

# 2026 CHRO Top Priorities

## Talent Management 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 talent management leaders can support 2026 CHRO priorities

# 01

#### CHRO Priority

Transform HR through AI.



#### 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



#### Recommended resources (clients only)

- 8 Trends Shaping Talent Acquisition Strategy for 2026
- Three Things You Must Do to Maximize the Value of Your Talent COEs
- Leverage Talent Function Benchmarks to Enhance COE's Service Delivery

# 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



#### Recommended resources (clients only)

- How Organizations Are Achieving ROI With Skills-Based Talent Management
- 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.



#### 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



#### Recommended resources (clients only)

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

# 04

#### 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

#### Key outcomes

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



#### 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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