

2023

ANNUAL REPORT

Driving Change and Improving Lives



*CELEBRATING 75 YEARS OF
TRANSFORMATIVE IMPACT*



Letter from Johnny



Dear SHRM Members and Supporters,

As we reflect on the past year, I am immensely proud to share with you the remarkable achievements and milestones that have defined SHRM's journey in 2023. This year marked a significant milestone for us – 75 years of driving change and improving lives.

For seven and a half decades, SHRM has been at the forefront of transformative impact, shaping workplace policies, championing inclusion and diversity, and advocating for the well-being of workers worldwide. Our legacy is a testament to the dedication and resilience of our members and supporters, who have tirelessly worked to create better workplaces and a better world.



At the heart of SHRM's mission lies a commitment to advocating for policies that promote a better world of work. In 2023, we championed initiatives aimed at addressing critical workforce challenges, including workplace development, equity, flexibility, and leave. Looking ahead, our focus will be on harnessing the power of AI while preserving the essence of human intelligence, ensuring a brighter future for workers everywhere.

As we celebrate 75 years of transformative impact, we reaffirm our commitment to empowering HR professionals, championing workplace equity, and shaping a future where every worker thrives. Together, we will continue to drive progress and create better workplaces for a better world. Thank you for your unwavering support and dedication to SHRM's mission. Here's to the next 75 years of driving change and improving lives.

A handwritten signature in black ink, appearing to read 'Johnny C. Taylor, Jr.'.

Johnny C. Taylor, Jr.
SHRM-SCP, SHRM President and CEO



Empowering Through Education, Research and Certification

The journey to creating a better world of work is an ever-evolving path. In 2023, SHRM empowered people leaders, HR professionals and organizations to embrace change and drive innovation by equipping them with world-class tools, insights and training.

World-Class Conferences and Events

SHRM conferences and events, meticulously curated to meet the diverse needs of our global audience through learning and networking opportunities, served a record **30,800** attendees from **80** countries.



Groundbreaking Research

SHRM's Data & Insights team provided evidence-based insights, recommendations and innovations at the intersection of people and work, helping to improve the employee experience and advance business performance in organizations.

Employees who rate their organization's culture as good or excellent (vs. poor or terrible) are:

- **79%** more likely to feel satisfied at work. *(this could also be written as nearly 8x as likely)*
- **96%** less likely to dread going to work.
- **83%** less likely to be actively looking for a new job at present.
- **78%** less likely to have actively looked for a new job in the last six months.

— 2023 Global Culture Report

The Skilled Credentials Toolkit educated HR professionals to pivot their hiring strategy to emphasize the skills of individuals more-so than their educational backgrounds, allowing employers to expand access to quality jobs and reduce barriers that lead to inequities.

The State of the Workplace Annual Research armed leaders and HR professionals with trends pressing organizations around the US to help ensure their workforces remained productive throughout the year.

The Global Workplace Culture Assessment looked at the state of workplace culture in the ten largest global economies and identified key benchmarks around management practices for each of the 10 nations.



Enlightening Editorial

In 2023, the SHRM Editorial team shared **2,000** articles across SHRM's platforms and publications, providing members and customers with toolkits and how-to guides to navigate workplace challenges.



Empowering through Education

In 2023, SHRM Education reached tens of thousands of learners and helped them prepare for the pivotal role an HR leader plays in transforming the workplace.

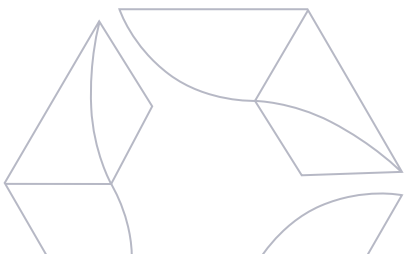
The **SHRM Essentials of HR** program, new in 2023, introduced a fresh perspective on HR and its critical role in the workplace with an interactive, multimedia online learning experience to keep learners engaged.



Nearly
11,000

professionals participated in the People Manager Qualification, which was named **Best Program for Upskilling Employees** and **Best Advance in Creating an Extended Enterprise Learning Program**, two prestigious awards from the Brandon Hall Group's Excellence Awards in Human Capital Management.

SHRM closed
2023 with a record number of
Certified Professionals, with
133,894
active certificants.



