

# 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**

Transform HR through AI.

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  
Transform HR through AI.

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)

- Reconfigure L&D to Effectively Support Agentic AI
- AI Use-Case Assessment for L&D
- 2026 Structure, Staffing and Skills Benchmarks to Manage the L&D Function

**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
- How to Prepare Your Workforce to Get Value From AI
- 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)

- HR Resource Guide to Accelerating Skills Development
- How to Enable Employee-Led Development
- Build a Modern L&D Impact Measurement Framework

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