



## THE RISE OF HR

*April HR In-Brief*

### The Rise of HR: Leading Through Change with a Coach Approach

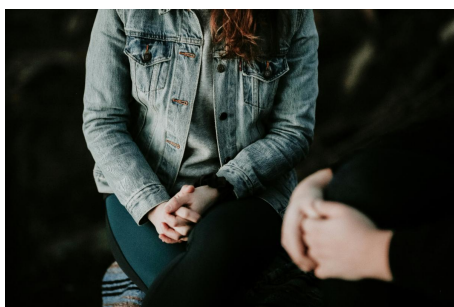
**Ashli Komaryk, MBA ACC - Associate Consultant, Chemistry Consulting Group**

"In today's rapidly evolving business landscape, organizations face unprecedented complexity—shifting workforce demographics, technological disruptions, evolving employee expectations, all within our current context of uncertainty brought about by a looming upheaval of the global trade environment. As a result, businesses are increasingly turning to HR consultants and advisors for strategic guidance in navigating these challenges. The rise of HR as a critical function in organizational success reflects the need for agility, emotional intelligence, and forward-thinking leadership."

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### Toxic workplaces are on the rise, experts say, and it starts at the top



**The Globe and Mail**

"Defined as work environments that negatively impact physical, emotional or mental health, toxic workplaces are in every industry and are taking a toll on Canadian workers and costing companies, according to Business Development Canada. But there are steps leaders and employees can take to ensure their workplace remains a positive environment."

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## How HR can support management strategy to drive corporate success



Spectra

"Since people are critical to corporate success, HR must be deeply involved in setting and executing strategy. It should stand alongside the CEO and business leaders, offering guidance and insight as they make decisions every day across the organization."

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## While workers need skill development, managers still lack support, Deloitte says



HR Dive

"To better adapt, the traditional role of managers must be reinvented as well, the report found. According to the survey, managers spend about 40% of their time on solving daily problems and administrative tasks and only 13% of their time on developing people. On top of that, 36% of managers said they're insufficiently prepared to manage people, and 40% reported a decline in mental health after being a manager."

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### MARCH 2025

The unemployment rate rises to 6.7% in March.

Employment declined among men aged 55 years and older while there was little change for other major demographic groups.

The employment decline in March was driven by a drop in full-time work.

#### Unemployment Rate Across Top Canadian Cities

Vancouver, BC	6.7
Victoria, BC	3.6
Kelowna, BC	5.8
Calgary, AB	7.2
Toronto, ON	8.7

### The Daily Labour Force Survey - March 2025

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