Growing Our Membership

In 2023, SHRM experienced unprecedented growth, reaching an all-time high of **329,053** members. Our focus on enhancing the member experience and providing best-in-class services led to this remarkable milestone. By offering complimentary access to resources such as the compensation data benchmark report, we demonstrated our unwavering commitment to supporting the professional development of our members.



Expanding Our Reach

In 2023, SHRM integrated **Linkage** and **CEO Academy** into its offerings.



Linkage

Linkage, a global leadership development firm committed to advancing women and accelerating inclusion in leaders and organizations, held its flagship conference, the **Women in Leadership Institute, now in its 24th year.** Through its work with more than one million leaders, Linkage continues to empower top organizations to solve their most pressing talent challenges.





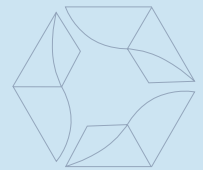
A SHRM COMPANY

CEO Academy

In its first year under SHRM's lead, CEO Academy continued to be a premier gathering for top business leaders, providing an exclusive platform for networking and in-depth discussions on prevalent workplace challenges. Its two events, in San Francisco and New York City, connected more than **50** participants with peers, Wharton faculty and top executives from a wide range of industries, including finance, technology, engineering, healthcare and more. They explored critical topics such as succession planning, how to navigate the return to the office, geopolitical tensions, and the transformative impact of AI on the way we work.

Global Impact and Collaboration

SHRM's influence extended beyond borders, as evidenced by our partnerships and initiatives on the global stage.



Global Worker Project

The launch of the Global Worker Project exemplified our dedication to fostering dialogue and driving change on an international scale. Through collaborative efforts with strategic partners, we facilitated discussions on the future of work, ensuring that workers' voices were heard and their needs addressed. Groundbreaking research and inspiring events empowered global business leaders, civic organizations and policymakers to discuss how they can work together to secure the lives and livelihoods of workers.



SHRM EAST

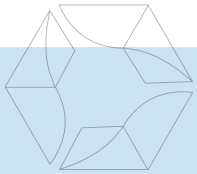
Strategic Expansion & Business Growth

The launch of SHRM’s Saudi Arabia office marks a strategic move in the overall global expansion of the organization. By establishing a local presence in Saudi Arabia, SHRM aims to enhance its support for human resource professionals in the region, providing them with valuable resources, networking opportunities, and cutting-edge insights into the field of HR.



World-Class Learning Programs

The SHRM East advisory team delivered learning programs for 200+ clients and reached more than 10,000 professionals.



Global Worker Project

The **SHRM India Annual Conference** is a flagship event that brings together HR professionals, thought leaders, and industry experts from across the country. More than 5600 attendees experienced a rich array of sessions, workshops and keynote addresses that delved into the latest strategies, innovations and best practices shaping the HR landscape in 2023.

The **SHRM Tech Conference** stands at the forefront of the intersection between technology and human resources, and showcases the latest technological solutions designed to revolutionize HR practices. More than 4000 senior industry professionals attended the SHRM Tech conference in 2023.



The **SHRM MENA Annual Conference** is a pivotal gathering for human resource professionals across the region. The conference serves as a catalyst for professional development, fostering a collaborative environment where participants can gain valuable insights, share best practices, and build meaningful connections. More than 1000 delegates attended the conference in 2023.

B20 Leadership

In 2023, SHRM was represented at the B20 conference, the official Group of Twenty (G20) dialogue forum with the global business community. The G20 is the premier forum for international economic cooperation.



It brings together the leaders of developed and developing countries from all continents and plays an important role in shaping and strengthening global architecture and governance on all major international economic issues.



The B20 officially conveys its final recommendations to the G20 Presidency at the B20 Summit. In 2023, SHRM President and CEO Johnny C. Taylor, Jr., SHRM-SCP, was named co-chair of the B20 India Future of Work, Skilling and Mobility task force, while SHRM Chief of Staff and Head of Public Affairs Emily M. Dickens served as a member of B20's African Economic Integration: An Agenda for Global Business Action Council.





Advocating for Change

At the heart of SHRM's mission lies a commitment to advocating for policies that promote a better world of work. Through engagement with policymakers and thought leaders, we championed initiatives aimed at addressing critical workforce challenges, including workplace development, equity, flexibility and leave, immigration, healthcare and governance. Whether advocating for skills-based hiring or supporting flexible work arrangements, SHRM remained steadfast in its pursuit of policies that prioritize the well-being of workers.

