



Bridging the Gap to Workforce Readiness

19 August 2026



Strategic Work Session

Workforce AI: Building the Business Case for Workforce Readiness



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Middle East, Africa at **Cornerstone***

The world your workforce strategy was built for no longer exists

63%

of employers identify skills gaps as the biggest barrier to business transformation – the top barrier globally

80%

of employers say the skills their workforce needs today have shifted since those people were hired.

70%

of business leaders say their primary strategy over the next three years is to be fast and nimble.

Source: Deloitte 2026 Human Capital Trends Report,
WEF 2025 Future of Jobs Report

The difference between high and
low performers is not strategy or data:
it is connected execution.

Highly adaptive organisations **outperform** others

11x

more likely to describe
themselves as
highly adaptable to
change

6x

more likely to
report
high productivity

7-8x

more likely to
report strong
financial
performance

40%

Better overall
across all key
criteria

3 Dimensions drive performance

Workforce and skills intelligence

How clearly
organisations see and
align their people's
capabilities

Talent development and activation

How quickly they move
internal talent to where
it's needed

Leadership and management culture

How consistently leaders
drive talent development
as a business priority

Section 1

Workforce Intelligence



What intelligence looks like in high performers

4x

more likely to clearly define strategic skills aligned to business direction

71%

can build cross-functional teams quickly when skills are consistently tracked

3-4x

more likely to rely on system-enabled skills visibility vs. manager-only knowledge

22%

can do the same with no skill insight at all

THE PERCEPTION GAP

Skills aligned

37%

Employers

19%

Employees

System visibility

40%

Employers

28%

Employees

Intent vs execution: the gap that matters

Intent

- Strong investment
- Clear strategies
- Good processes
- Strong framework
- Reported alignment



Execution

- ✓ Intelligence into action
- ✓ Rapid talent activation
- ✓ Leadership & manager enablement
- ✓ Continuous readiness

What the data **tells us**

- 1 System-enabled visibility is what crosses the threshold from measurement to movement
- 2 The perception gap is a warning sign, not a detail
- 3 Workforce outcomes behave like a connected system — not independent levers

Key Insight

Workforce intelligence without activation is just
expensive reporting.

Section 2

Talent Activation



What talent activation looks like in high performers

9x

more likely to staff new initiatives with internal talent, not external hiring

57%

of high performers can intentionally reassign internal capability to new initiatives

ALSO NOTABLE

88%

of high performers say their learning culture promotes skill development and career growth

3-4x

more likely to rapidly redeploy talent when business priorities shift

22%

of low performers can do the same — a 35-point gap

8 in 10

employers say the skills workers need today have changed since they were initially hired

What the data **tells us**

- 1 Most organisations are not limited by strategy — they are limited by activation speed
- 2 The contrast is about execution infrastructure, not talent availability
- 3 Activation only works when capability is ready to move
- 4 Proficiency is not static — and high performers treat it that way

Key Insight

Speed of activation — not strategy —
is what separates adaptive organisations
from reactive ones.

Section 3

Leadership and management culture



Where manager behaviour makes the difference

5x

more likely to have
managers who
actively support
internal growth

75%

consistently staff new
initiatives with
internal talent — when
managers are enabled

ALSO NOTABLE

6x

more likely to identify
cross-functional
challenges and
deliberately deploy
internal capability

4x

productivity difference
tied directly to
manager behaviour

<3%

do so when managers
lack training, tools, or
incentives

2x

retention difference
linked to activation
support

What the data **tells us**

- 1 Managers function like valves in the talent pipeline — and most organisations have not opened them
- 2 The presence of infrastructure alone does not determine activation — aligned incentives and expectations do
- 3 Organisations that treat talent activation as a business-led discipline consistently outperform peers

Key Insight

Manager behaviour is the inflection point where workforce strategy accelerates or stalls.

Section 4

AI Agents as workforce infrastructure



AI agents will help close the intelligence-to-action gap

Workforce intelligence

Continuously infer skills, detect alignment gaps, and surface real-time development recommendations — without waiting for an annual review cycle.

Talent activation

Orchestrate development ahead of demand, coordinate internal moves, and connect complementary skill sets across the organisation proactively.

Manager enablement

Embed activation directly into managerial workflows — surfacing the right talent at the right moment, before the manager has to go looking.

The bottom line

Activating talent is a business
capability, not just an HR initiative.

