

Tool: Future of Work Strategy on a Page Template



CHROs often struggle to build an actionable plan for the future of work. Use this customizable template and example to create a clear strategy for responding to emerging trends in ways that will advance your organization's most critical priorities.

When to use

Beyond near-term policy choices around AI adoption or navigating the current labor market, CHROs are responsible for monitoring relevant future trends and ensuring the organization has the talent strategy it needs to succeed in both the short and long term. This tool provides a structure for CHROs to identify their organization's future of work priorities, succinctly communicate these priorities and support their teams in taking action.

Directions for use

Complete this template to capture a comprehensive picture of your organization's future of work strategy on a single page. A completed example, based on Gartner 2026 Future of Work Trends, is included for reference. A more detailed explanation of each section is below:

- **Future of work strategy vision:** A short mission statement encapsulating your specific organization's vision for work two to five years from now. The rest of the information included in this strategy should support this statement.
- **Core team:** A list of the key individuals responsible for the initiatives that support your future of work strategy vision. This list helps facilitate transparency and avoids duplicative or contradictory efforts throughout the organization.
- **Current state of work in 2026:** A list of three to five metrics that describe the current state of work at your organization, aligned to the Prioritized Future of Work Trends your organization will focus on as part of this strategy.
- **Prioritized future of work trends:** The top two to three future-oriented trends your organization will choose to focus on to achieve its future of work strategy vision. See the [CHRO Guide: 9 Future of Work Trends for 2026](#) for more information on how to choose the most relevant trends for your organization.
- **Initiatives:** The primary workstreams through which your organization will respond to each of the trends it has prioritized. More than one initiative may be associated with each trend.
- **Programs:** The discrete projects that constitute each initiative. Programs should have specific and measurable objectives, a timeline and a team responsible for execution. More than one program may support each initiative.
- **Future state of work in 20XX:** A list of three to five metrics that describe the ideal future state of work at your organization in two to five years. In many cases, these will be future targets for the metrics listed in the "current state of work in 2026" section.
- **Key milestones:** This Future of Work Strategy tool should be regularly updated as external conditions and internal goals evolve. Use this space to keep your strategy actionable, listing the next meeting of your future of work planning team, the next planned update of this strategy and any other important upcoming milestones.

Recommended resources for clients

- 9 Future of Work Trends for 2026
- Hype Cycle for the Future of Work, 2025
- Hype Cycle for Workforce Transformation, 2025
- Top Insights on AI for CHROs
- AI's Impact on Jobs: Frequently Asked Questions and Gartner's Answers
- Transforming How Work Gets Done: 2025 HR Symposium/Xpo Keynote Highlights

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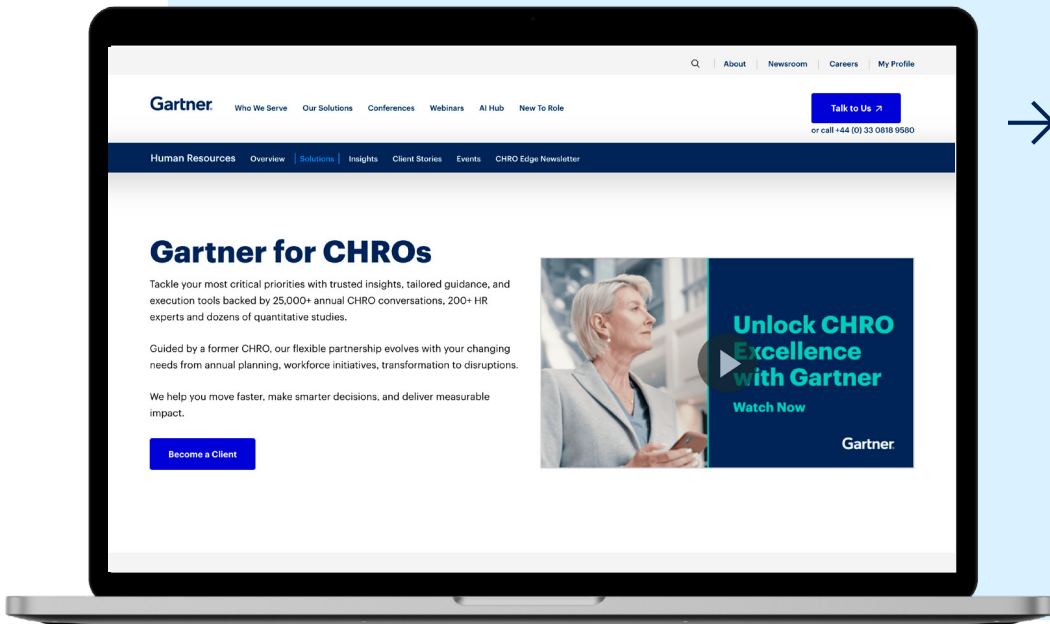
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See Gartner Internet Browser System Requirements for more information.

