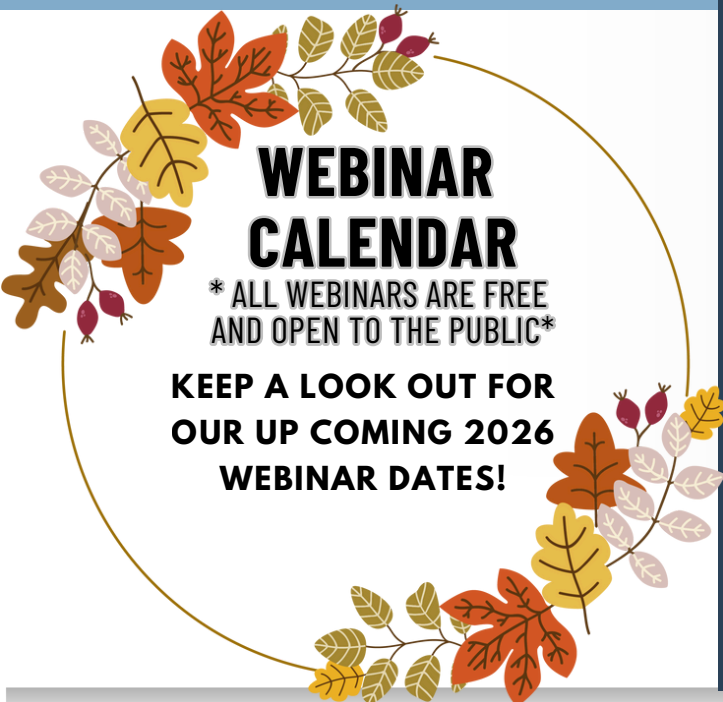
In this climate, retention has emerged as an organizational imperative. According to thought-leadership from HR firms, a holistic employee-wellbeing and growth-oriented experience isn't a nice-to-have, it's essential for keeping people committed and engaged. In practice, this means investing in meaningful development opportunities, supporting managers in their people-leadership roles, and enhancing career pathways for employees so they don't look elsewhere for growth.

For HR leaders planning their year-end wrap-up and planning ahead into 2026, the call to action is clear: reinvest in your current workforce. Focus on designing retention-first strategies such as transparent career frameworks, manager enablement, and wellbeing systems aligned with your culture and value proposition. By doing this, you shift from chasing talent to empowering the talent you already have, anchoring your organization amid uncertainty and positioning yourself to thrive next year.

## WEBINAR CALENDAR

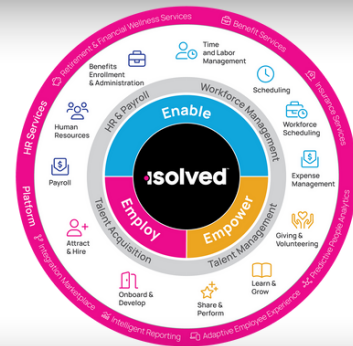
\* ALL WEBINARS ARE FREE AND OPEN TO THE PUBLIC\*

KEEP A LOOK OUT FOR OUR UP COMING 2026 WEBINAR DATES!





# SOLEX HUMAN CAPITAL MANAGEMENT TECHNOLOGY SPOTLIGHT



## LEARNING MANAGEMENT & EMPLOYEE TRAINING



### Tracks Learning Progress

Tools to monitor how employees are doing in their training, what skills team members need to improve, and ensures that training is effective and beneficial.