How are companies getting there today



Architecting the

Transformation

The four dimensions of **Workforce Readiness**



**Create the foundation
for learning & growth**

Operational Foundation



**Build skills aligned to
business needs**

Talent Development



**Understand what your
workforce can do**

Workforce Intelligence



**Translate insight into
action**

Adaptive Action

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cornerstone

HomeLearnPerformanceRecruitMore

My Learning

Welcome back, John! Knock out your pending trainings to stay on track!

Today's learning lineup

Compliance status

Based on required trainings & certifications

40%

Past due3 trainings

Due soon2 trainings

Time to complete45 min

No due date10 trainings

See queue

Upcoming sessions

See queue

Tuesday 14th

Completed

Past due

Pending action

Registered

Certification for Project Manager role

Due date: 20/10/2024

15 min

View details

Pick from where you left off!

See queue

Assigned

Past due

Pending action

Registered

Certification for Project Manager role

Due: 10/21/2024

15 min

Resume

Skill overview

Skill gap closed

40%

Top 3 skills to master

These skills are suggested to help you perform better in your current role and strengthen areas where gaps exist.

Machine Learning20%

Deep Learning40%

Artificial Intelligence80%

See more

Recommendation

Shuffle

Machine learning

Closes 30% gap

Certification for Project Manager role

Type: Video | Time left: 30 m

This training helps close your Machine Learning skill gap, which is essential for advancing toward your next role in Data Analytics and strengthening your technical toolkit.

Skill boost

Machine learning

Closes 30% gap

Certification for Project Manager role

Type: Video | Time left: 30 m

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Skill boost

Transcript

Search by keyword

Filters

Learning queueBookmarks & SharedCompletedArchiveCreated by me

Title	Training type	Status	Due date	Assignment type	Action	
Mastering Figma: A Comprehensive Training for Designers	Certifications	Pending action	12/05/2024	Past due	Required	...
Introduction to UX Design Principles and Practices	Material	Registered	12/05/2024	Due soon	Assigned	...

S K I L L S

New Managers

AnalyticsCompose MessageInvite People

Community Leader(s) (2)

Community member(s) (545)

HOMEABOUTFEATURES POSTSKILLSLEADERBOARDASSIGNMENTSCOHORTS

CohortNew Managers January 2025 (due 19/03/2025)

Learning

Discussion

Content

Activity

Members

Analytics

Overview

ViewAll members

Cohort Users Progress

47%

Total	Due in 2 weeks	Overdue	Completed on time	Total
45	15	6	40%	13

Action required

Due date rangeDD/MM/YYYY - DD/MM/YYYYAssigned toSelect users

	>= Content name (25)	>= Assigned to	>= Status	>= Due date	
☐	[[content.name]]	John Doe	Completed on 17/04/2024	DD/MM/YYYY	Ag
☐	[[content.name]]	John Doe	Completed on 17/04/2024	DD/MM/YYYY	Ag
☐	[[content.name]]	John Doe	Completed on 17/04/2024	DD/MM/YYYY	Ag
☐	[[content.name]]	John Doe	In progress	DD/MM/YYYY	Se
☐	[[content.name]]	John Doe	In progress	DD/MM/YYYY	Se
☐	[[content.name]]	John Doe	In progress	DD/MM/YYYY	Se
☐	[[content.name]]	John Doe	In progress	DD/MM/YYYY	Se

cornerstone

USD

Product management

Start free trialChoose plan

Over the last two years, a significant number of learners have identified compliance challenges in their environments. Our product management subscription course is designed to tackle these issues head-on. Dive into a curated playlist that focuses on critical topics such as unconscious bias, learner empowerment, psychological safety, and effective bystander intervention. This course aims to cultivate a proactive workplace culture and drive impactful behavior change, ensuring your organization thrives.

SUBJECTS

7

LANGUAGES

5

COURSES

1.5 K

5 day free trial\$10.00 USD per month\$100 USD per year

Preview this subscription

Challenges Facing Fintech Startups

Panel Discussion

Launch

Future of Cryptocurrency in Online Transactions

Article

Launch

Impact of Blockchain on Financial Services

Podcast

Launch

Comparative Study of E-Wallets

Webinar

Launch

Security Measures in Digital Banking

Infographic

Launch

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Future of Cryptocurrency in Online Transactions

Article

...

