Episode 237: HR News: What's Ahead in 2026? with DeDe Church Discussion Starter

Use this guide to spark conversations with your HR team

1. Early-career workers competing against AI automation are struggling to gain the experience employers expect. What entry-level opportunities could we redesign to build future leaders?

2. Soft skills (people skills) like problem solving and communication are in high demand but hard to teach. Where have we seen soft skill deficits in our organization and what should we do to address them?

3. High performers are frequently promoted into supervisory roles without preparation. How well do we evaluate leadership potential before promoting?

4. Leaders often avoid difficult feedback to be "nice" or liked. How do we encourage kindness without sacrificing accountability?

5. Continuous feedback is replacing traditional annual reviews in many firms. What systems or habits should we adopt to make feedback more timely and effective?

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