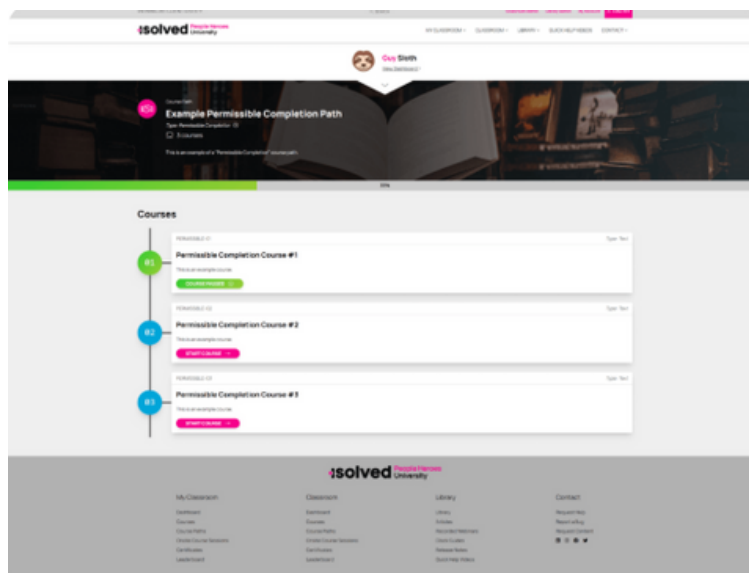
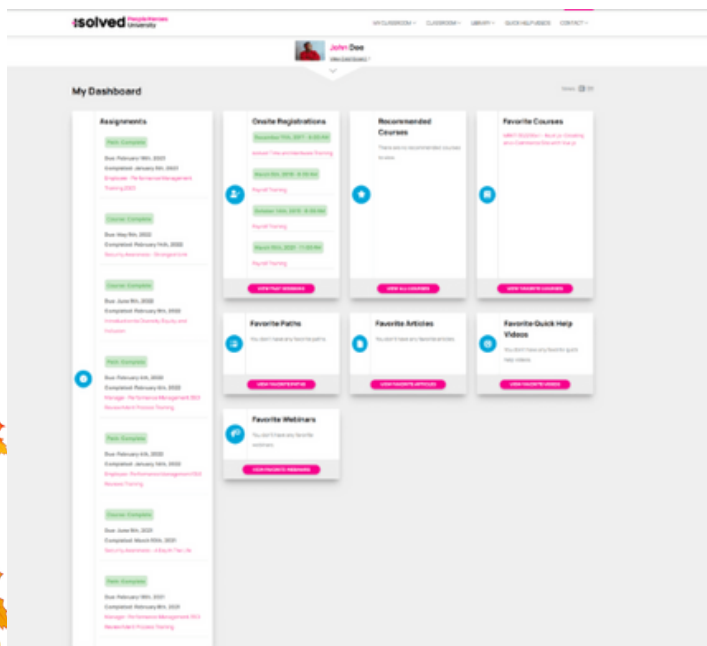
### Easy-to-Use Training System

Manage training with a variety of courses that can be customized to fit the needs of the company.



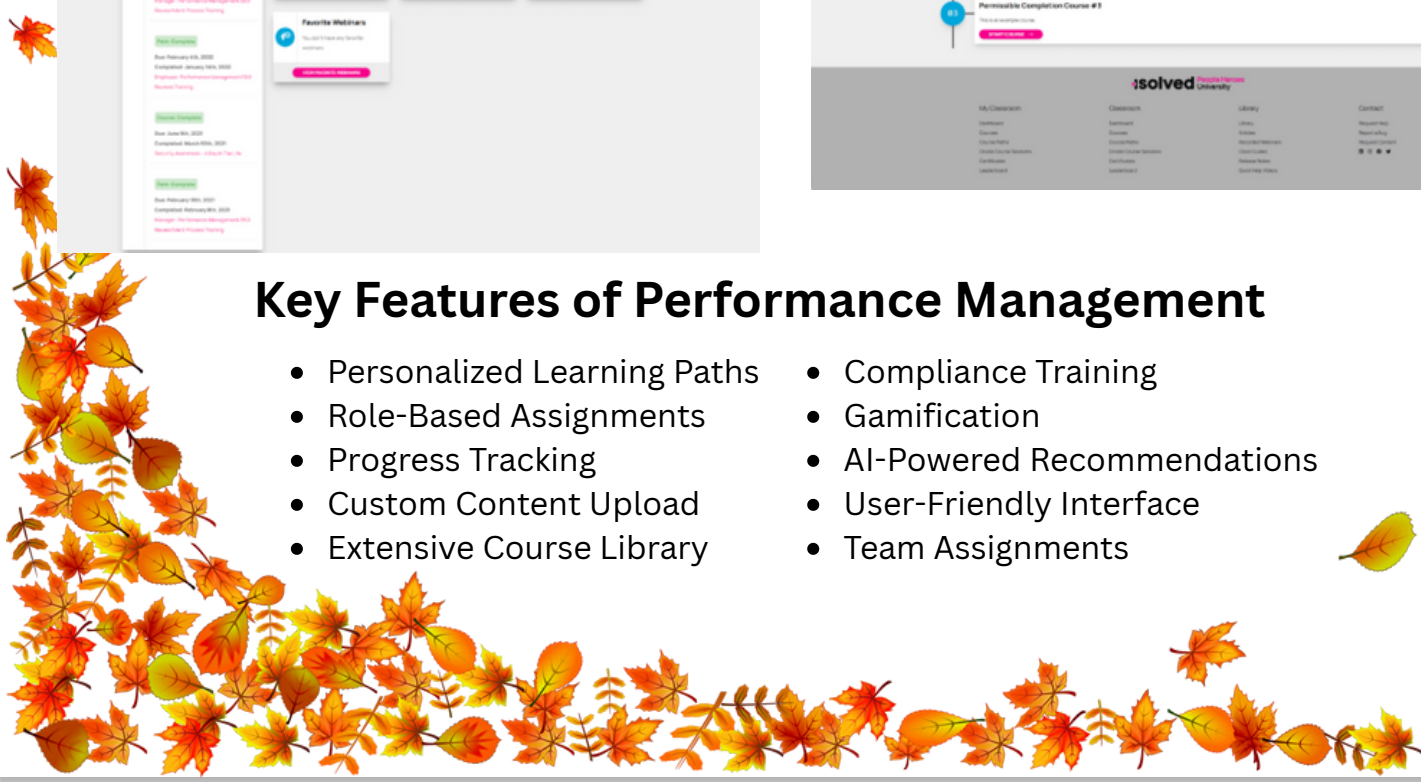
### Boosts Employee Satisfaction and Loyalty

