HR ACTION CHECKLIST

8 Leadership Trends, One Move Each

For each shift: one thing HR can do this quarter, and one signal that shows it's working.

● **Do** this quarter ● **Track** this signal

01 AI fluency

DO Train frontline managers first

TRACK Managers who overrule AI

02 People + AI agents

DO Map work: human, agent or shared

TRACK Teams with a clear task split

03 The manager squeeze

DO Cut one admin task per quarter

TRACK Manager engagement, on its own

04 Influence over titles

DO Open development to non-managers

TRACK Their share of development seats

05 Human-centered management

DO Ask if people feel safe to speak up

TRACK "Safe to raise a concern" score

06 Recognition as a habit

DO Report recognition by manager

TRACK % recognized each quarter

07 Continuous development

DO Swap annual programs for monthly cohorts

TRACK High-potential retention

08 Adaptability by default

DO Explain what changed and why

TRACK Engagement through change

Your 90-day plan

1 — DAYS 1-30

Diagnose

- ☐ Survey manager engagement
- ☐ Map recognition by manager

2 — DAYS 31-60

Equip

- ☐ Run AI sessions for frontline managers
- ☐ Remove one admin task

3 — DAYS 61-90

Embed

- ☐ Start monthly development cohorts
- ☐ Put the 8 signals on one dashboard

22%
of managers are engaged, down from 27% a year earlier
Gallup, 2026

71%
of leaders say their stress has risen significantly
DDI, 2025

<20%
of eligible employees are recognized in a given quarter
Vantage Circle, USA report

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Sources: Gallup, State of the Global Workplace 2026 · DDI, Global Leadership Forecast 2025 · Microsoft, 2025 Work Trend Index · Vantage Circle, AIR[e] Benchmarking Report (USA) 2023-2024

Full article: vantagecircle.com/en/blog/leadership-trends/