The HR SOURCE

FROM THE SOURCE

FALL 2026



Ready for What's Next: Navigating the New Realities of Work

Greetings from Pat Hall Jaynes, SPHR, SHRM-SCP, CEO, The HR Source

As we head into the last few months of the year, I've been thinking about just how much the workplace has changed and how much remains the same.

Technology continues to transform the workplace. AI is changing how we recruit, communicate, and get work done. Organizations are being asked to move faster, do more with less, and constantly rethink how they attract, engage, and retain talent.

But after more than 30 years in the people business, there is one thing I continue to believe: **people still matter most.**

This time of year is also a good time to stop for just a minute to appreciate the people around us. I am so very thankful for our clients who continue to trust The HR SOURCE, the talented people who represent us every day, and our team who works hard to make it all happen.

Wishing you and your families a beautiful fall and a very Happy Thanksgiving!

The SOURCE Signal | FALL 2026

Current workforce signals you should know.

- **AI**: Adoption continues, but leaders are demanding clearer ROI. SHRM
- **Skills**: Employers increasingly need better ways to verify candidate capability. SHRM
- **Talent**: A selective hiring environment makes quality of hire and candidate differentiation more important. Indeed

The New Workforce Reality: Five Shifts HR Leaders Can't Afford to Ignore

The workplace continues to evolve—and some of the changes HR leaders anticipated at the beginning of 2026 are now becoming everyday realities. From greater accountability around AI to changing approaches to skills, workforce planning, transparency, and talent, organizations are being challenged to make smarter, more intentional people decisions.

As we move into the final months of the year, here are five workforce shifts HR leaders should be watching—and what they mean for your organization.

1. AI is moving from experimentation to accountability.
2. Skills-based hiring needs proof, not just promises.
3. *Workforce* planning needs to become more dynamic.
4. Transparency is becoming part of the employee value proposition.
5. *Talent decisions are becoming more deliberate.*

Read the full article →

What Are the Experts Saying? Catch Up on the 2026 Let's Talk Webinar Series

The HR SOURCE Webinar Series Let's Talk!

Have you been following our 2026 Let's Talk Webinar Series? This year, we've brought together industry experts to explore timely topics, emerging trends, and practical strategies that matter to today's HR professionals.

If you missed a session—or want to revisit a favorite—catch up anytime! Visit **The HR SOURCE Events page** to explore replays from our full webinar series.

Great conversations. Practical insights. Available when you are.



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✅ Send the Intro

✅ We Meet Them

✅ You Earn!

Up to $400 for your referral!

The HR SOURCE Referral Program

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FALL 2026

Upcoming HR Events

The 2026 National Association of African Americans in HR (NAAAHR) Conference and Business Expo | Leading Today, Designing Tomorrow -All NAAAHR National Events include HRCI Recertification Credits and discounted rates on your certification exams
Oct. 8-11, 2026 | **Norfolk, VA**

Gartner HR Symposium/Xpo : Dive into the moments and sessions that help you explore big ideas and unpack trends – all with insights from Gartner analysts and world-class peers.
October 26-28, 2026 | Orlando, FL



Employee Well-Being 2026
Dec. 7-9 | Orlando, FL
America's premier event for HR, employee experience, talent and people leaders to share ideas, strategies, and solutions for the changing world of work

Community Impact & Social Responsibility



13th Man 10th Annual Golf Classic | Sept 21, 2026

The HR SOURCE was proud to once again participate as a sponsor for this event. Proceeds from the golf classic support the programming of the 13th Man. The 13th Man was founded to answer a deeper call- to uplift young men who have the potential, the heart and the drive, but who may have not received life-changing opportunities



Provocative ideas. Revolutionary thinking. Real talk

September 30, 2026 | Jammin' Java | Vienna, VA

At our September 24 DisruptHR event at Jammin Java in Vienna, VA, speakers challenged the status quo and inspired us to rethink the future of work. The evening was full of bold ideas, fresh perspectives, and great energy, fostering meaningful connections among HR professionals and business leaders. Thank you to our speakers, sponsors, and attendees for making the night a success.

Hire Smarter: The Future of Recruitment Starts Here

The HR SOURCE
Value Added Services
Recruitment Process Outsourcing

Recruitment has evolved, requiring updated hiring strategies. Recruitment Process Outsourcing (RPO) is a strategic solution for organizations looking to scale, manage costs, and attract top talent by outsourcing hiring functions to a dedicated team.

The HR SOURCE offers three flexible RPO services models.

- End-to-End RPO for complete recruitment transformation
- Project-Based RPO for high-volume or urgent hiring
- Hybrid RPO for companies wanting control over some roles while outsourcing tasks like resume review, screening, or interviewing.

To schedule a FREE consultation, CLICK HERE