Impact of Blockchain on Financial Services

Podcast

...

Comparative Study of E-Wallets

Webinar

...

Security Measures in Digital Banking

Infographic

...

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Learning Roadmap

March

- Cornerstone Learning—LM + LX in a Single Architecture
- Adaptive Learning
- Course Assistant
- My Learning
- Admin dashboard

July

- Role readiness academies
- Blanchard and AWS Content
- Custom search scoring
- Assignment and compliance monitoring
- On-the-job-training (OJT) enhancements
- Social and collaborative learning

November

- Catalog health assistant
- Assessment engine
- Period-based training models



COURSE MENU

- 1. Cost Optimization: Optimize Cloud Usage
 - 1.1. Overview ✓
 - 1.2. Course objectives
 - 1.3. Importance of usage-based technical optimization
 - 1.4. Summary of Usage-Based Technical Optimizations
 - 1.5. Usage optimizations
 - 1.6. Decommission Resources
 - 1.7. Decommission resources

KEYBOARD SHORTCUTS COURSE TRANSCRIPT

AWS Cloud for Finance Professionals

Cost Optimization: Optimize Cloud Usage

Autoplay slides

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aws training and certification

Introduction to Agentic AI on AWS

50% COMPLETE

- How to Use This Course ✓
- Agentic AI on AWS ✓
- Knowledge Check ○
- Contact Us ○

Agentic AI on AWS



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Talent Development Roadmap

March

- Development Plans
- Performance Reviews Redesign

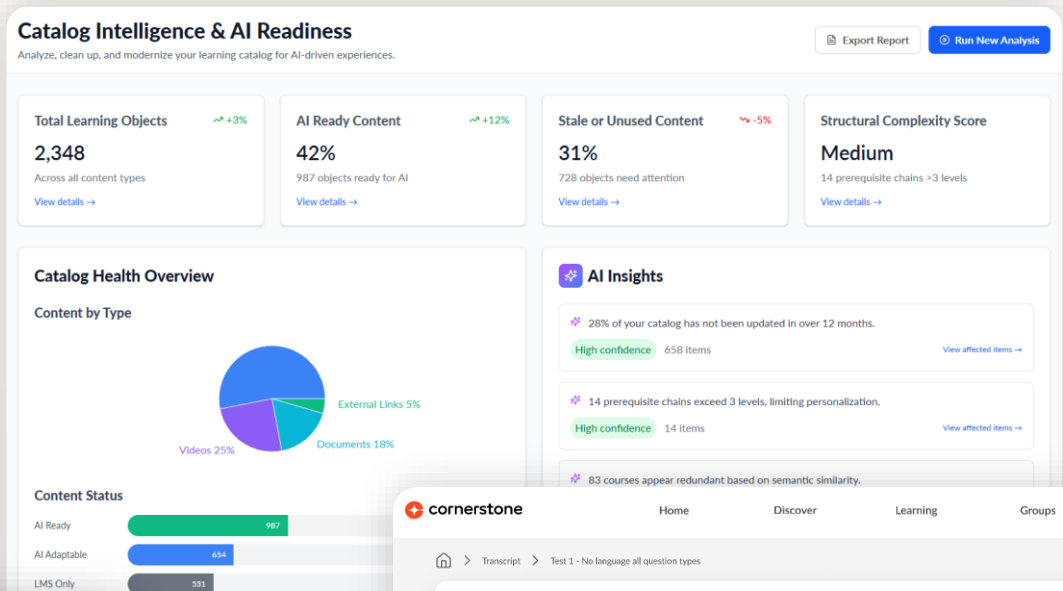
July

- Competencies to Capabilities
- Reviews Assistant
- Goals Assistant
- AI Development Plans

November

- Succession Workspace
- Task Assist
- Manager Dashboard

Reduce administrative overhead



Task monitoring console

Task monitoring Automation rules

Agent-assisted monitoring active: monitoring 8 tasks - 4 alerts surfaced - Actions are suggestion-only Agent-assisted: ☒ [Configure](#)

Live alerts & signals 3 High

Priority: High

Tasks at Risk 3
Tasks are at risk of missing deadlines within 5 days.
[Review](#)

High Prior Due 5
Tasks where >20% of reviews have at least one step past due.
[Review](#)

Tasks with unsigned steps 2
Tasks with steps have no active reviews. Blocks progress.
[Assign](#)

