



HR Industry Insights 2026: Reflections, Priorities, and Next Steps

December 18, 2025

Welcome members and guests! We'll be getting started shortly - please turn your cameras on.



Debbie Bolla

SVP & Editorial Director

Welcome!

Let's do some brief introductions in the chat.

NAME

JOB TITLE

ORGANIZATION

LOCATION

Association Awards

Nominations are now live for the 2025

HRO Today Association Awards!



TEAM AWARD CATEGORIES

- **Best in Class: Employee Experience**
- **Best in Class: HR Technology & AI Innovation**
- **Business Partnership Excellence**
- **HR Team of the Year**

INDIVIDUAL AWARD CATEGORIES

- **Excellence in HR Leadership**
- **NextGen Talent Leader of the Year**

Nomination deadline is December 31, 2025

See you next month!

Looking forward to seeing you at an upcoming Third Thursday Webinar!



Amy Boque
Chief People Officer



January 15
11-11:30 AM ET

HR INDUSTRY INSIGHTS 2026: REFLECTIONS, PRIORITIES, AND NEXT STEPS

Polling

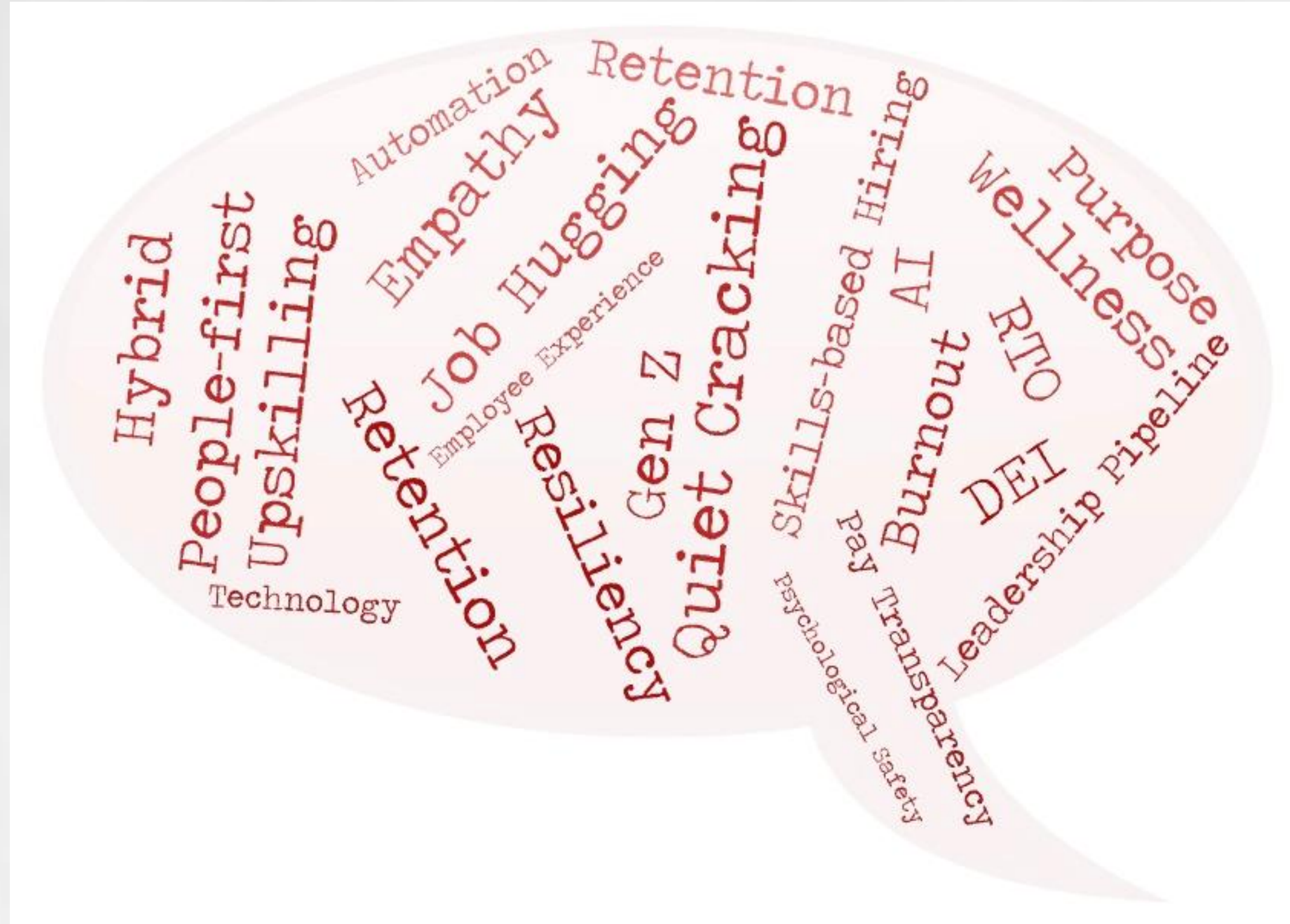
Which workplace trend or challenge best defined 2025 for you?

