

# 2026 CHRO Top Priorities

## Talent Management Leader Imperatives

**Trends Impacting Chief HR Officers in 2026**

AI triggers questions about the future of HR.

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AI is seen as a viable alternative to human talent.

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Organizations walk a growth-efficiency tightrope.

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

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**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 talent management leaders can support 2026 CHRO priorities

01

CHRO Priority

Harness AI to revolutionize HR.

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TM Leader Key Action

Shape better HR-AI value with a product-aligned talent function.

CHRO-TM leader discussion topics

- Outcomes the talent management function must deliver to the enterprise
- HR tech and talent management partnerships to create AI products

Key outcomes

- Optimized talent management team structure
- Targeted AI investments that improve outcomes

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Recommended resources (clients only)

- [The Model of a World-Class Head of Talent Management](#)
- [Optimize HRIT Resources Post HR Technology Go-Live](#)
- [HR Score for Talent Management](#)

02

CHRO Priority

Shape work in the human-machine era.

»

TM Leader Key Action

Deliver skills intelligence for workforce and talent planning.

CHRO-TM leader discussion topics

- Critical roles to prioritize for updated career and talent planning
- Key RFI questions for skills management tech vendors

Key outcomes

- New workforce plans that reflect updated critical roles
- Roadmap for skills management technology as a source of intelligence

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Recommended resources (clients only)

- [Case Study: Tiered Skills Intelligence to Close Skills Gaps \(Wolters Kluwer\)](#)
- [Adapting Workforce Strategies to Prepare for AI's Impact on Jobs](#)
- [Navigate the Skills-Based Talent Management Tech Landscape](#)

03

CHRO Priority

Mobilize leaders for growth in an uncertain world.

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TM Leader Key Action

Redefine critical roles for a new leadership profile.

CHRO-TM leader discussion topics

- Strategy for aligning the C-suite on a new leadership profile
- Succession process updates

Key outcomes

- Updated critical roles and leadership profile
- Revised successor lists
- Refreshed development plans for critical talent

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Recommended resources (clients only)

- [Reinventing Change Leadership](#)
- [Strengthen Your Leadership Bench With Development-Focused Talent Reviews](#)
- [Critical Role Assessment to Support Succession Planning](#)

04

CHRO Priority

Address culture atrophy to power performance.

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TM Leader Key Action

Update performance management strategy to drive productivity.

CHRO-TM leader discussion topics

- Where AI will change performance expectations
- Pay for performance and active management of underperformance

Key outcomes

- Employee clarity on new performance expectations
- Performance processes incentivize and develop productive work

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Recommended resources (clients only)

- [Four Steps to Evolve Performance Management for AI-Driven Work](#)
- [Performance Management Benchmarks: Pay for Performance](#)
- [Making Performance Management Useful for Employees](#)

## Not a Gartner client?

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