No-Progress tasks 3
Tasks where no status change in the last 10 days across any reviews.
[Review](#)

Live task feed

Active tasks

Search by task

Task	At Risk	Queued	Not started	Near due	Past due	Completed	Last action	Agent suggested actions
	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
2026 Annual Performance Review Engineering - Annual review	At Risk			23%	65%	12%	0	Manual: Send reminder, 7d from ago
M&D New Manager Calibration All departments - 90d Year	At Risk			37%	75%	25%	0	Manual: Extended deadline, 4d ago
Customer Support Competency Review Customer success - Competency review	At Risk			42%	38%	18%	0	Agent: Send reminder, 2w from ago
People Ops Succession Planning Review HR - Succession planning	In Progress			85%	48%	17%	22	Assign reviewer
Sales Team Quarterly OKR Assessment Sales - Quarterly OKR	In Progress			58%	42%	16%	8	Send reminders
New Hire 90-Day Review - Q2 Cohort Product & Design - 90 Day review	Not started			0%	0%	0%	0	Send reminders
Leadership 360° Feedback - Directors Executive - 360° Feedback	Queued			0%	0%	0%	0	
Finance & Legal Compliance Attestation Finance - Compliance	Completed			100%	0%	0%	0	

Rows per page: 30 1 of 1 < >

cornerstone

Home Discover Learning Groups More

Transcript > Test 1 - No language all question types

Test 1 - No language all question types

In progress v 3.5 [See details](#) ★ 4.5 of 5 2

Welcome to your assessment

Evaluate your knowledge and monitor your progress.

6 Number of questions 80% Passing score 3 min Time limit

Thank you for taking this assessment. This quiz is designed to evaluate your understanding of the subject matter and help identify your strengths and areas for improvement. Please read each question carefully before answering. Ensure you complete the assessment within the allotted time. Click Start when you're ready.

[Exit](#) [Start](#)

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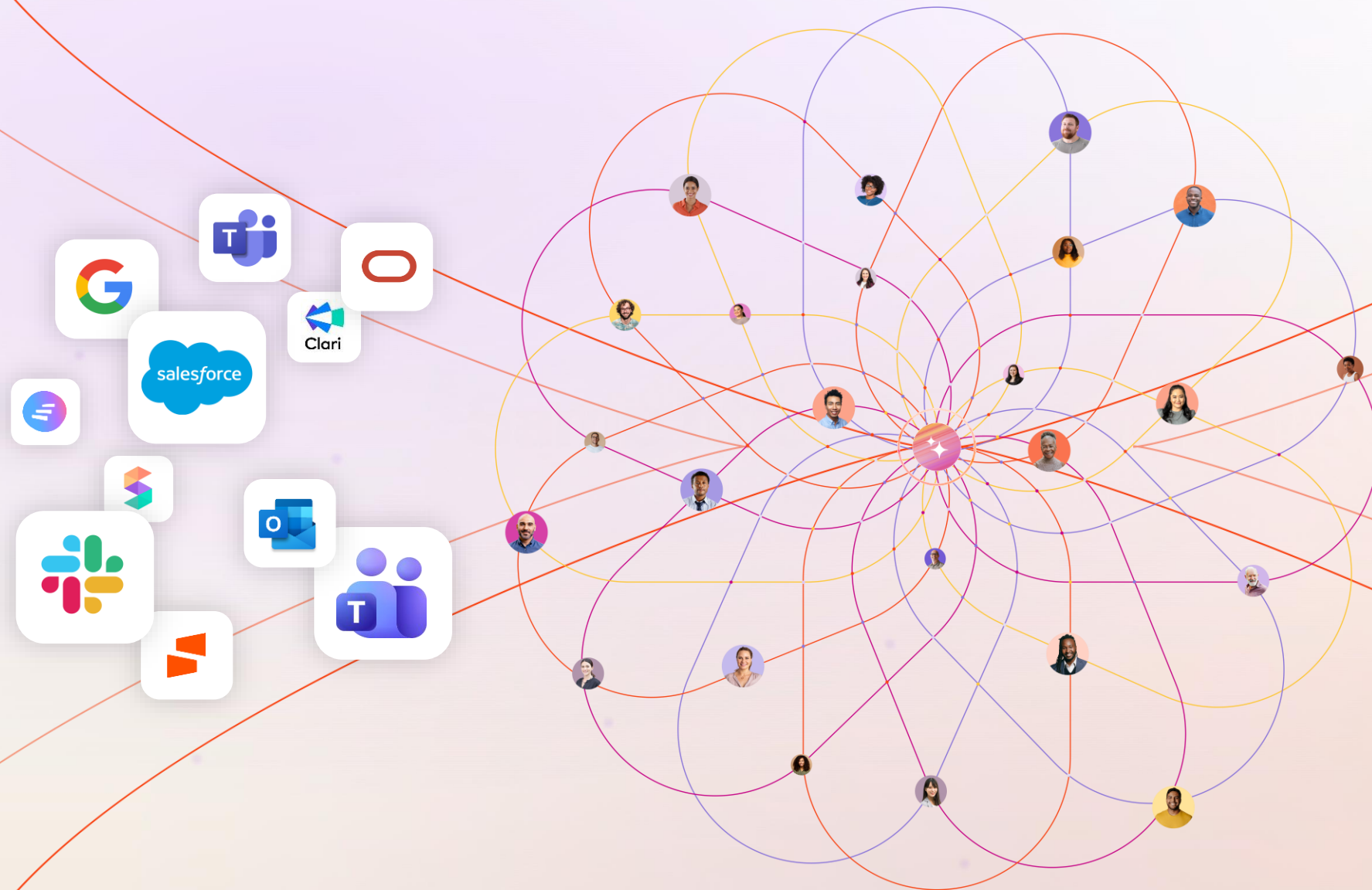
**Understand what your
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**Translate insight into
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Adaptive Action