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Template: Future of Work Strategy on a Page



Example: Future of Work Strategy on a Page

Future of work strategy vision: We will prioritize supporting the well-being of our workforce to get excellent, sustainable performance even as AI reshapes work.				
Core team:	CHRO	Head of talent analytics	Head of total rewards	Head of L&D
				AI CoE lead
Current state of work in 2026	Key future of work initiatives			Future state of work in 2028
Top metrics describing initial state <ul style="list-style-type: none"> • 50% of employees report burnout (up 20% since AI adoption mandate) • 70% of employees report low or no certainty in their future career path within the organization • 30% of employees use AI tools at least once a week • 20% of employees report knowing which skills they need to develop for their job in the next 12 to 24 months 	Prioritized future of work trends	Initiatives	Programs	Top metrics describing end state <ul style="list-style-type: none"> • 25% of employees report burnout • 30% of employees report low or no certainty in their future career path within the organization • 80% of employees use AI tools at least once a week (or this metric does not exist because AI use has become so routine, we no longer track it.) • 90% of employees report knowing which skills they need to develop for their job in the next 12 to 24 months
	AI's Biggest Hidden Cost: Your Employees' Mental Fitness — Without intervention, prolonged GenAI use at work could result in emotional and cognitive damage in a significant portion of the workforce.	<ol style="list-style-type: none"> 1. Identify potential “ripple effects” of current AI tools. 2. Collaborate with IT to build and maintain organizationwide AI strategy. 3. Develop a plan to spot and mitigate negative behavior patterns driven by AI use. 	<ol style="list-style-type: none"> 1. Gather data on current employee AI usage patterns. 2. Ensure active HR participation on the organization's AI steering committee. 3. Develop manager training program to spot problematic behavior patterns. 	
	AI Workstop Becomes Organizations' Top Productivity Drain — By emphasizing speed and individual productivity with AI, organizations are inadvertently incentivizing workstop.	<ol style="list-style-type: none"> 1. Assess current employee goals and core success metrics to identify perverse incentives. 2. Find the most energy-intensive tasks and workflows as candidates for potential AI use cases. 3. Identify core future skills for AI-impacted roles. 	<ol style="list-style-type: none"> 1. Identify and revise anywhere speed and/or employee output volumes as the primary measures of employee success. 2. Launch employee peer groups to target the most significant points of work friction for AI augmentation. 3. Develop Future Skills Maps for critical roles. 	
	Employees Get Paid for Training Their Digital Doppelgangers — Digitally replicating employees — the knowledge, habits and individual behaviors that make them successful — opens uncharted territory in terms of compensation.	<ol style="list-style-type: none"> 1. Explore potential use cases for digital twins or AI avatars. 2. Review current total rewards strategy to investigate feasibility of compensation for AI contribution. 	<ol style="list-style-type: none"> 1. Set the agenda for upcoming AI steering committee meeting on AI doppelgangers. 2. Survey current high performers to explore interest in compensation for AI contribution. 	
Key future of work milestones <div> <div> A. Kick off AI Steering Committee meeting series: January 2026 B. Identify critical priority roles for new career path development: March 2026 C. Launch high-performer AI contribution study: April 2026 </div> <div> D. Performance metric audit midyear check-in: June 2026 E. Release 1.0 version of new career paths for critical roles: July 2026 F. Complete 1.0 version of Future Skills Maps for critical roles: September 2026 G. Meeting to discuss 2027 future of work strategy: November 2026 </div> </div>				

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