

2026 CHRO Top Priorities

Recruiting 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 recruiting leaders can support 2026 CHRO priorities

Recruiting Leader Key Action 01

Transform recruiting operating model through AI innovation.

CHRO-recruiting leader discussion topics

- Cost, efficiency and value impact of AI technologies
- Regulatory and compliance concerns to manage

Key outcomes

- Cost-benefit analysis of technology and operational choices
- Updated recruiting technology roadmap



Recommended resources (clients only)

- 2025 Hype Cycle for Talent Acquisition (Recruiting) Technologies
- AI Use Case and Best Practice Library for HR
- Resourcing for Optimizing and Transforming the Recruiting Function

Recruiting Leader Key Action 02

Activate recruiting insights to boost talent strategy agility.

CHRO-recruiting leader discussion topics

- Critical roles to drive enterprise strategy and transformation
- Emerging risks/opportunities due to labor market and candidate trends

Key outcomes

- Regular labor market and hiring progress reports
- List of top talent risks to track that would require workforce plan updates



Recommended resources (clients only)

- Recruiting’s New Talent Strategy Mandate
- Tool: Recruiting Leader’s Guide for Talent Strategy Conversations With the CHRO
- Talent Risk Assessment Framework

Recruiting Leader Key Action 03

Adapt assessment strategy to maintain quality talent through change.

CHRO-recruiting leader discussion topics

- Candidate fraud and candidate use of GenAI
- How business transformation will affect assessment priorities

Key outcomes

- Quality of hire metric framework
- Fraud mitigation and detection processes
- Updated assessment process for critical roles



Recommended resources (clients only)

- How to Redefine Quality of Hire
- Combat Candidate Fraud With Strengthened Hiring Practices
- How to Adapt Interviews for Candidate Use of GenAI

Recruiting Leader Key Action 04

Realign attraction and sourcing strategies with emerging talent needs.

CHRO-recruiting leader discussion topics

- Challenges in sourcing and attracting critical talent
- Additional investments needed to secure long-term talent pipelines

Key outcomes

- Differentiated hiring strategy for critical roles
- Updated branding messages that align with candidate needs



Recommended resources (clients only)

- Elevate Your Sourcing Capabilities to Meet Future Talent Needs
- 3 Marketing Tactics to Refine Your Talent Attraction Strategy
- DataHub: EVP Drivers of Attraction

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