Help employees feel valued by offering them opportunities to learn and grow in their careers.



## Key Features of Performance Management

- Personalized Learning Paths
- Role-Based Assignments
- Progress Tracking
- Custom Content Upload
- Extensive Course Library
- Compliance Training
- Gamification
- AI-Powered Recommendations
- User-Friendly Interface
- Team Assignments





# HR COMPLIANCE CORNER

## SUCCESSION PLANNING IN 2026: AN IMPERATIVE ONGOING INVESTMENT

In today's competitive landscape, succession planning has become a cornerstone of organizational stability and growth. Looking on the horizon to 2026, employers are under increasing pressure to ensure leadership pipelines are strong enough to weather unexpected departures and planned retirements. With workforce demographics shifting and employee mobility at an all-time high, organizations that neglect succession planning risk losing valuable institutional knowledge and continuity.

The modern HR approach to succession planning is proactive and data-driven. Employers are no longer just grooming replacements for C-suite positions; they are identifying critical roles across all levels of the organization and developing strategies to fill them. Tools such as predictive analytics and performance mapping help HR leaders anticipate workforce gaps, while mentorship programs, leadership training, job rotation assignments and structured career paths build readiness within the existing team.

Effective succession planning is closely tied to employee engagement. Employers should review and update succession plans annually, build individualized development plans for high-potential employees, and clearly outline career pathways to support retention. Providing meaningful growth opportunities not only strengthens workplace culture but also fosters long-term loyalty. Organizations that approach succession planning as an ongoing investment, rather than a crisis response, are better positioned to thrive in the evolving world of work.



## HUMAN PLUS MACHINE

As we approach the end of 2025, one of the most talked about topics in HR circles is the accelerated integration of artificial intelligence and how it's reshaping the workplace. According to recent reports, HR and IT teams are increasingly partnering to navigate the wave of automation, digital "co-workers," and shifting job definitions brought on by generative AI and other smart tools. HR professionals are no longer just administrators of policy, they're stewards of transformation, guiding employees through new workflows, evolving skill sets, and changing responsibilities.

At the same time, the human side of this digital shift is becoming more critical than ever. The explosion of AI-driven tools means that issues like bias, transparency, job security anxiety, and employee well-being are rising to the top of HR's agenda. For example, research highlights that only a minority of organizations link long-term workforce planning with emerging skills supply. In parallel, employees are increasingly concerned about how they'll adapt and stay relevant and how they'll be supported by their employers as the "human plus machine" model takes hold.

So what does this mean for you, as an HR professional or leader? It means three key imperatives: first, treat AI and automation as human augmentation rather than replacement; second, build transparent and ethical frameworks for how tech is used in hiring, performance and up-skilling; and third, reimagine development, engagement and the employee experience in a world where roles change faster and flexibility is paramount. By doing so, HR can become a strategic partner in the business and help anchor the organization through the change ahead.