Looking Ahead: AI + HI = ROI

As we embark on the journey ahead, SHRM remains steadfast in its commitment to driving positive change and improving lives. In 2024, our focus will be on harnessing the power of AI while preserving the essence of human intelligence. Through our advocacy for a human-centric approach to AI adoption, we aim to unlock new opportunities for innovation and growth, ensuring a brighter future for workers everywhere.





Foundation: Championing Change in the Workplace

SHRM Foundation played a pivotal role in driving positive change across the work landscape in 2023.

Recognizing the evolving workplace landscape, the Foundation empowered HR professionals in three ways:



WIDENING PATHWAYS TO WORK

SHRM Foundation tackled the talent gap head-on promoting a skills-first approach by:

- **Shifting Mindsets:** Providing resources and tools for employers to adopt skills-first hiring practices.
- **Creating Tools for the Job:** Developing the [Ready for Success: Adopting a Skills Mindset in Employment Practices Toolkit](#) in collaboration with the Charles Koch Foundation, a game-changer for HR professionals and hiring managers seeking solutions to close talent gaps.

STRENGTHENING THE HR FIELD

SHRM Foundation supported the HR Leaders of today and tomorrow by:

- **Spotlighting HR Center Stage:** Recognizing workplace leaders who are transforming the world of work and the lives of millions around the globe at SHRM Foundation's Annual Tharseo Awards.
- **Investing in the Profession:** Distributing over \$600K+ [Scholarships, Grants and Awards](#) ensuring a bright future for the profession.



TACKLING SOCIETAL CHALLENGES

SHRM Foundation championed HR's role in creating healthy workplaces by:

- **Boosting Mental Health:** Launching a comprehensive field guide, [Mental Health in Your Workplace](#), to assist HR in building mental health strategies for their organizations.
- **Committing to Health Equity:** Joining a partnership with American Heart Association and the Deloitte Health Equity Institute to bring together employers and community groups to take action. As part of this effort, we released the [Health Equity in the Workforce Employer Resource Guide](#), offering employers a series of strategies to address and improve workplace health equity for every worker.



WorkplaceTech Accelerator

SHRMLabs proudly showcased its **2nd Annual WorkplaceTech Accelerator** program, a premier accelerator focused on the future of work. Out of a competitive pool of over 200 applicants, five standout startups were handpicked by SHRM's leadership to participate. Through an intensive 12-week journey, the 5 startups (Humanly, Confirm, OnRamp, GoodJob, and Movo) were immersed in a transformative hybrid accelerator, where they received invaluable guidance and resources essential for navigating today's fiercely competitive market.



Better Workplaces Challenge Cup

In its 3rd edition, the Better Workplaces Challenge Cup once again attracted global attention as the foremost WorkplaceTech Competition. Drawing in approximately 250 completed applications from 47 countries for its startup track, the competition showcased the diverse and innovative solutions emerging worldwide. It also featured exceptional judges such as the professor and best selling author, Suzy Welch. Maxwell, an employee benefits solutions, emerged as the winner.



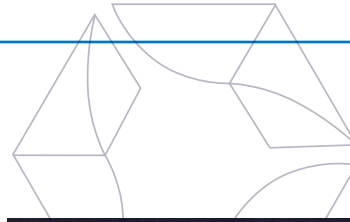
Here's to 2023

As we reflect on 2023, we celebrate the profound impact of SHRM's journey and the remarkable strides we have made towards driving change and improving lives. Marking 75 years of transformative impact, we have honored our legacy while embracing the future with unwavering dedication and resilience.

Our commitment to shaping better workplace cultures, championing inclusion and diversity, and advocating for the well-being of workers worldwide has been at the forefront of everything we do. From empowering HR professionals through education, research, and certification to expanding our global reach and collaboration, SHRM has remained steadfast in its mission to create better workplaces for a better world.

Looking ahead, we are excited to harness the power of AI while preserving the essence of human intelligence, unlocking new opportunities for innovation and growth. With our focus on driving positive change and empowering every worker to thrive, we are confident that the future holds endless possibilities for progress and prosperity.

Thank you to our members, supporters, and partners for your unwavering dedication and commitment to SHRM's mission. Together, we will continue to drive progress, shape the future of work, and create a world where every individual has the opportunity to succeed.



**Here's to the next 75 years
of transformative impact and
empowering change!**