28TB

Raw data
processed daily

**Labor
Market
Intelligence**

1.6B

Job descriptions

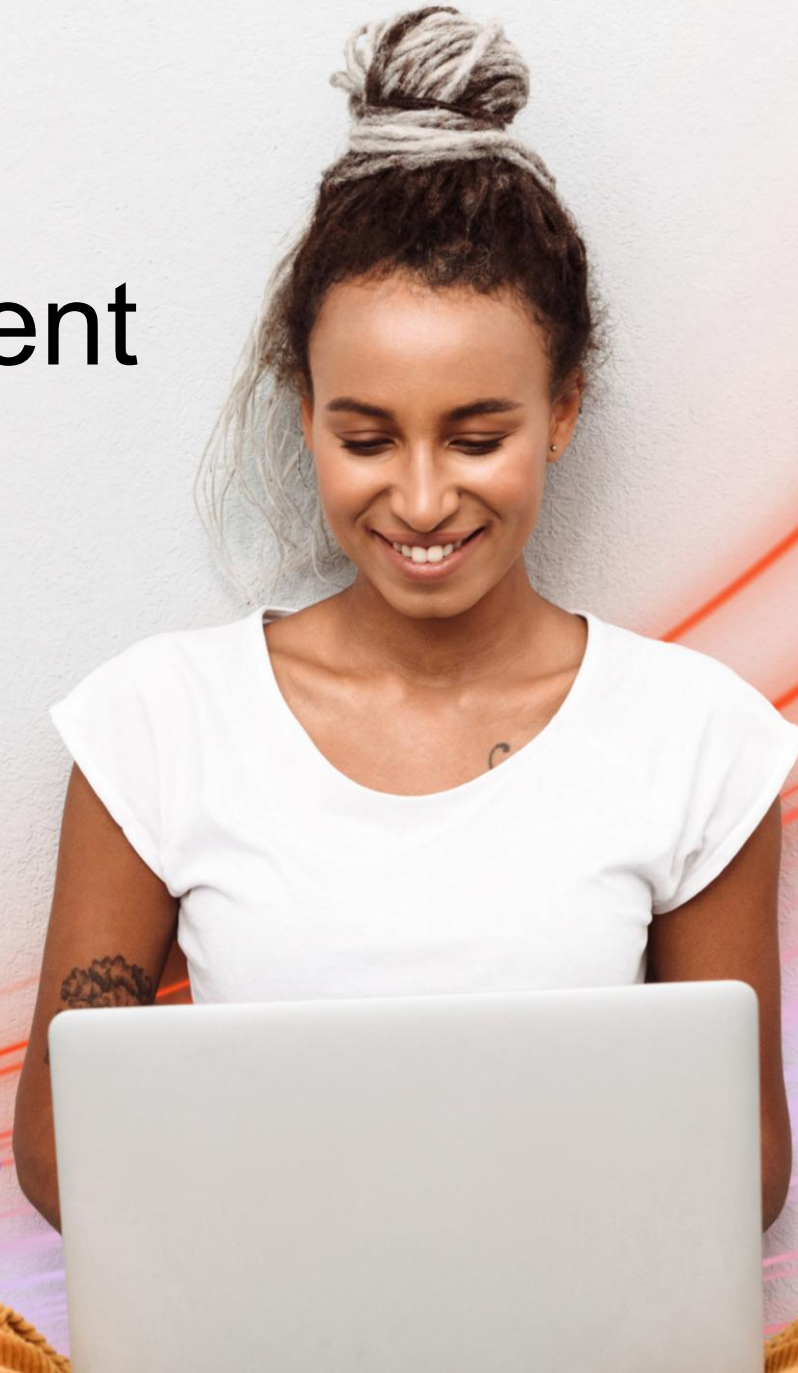
3T

Unique skill graph
combinations

INTRODUCING

Skills Architect Agent

Dynamic workforce **context.**



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INTRODUCING

Internal Mobility Agent

Right **talent**. Right **work**. Right **now**.



Embark Navigator Agent

Targeted Readiness

Day 1 > Day 30

New hire, ready fast.

Onboarded, set up and assimilated into the culture. Stronger new hire success.

Moving into a new role

Hit the ground running.

Roles surfaced proactively, then targeted training, matched mentorship, and clear goals.

Current role, evolving fast

Keep up. Keep winning.

As the work shifts gaps surface continuously. Each one becomes a small targeted path, readiness compounds.

Open Architecture – plug into your applications, agents, and user experience

Proactive Coaching Agent

