TALOGY

Rising to the challenge:

Building stronger leadership pipelines in the AI era





AI is changing how leaders develop

AI is not just changing how work gets done, but also how future leaders are shaped. As AI takes on more entry-level tasks, employees may miss natural on-the-job learning opportunities to build the foundational skills that have traditionally prepared them to lead effectively. In solving for efficiency today, companies can unintentionally create leadership skills gaps in the future.

78% of HR and talent leaders are concerned about the long-term loss of critical leadership skills[1]

These gaps can become more evident as employees progress in their career, making intentional development increasingly important. Development should go beyond technical AI skills and prioritize the uniquely human, transferable skills and behaviors people need to grow and adapt as they take on leadership responsibility.

By investing in these capabilities early and strengthening them throughout people's careers, organizations can build a stronger pipeline of talent that is ready to step into future leadership roles.

1 Talogy 2026 pulse survey

Building leadership strength from the start

Talogy's research draws on insights from more than 6,000 employees, managers, leaders and talent professionals across early-career development, leadership effectiveness and high-potential talent. It revealed a core set of human capabilities that set the foundation for employees to "RISE" throughout their career in an AI-enhanced workplace.



R **Responsiveness** reflects the openness and agility to learn, engage with emerging technologies and adapt as work evolves.

I **Insight** represents the ability to think critically, make sense of information and generate new ideas and possibilities.

S **Sustainability** captures the capacity to adapt to change, remain resilient through challenge and sustain performance over time.

E **Effectiveness** reflects the ability to communicate and collaborate to turn ideas and effort into meaningful outcomes.

These human capabilities form the building blocks of effective leadership, preparing the next generation of leaders to navigate complexity, inspire teams, and drive results in an AI-powered world.

Human skills and qualities enabling future-ready leaders to RISE

RISE capability:	How it strengthens the leadership pipeline
Responsive: Digital Dexterity + Learning Agility	Future leaders who can confidently explore emerging technologies, keep learning, and apply and share new knowledge as roles and work evolves.
Insightful: Creativity and Innovation + Critical Thinking	Future leaders who can challenge assumptions, think critically about AI-generated responses, and generate new ideas that AI alone cannot.
Sustainable: Adaptability + Resilience	Future leaders who can adjust their approach as technology and priorities change, sustaining momentum and well-being of themselves and their team through ongoing uncertainty and change.
Effectiveness: Communication + Teamwork	Future leaders who bring people, perspectives, and technology together to create stronger outcomes.



Emotional Intelligence and Values: The anchors through change

We cannot view the human capabilities that help people **RISE** as isolated skills. They are rooted in deeper psychological foundations - values and emotional intelligence - that shape how individuals respond to uncertainty, relationships, and change. The more senior a leader becomes, the more critical these foundations are.

Values

are the 'why' behind human behavior, shaping identity, guiding decisions, and helping leaders set clear boundaries between what AI can do and what it should do.

Emotional intelligence

shapes the 'how' behind human behavior, helping us understand emotions, navigate relationships and regulate behavior under pressure. This becomes increasingly important as AI plays a greater role at work, as it cannot replace the empathy people need from their leaders.



Helping you build agile, creative, and collaborative leaders

In a world where roles, technologies, and business needs are constantly evolving, success depends on more than current skills. Talogy's assessments uncover the human capabilities people need to grow at all levels of your organization, measuring not only performance today, but the potential to learn, adapt, and thrive tomorrow.

Our solutions provide deep insight into transferable skillsets, as well as the foundations that shape them, including personality traits, cognitive ability, values, and emotional intelligence.

Talogy's team of consultants help strengthen your talent by supporting development, succession planning, internal mobility and upskilling aligned with both technology innovation and your business goals. Talk to us today to see how we can help identify, grow and retain your next great leaders.

Talk to us about building **future-ready leaders**

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