

Turning Uncertainty into Opportunity

In 2026, leadership is the multiplier, driving agility, retention, engagement, and performance.



The Big 5 Trends



Larger Skills Gaps



Agility is Essential



Increasing Talent Challenges



Employee Experience Drives Results



More Demands, Fewer Resources

What's Driving Talent Turbulence?

Hiring Challenges

Top barriers to finding talent:

Culture fit

Limited talent pool

Competition

Skills gaps

Retention Challenges

Why people leave:

Burnout

Lack of growth

Leadership dissatisfaction

Leadership Skills That Matter

Today's Top 5 Competencies



Coaching & mentoring



Communicating effectively



Leading change



Adapting to challenges



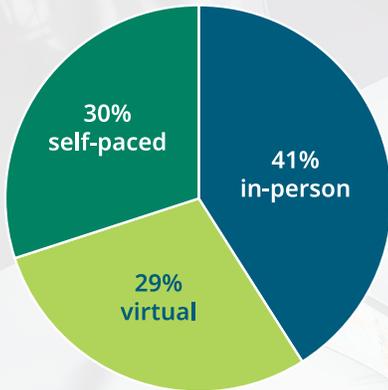
Developing people

Leaders who demonstrate adaptability, emotional intelligence, and a coaching mindset become the linchpin connecting strategy, culture, and performance.

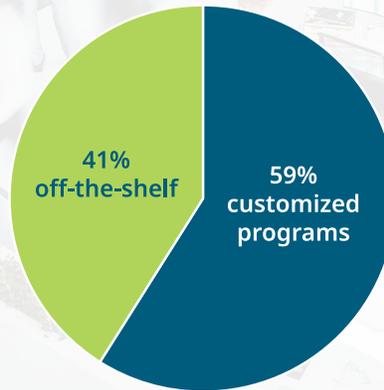
— Scott Blanchard

How Organizations Will Learn in 2026

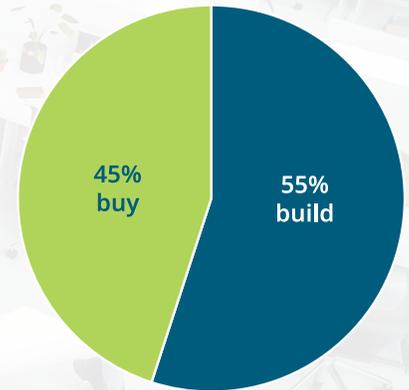
Learning Mix



Customization Wins



Build vs. Buy



What's Not Working (Yet)

Skill Application Gap

Only **24%** say learners apply new skills to a high extent.

Training fades without leader reinforcement.

Measurement Struggle

Only **29%** find their measurement practices effective.

What now?

Create an organization that thrives through change:



Strengthen leader connection



Build future ready capabilities



Align learning to strategy



Create personalized, integrated learning



Reinforce application and measurement



Access the Trends Research

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