Live. Every day.

Every signal - Every day

Coaching from everywhere.

Talent Development Profiles, reflections, manager and peer feedback, performance ratings, and the work itself — all become coaching signals.

No more annual surprises

Live. Continuous.

No waiting for the six-month review. Coaching happens as the work happens — transparent, constructive, and built for everyday improvement.

Closed-loop actionability

Every nudge becomes a path.

Insights link straight into Embark for targeted readiness, Goals to measure and adjust, and Mentorship for human connection — and more.

Open Architecture — plug into your applications, agents, and user experience

Readiness Agents



Embark Navigator



Dynamic Goals



**Future
of Work**



Skills Architect



**Workforce
Insights**



Workforce Value



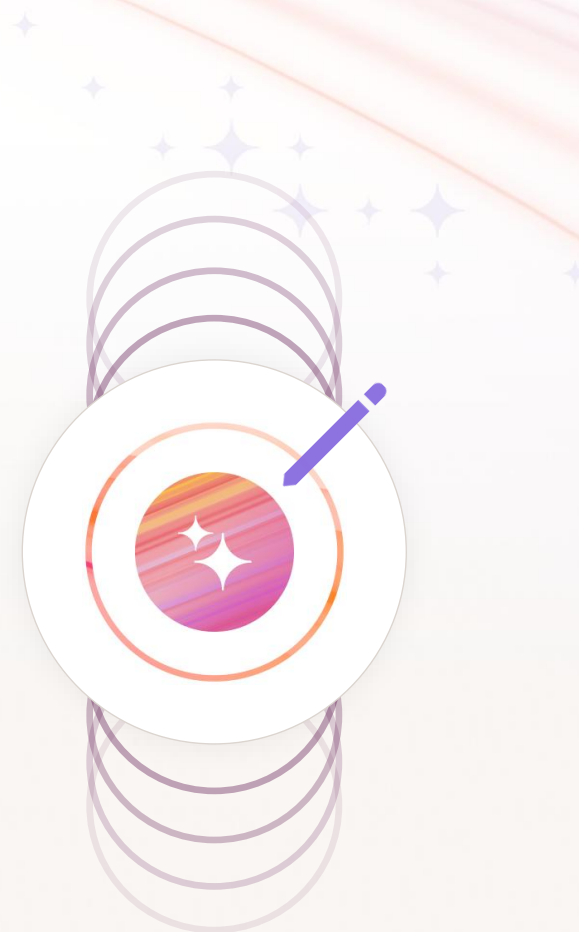
Internal Mobility



**Proactive
Coaching**



And more...



Custom Agents
for everything else