

# CHRO Mission-Critical Priorities (MCPs)

MCPs

## Transform HR Through AI

**31%** of CHROs feel prepared to incorporate AI into HR's operating model

## Shape Work for the Human-Machine Era

**78%** of CHROs agree that workflows and roles need to change to get the most out of their investments in AI

## Mobilize Leaders for Growth Amid Uncertainty

**75%** of CHROs believe leadership and people management skills will become more important as they integrate AI into business practices

## Strengthen Culture to Power Performance

**77%** of HR leaders expect AI to impact the organization's culture over the next 12 months

Journey Steps

Create & Deploy an HR Strategy that Supports AI Transformation & Enterprise Goals

Redesign the HR Operating Model & HR Roles for the AI Era

Identify High-Value AI & Technology Use Cases Across HR

Analyze the Vendor Landscape for AI & Technology Use Cases

Build a Governance Framework to Measure & Evolve the AI in HR Strategy

Position HR as a Critical Partner in the Organization's AI Strategy

Evaluate AI's Impact on Work & Lead AI-Human Work Design Efforts

Define, Measure, & Manage an Evolving Workforce Amidst the Continual Evolution of AI

Lead Enterprise-Wide Workforce Planning by Aligning Needs, Costs & New Employment Models

Evolve Talent Initiatives to Meet Enterprise Needs

Identify the New Capabilities Needed in Effective Leaders Today

Prepare Leaders to Manage Through Continuous Change

Teach Leaders to Implement Changes in Their Teams

Get Leaders to Foster a High-Performance Culture for Organizational Success

Evolve Succession Planning to Align with Changing Roles

Spot Points of Dissonance or Atrophy in the Current Culture

Anticipate the Impact of AI/ Other Emerging Trends on Org. Culture

Embed Desired Cultural Norms into the Organization During Work Transformation

Equip Leaders to Drive Culture Evolution in the Midst of AI-Driven Change

Build CEO/Board/C-Suite Buy-In for Culture Evolution