

The Human Advantage

What Leaders Need to Know About the Future of Work

The workplace is changing faster than organizations are adapting.

AI is reshaping work, expectations are changing, and organizations are being asked to become more adaptable. Deloitte's 2026 Global Human Capital Trends highlights a growing challenge for leaders: building organizations that can continuously adapt while maintaining human performance and trust.

85%

Leaders say adaptability is critical

7%

Say they are leading in workforce adaptation

65%

Say AI requires significant cultural change

What This Means for Organizations

The challenge is no longer simply adopting new technology. Organizations need to build the human capabilities that allow people to work, lead, and adapt alongside technology. This creates three priorities for leaders:

01 Build adaptability

Organizations need people who can continuously learn, adjust, and respond to changing business demands.

02 Redesign leadership

Leaders need to move beyond managing today's performance and become enablers of adaptability, learning, and transformation.

03 Prepare for human-AI collaboration

AI adoption requires more than technical skills. Organizations also need stronger decision-making, critical thinking, collaboration, and leadership capabilities.

From awareness to action

Questions Leaders Should Be Asking

- Are our leaders equipped to lead continuous change?
- Do our current capability priorities reflect where the business is heading?
- Are we developing adaptability as an organizational capability, or simply reacting to change?
- How will AI change the capabilities our workforce needs?
- Are our managers prepared to develop people in an increasingly AI-enabled workplace?

SIMAT Perspective

Technology may change how work gets done. People determine whether the organization can adapt.

The organizations that create sustainable performance will be those that connect technology, leadership, organizational capability, and human development rather than treating them as separate agendas.

Executive Takeaway

The future of work is not only about what technology can do. It is about what organizations enable their people to do with it.

Continue the Conversation

SIMAT partners with organizations to strengthen leadership, develop critical capabilities, and create the conditions for sustainable performance and transformation.

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Source

Deloitte, 2026 Global Human Capital Trends

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