2026 CHRO Top Priorities

Talent Management Leader Imperatives

Trends Impacting Chief HR Officers in 2026

Al triggers questions about the future of HR. Al 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

Harness AI to revolutionize HR. **CHRO Priority**

Shape work in the human-machine era. **CHRO Priority**

Mobilize leaders for growth in an uncertain world.

CHRO Priority

Address culture atrophy to power performance.

How talent management leaders can support 2026 CHRO priorities

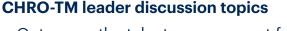
CHRO Priority

Harness AI to revolutionize HR.



TM Leader Key Action

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



- 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



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

CHRO Priority

Shape work in the human-machine era.



TM Leader Key Action

Deliver skills intelligence for workforce and talent planning.



- · 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



Recommended resources (clients only)

- → Case Study: Tiered Skills Intelligence to **Close Skills Gaps (Wolters Kluwer)**
- → Adapting Workforce Strategies to Prepare for Al's Impact on Jobs
- → Navigate the Skills-Based Talent **Management Tech Landscape**

CHRO Priority

Mobilize leaders for growth in an uncertain world.



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

Updated critical roles and leadership profile

Refreshed development plans for critical talent

Succession process updates

Revised successor lists

Recommended resources (clients only)

- → Reinventing Change Leadership
- → Strengthen Your Leadership Bench With **Development-Focused Talent Reviews**
- → Critical Role Assessment to Support **Succession Planning**

Key outcomes

CHRO Priority

Address culture atrophy to power performance.



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



Recommended resources (clients only)

Management for AI-Driven Work

→ Four Steps to Evolve Performance

for Performance → Making Performance Management Useful

→ Performance Management Benchmarks: Pay

for **Employees**

Employee clarity on new performance expectations

Key outcomes

- Performance processes incentivize and develop
- productive work

Not a Gartner client?

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decisions and stronger performance.

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