1. Rapid AI adoption and its impact on HR roles
2. Employees “job hugging” (staying put despite dissatisfaction)
3. Managers pushing harder for productivity (“quiet cracking”)
4. A stagnant talent market with fewer job moves
5. Other

2026 Predictions from the Association's Board of Advisors and our C-TEN Group...

- **AI adoption anxiety** will be a top challenge for HR and company leadership.
- Large organizations will need to be **more mindful of state or international AI regulations** as they are establishing company-wide AI strategy.
- **Increase focus on upskilling** will be more important than ever.
- Leaders will need to think critically and carefully **about associate morale**.
- TA staff will need to focus on **greater investment in IT** to ensure successful AI adoption and integration.

What words/phrases most represents your experiences in 2025?



Reflecting on 2025

- **Attracting and retaining talent will be a top challenge as uncertainty continues to rattle the labor market.**
 - Hiring lows have defined the corporate workforce in 2025
 - Job hugging continued to be a challenge for companies leaders, stressing innovation and efficiency.
- **Wellness was a priority for employees... but not so much for their employers.**
 - 86% of employees consider their wellness at work as important as their salary but just 14% of companies offer structured wellness programs – which leads to **quiet cracking.**

Reflecting on 2025

- **The role **Artificial Intelligence** played in **strategy development** in nearly every single aspect of an organization grew in importance.**

What will be the biggest HR priority in 2026?

1. Leveraging AI for smarter talent decisions
2. Retaining and engaging employees in a tight market
3. Upskilling for future-ready roles
4. Driving productivity without burnout
5. Other

Looking Ahead to 2026

The End of Job Hugging - When will the employment market thaw? When it does... what will *your* organization do?

“The next great hiring wave won’t be defined by how many people join your company but by how well your people can grow, adapt, and thrive within it. We’re not waiting for a rebound. We’re witnessing a reset.”

Annie Rosencrans, Director of People and Culture, HiBob

Looking Ahead to 2026

Developing AI Adoption Strategies – How will your organization *and* your colleagues embrace AI in the workplace?

“Jobs have always been threatened by progress. From the industrial revolution to bots and software, there has always been talk about efficiency, effectiveness, and job displacement. As machines do more, companies will require more human skills, and most notably empathy, compassion, creativity, judgment, and communication.”

Lydia Wilson, Chief People Officer, Dexian

Looking Ahead to 2026

The Future of Skills-Based Hiring – Will skills-based hiring truly takeoff in 2026? What is *your* organization doing to stand out?

Workday finds that 81% of leaders believe adopting a skills-based approach drives economic growth by improving productivity, innovation, and organizational agility.

Final Thoughts

**Tough times don't last.
Tough people do.**

**Happy holidays and
here's to a great 2026!**



HIRO^{TODAY} ASSOCIATION

Thank you for joining us today!

**Let's keep the conversation going
on the Association's LinkedIn page!**



Human Fluency in the Age of AI:

Rethinking Talent
Strategy for What's
Next

**See you at our next Association
webinar on January 15!**