

2026 CHRO Top Priorities

Learning & Development Leader Imperatives

Trends Impacting Chief HR Officers in 2026

AI triggers questions about the future of HR.

AI is seen as a viable alternative to human talent.

Organizations walk a growth-efficiency tightrope.

The employment deal shifts to “give more, expect less.”

CHRO Priority

01

Harness AI to revolutionize HR.

CHRO Priority

02

Shape work in the human-machine era.

CHRO Priority

03

Mobilize leaders for growth in an uncertain world.

CHRO Priority

04

Address culture atrophy to power performance.

How L&D leaders can support 2026 CHRO priorities

01 CHRO Priority

Harness AI to revolutionize HR.

L&D Leader Key Action

Reset L&D’s value proposition for the AI era.

CHRO-L&D leader discussion topics

- Changes to L&D products, processes and services given new capability demands

Key outcomes

- Redesigned L&D operating model
- AI-aligned enterprise learning strategy



Recommended resources (clients only)

- [Model of a World-Class Head of L&D](#)
- [How Leaders Are Evolving L&D for 2025 and Beyond](#)
- [HR Score for L&D](#)

02 CHRO Priority

Shape work in the human-machine era.

L&D Leader Key Action

Develop an AI-savvy workforce.

CHRO-L&D leader discussion topics

- AI upskilling and reskilling priorities
- HR and IT alignment to support AI literacy initiatives

Key outcomes

- AI literacy training roadmap
- Learning technology investment strategy



Recommended resources (clients only)

- [2025 Hype Cycle for Corporate Learning Technologies](#)
- [Build an AI-Ready Workforce](#)
- [How HR Can Build AI Literacy to Realize ROI](#)

03 CHRO Priority

Mobilize leaders for growth in an uncertain world.

L&D Leader Key Action

Develop change-ready managers and leaders.

CHRO-L&D leader discussion topics

- Manager and leadership development investments
- Integration of talent processes to enable and develop managers and leaders

Key outcomes

- Updated leadership competency framework
- Repurposed manager and leadership development programs



Recommended resources (clients only)

- [Reinventing Change Leadership](#)
- [Seven Hallmarks of Effective Leadership Development](#)
- [How to Accelerate Successor Readiness](#)

04 CHRO Priority

Address culture atrophy to power performance.

L&D Leader Key Action

Activate agile learning design and delivery.

CHRO-L&D leader discussion topics

- Acceleration of critical skill development
- Connecting learning and earning as a strategic imperative

Key outcomes

- Adoption of agile learning values, principles and practices
- Business impact metrics for L&D



Recommended resources (clients only)

- [The AI-Era Learning Manifesto](#)
- [How to Enable Employee-Led Development](#)
- [L&D Guide to Measuring and Communicating Strategic Impact](#)

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