

# AI AND THE FUTURE OF HR:

## IS YOUR ORGANIZATION READY?

Artificial intelligence is rapidly becoming a business priority across industries. Explore what that shift means for HR and where leadership, readiness, and action will matter most in the years ahead.

### THE CURRENT STATE OF AI IN THE WORKPLACE



The biggest risk in AI adoption isn't the technology. The risk is deploying that technology without preparing the workforce to use it.

### WHY HR MUST LEAD AI ADOPTION

AI adoption is a top CEO priority, surpassing revenue growth, yet HR's role in leading change and enabling adoption remains limited. When HR is not positioned to lead, organizations miss the opportunity to turn AI into a strategic advantage.

- Adopting AI is the **leading CEO priority** in 2026, surpassing revenue growth.<sup>1</sup>
- **1 in 4** HR professionals say they are **highly involved in managing change** and employee adoption of AI.<sup>2</sup>
- **Just 21%** of HR professionals report **being involved in assessing organizational readiness for AI**, and a similarly low share (24%) say they are **leading or meaningfully contributing to AI training efforts**.<sup>2</sup>

### WHAT'S HOLDING AI ADOPTION BACK?

**62%**

of workers say they don't know how to integrate AI into their day-to-day workflows.<sup>2</sup>

**51%**

of workers say **enhanced training and upskilling** is the top area that organizations should focus on to improve AI implementation.<sup>2</sup>

**33%**

1 in 3 workers (33%) express that **training content lacks direct relevance** to their specific roles.<sup>2</sup>

Without training on how to adopt AI, the technology stays stuck in pilot programs, turning investment into a sunk cost instead of business value.

### WHAT HR LEADERS CAN DO NEXT

AI adoption fails without leadership, enablement, and execution. HR leaders ready to turn AI into a strategic advantage need solutions that build real capability and sustain momentum.



**SHRM AI+HI Specialty Credential**  
Build foundational AI fluency to lead with confidence.

**The AI+HI Project**  
See what's possible. Learn from leaders. Accelerate adoption.

**SHRM's AI Enablement for HR**  
Apply AI to real HR work with practical tools and guidance.

**AI-READY HR**

SHRM's AI solutions are designed to meet organizations where they are and help HR lead AI adoption at every stage.

EXPLORE SHRM'S AI SOLUTIONS

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<sup>1</sup> 2026 CEO Priorities and Perspectives report

<sup>2</sup> From Adoption to Empowerment: Shaping the AI-Driven Workforce of Tomorrow report