

2025 BUSINESS >> *of* AIRPORTS



Roundtable 2: Building Your HR Team

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Strategic Vision & Structure

- What are the core objectives of our HR team?
- How do HR goals align with overall business strategy?
- Should the HR department be centralized or decentralized?
- Do we need HR generalists, specialists, or a mix?
- What metrics define HR team success?

Talent & Recruitment

- What skills and experience should we seek in HR hires?
- How do we ensure diversity and inclusion within our HR team?
- Which recruitment tools best support our needs?
- How do we create a seamless onboarding process for HR staff?

Culture & Leadership

- How can HR model the airport's core values?
- What role does HR play in shaping organizational culture?
- How can HR strengthen collaboration with executive leadership?

Technology & Tools

- Which HR technology platforms are essential (HRIS, ATS, LMS, etc.)?
- Are our current tools scalable and user-friendly?
- Should we integrate AI and automation in the HR workflows?



Development & Growth

- How do we promote continuous learning within the HR team?
- What succession planning strategies should be in place?
- How can we manage knowledge transfer during team changes?

Compliance & Risk

- What systems help us maintain compliance with employment/labor laws?
- How does HR stay updated on legal and regulatory changes?

Employee Experience & Engagement

- How can HR gather and act on employee feedback?
- What initiatives should HR lead to boost engagement and retention?
- What is HR's role in conflict resolution and employee wellness?

Performance & Accountability

- How do we measure the performance of our HR team?
- What metrics should each HR function be accountable for?
- How can we continuously improve HR effectiveness?

BUILDING YOUR HR TEAM

Food for Thought

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- Culture & Leadership
- Technology & Tools
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- Performance & Accountability