

## 2026 Global Human Capital Trends - Deloitte

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### Executive Summary

The article discusses the accelerating pace of change in business, customer, and market needs, with 70% of business leaders prioritizing fast and nimble strategies. The two most important drivers of success are accelerating work performance and adaptability to change. The S-curve of growth is compressing due to AI and workforce transformation, pressuring organizations to leap to the next curve more quickly to remain competitive. The article emphasizes the importance of a human-centric focus for AI, as technology is replicable while humans create competitive differentiation through adaptivity, creativity, and judgement amid uncertainty and change.

### Key Insights

1. The need for organizations to be fast and nimble in adapting to changing business needs
2. The importance of accelerating work performance and adaptability as drivers of success
3. The compression of the S-curve due to AI and workforce transformation
4. The replicable nature of technology compared to the unique value created by humans

### Practical Takeaways

- Emphasizing a human-centric approach in AI strategies
- Investing in innovation and adaptability rather than simply reducing expense

### Critical Analysis

**Strengths:** The article is based on a survey of more than 9,000 business and human resources leaders across many industries and sectors in 89 countries. Interviews with executives and subject matter experts from leading organizations were also conducted. **Limitations:** The article does not present any direct criticism or limitations.

### Organizational Practice

The article discusses the need for organizations to adapt quickly and invest in innovation, adaptability, and a human-centric approach to AI.

### Strategic Implications

The findings imply that organizations should prioritize a human-centric focus in their AI strategies and invest in innovation and adaptability rather than simply reducing expense.

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