



## HR AS A STRATEGIC BUSINESS PARTNER

*February HR In-Brief*

### Transforming HR into a Strategic Driver

By Chemistry Consulting Group

"In today's complex and fast-moving business environment, organizations can no longer afford to view Human Resources as a purely administrative function. The most successful companies understand that HR, when positioned correctly, is a strategic business partner that directly influences growth, performance, and long-term sustainability..."

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### HR Professionals Now More of a 'Strategic Partner in the Business'



HRD Canada

"For Sonja Nelsen, the evolution of HR has been both personal and professional. "There's been a real shift from a largely administrative and policy-driven role to being a more strategic partner in the business," says Nelsen. "Today, it's about strengthening culture, leadership, and growth..."

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### 5 Ways HR Can Become a Strategic Business Partner

"According to a report from Gartner, 75% of CHROs expect their HR business partners to be actively strategic – yet fewer than 20% achieve this. It's time for HR to step up and take its rightful place in the boardroom. Jim Reid, CHRO at Rogers Communications and speaker at HR Leaders Summit Toronto, shared insights with HRD on how this should be done..."



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## CEOs Want HR as Strategic Business Partner



Canadian HR Reporter

"At Ricoh, HR holds a prominent position at the executive table and acts as a strategic partner to each of the departments. Similar to other departments at the 2,100-employee company, such as sales and service, HR is expected to create its own strategic plan each year which should demonstrate it has been thinking outside-the-box, not just as a function..."

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## HR Strategy: What is It and How to Create One

ADP Canada

"Human resource (HR) strategy maximizes the potential of an organization's human capital so it can achieve its broader business objectives. For some employers, however, transitioning HR from a purely transactional function to a strategic one can be challenging. But considering the competitive advantages enjoyed by talent-driven organizations, it's an obstacle worth overcoming..."



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# UNEMPLOYMENT STATISTICS

LOCAL, PROVINCIAL, NATIONAL

## JANUARY 2026

The overall unemployment rate declined to 6.5% in January.

The unemployment rate fell by 0.3 percentage points to 6.5% in January, driven by a decline in the number of people searching for work (-94,000; -6.1%)

### Unemployment Rate Across Top Canadian Cities

Vancouver, BC	6.3
Victoria, BC	4.4
Kelowna, BC	6.8
Calgary, AB	6.7
Toronto, ON	7.9
Montreal, QC	6.1

**The Daily Labour Force Survey - January 2026**

Whether you're enhancing HR processes, building your team through professional recruitment, or investing in leadership development, we're here to help.

Contact **Chemistry Consulting Group** for a consultation.

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