



Are you AI ready?

a peer benchmark report

FEB 2026

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"Are You AI Ready?"

Arrive informed. Leave ahead.

By contributing to this **anonymous** survey we can maximise our time together as a community. 🙌

- 🌟 **Be better prepped** - this survey sharpens your perspective
- 🌟 **Get a peer yardstick** - see how your organisation stacks up
- 🌟 **Walk in with context** - we'll play back the results to you

We'll learn a little from those who can't attend too.

When you submit this form, it will not automatically save your responses.

* Required

1. Which **best** describes the role you do at work?

- CPO/ CHRO
- Senior Leader in HR (inc People Ops)
- Senior Leader in Talent Acquisition
- Senior Leader in L&D

Next

2. How would you describe your organisation's **current stance** on AI?

Strongly resistant	0
Cautious observer	2
Experimenting at the edges	13
Actively adopting	22
AI-forward by design	7

[More details](#)

7. Where does AI actually show up in your people function? (select all that apply)

Recruitment / TA	29
HR Ops / Shared Services	21
Learning & Development	23
Workforce Planning	1
Workforce Analytics / Insights	9
Nowhere meaningful yet	9

[More details](#)

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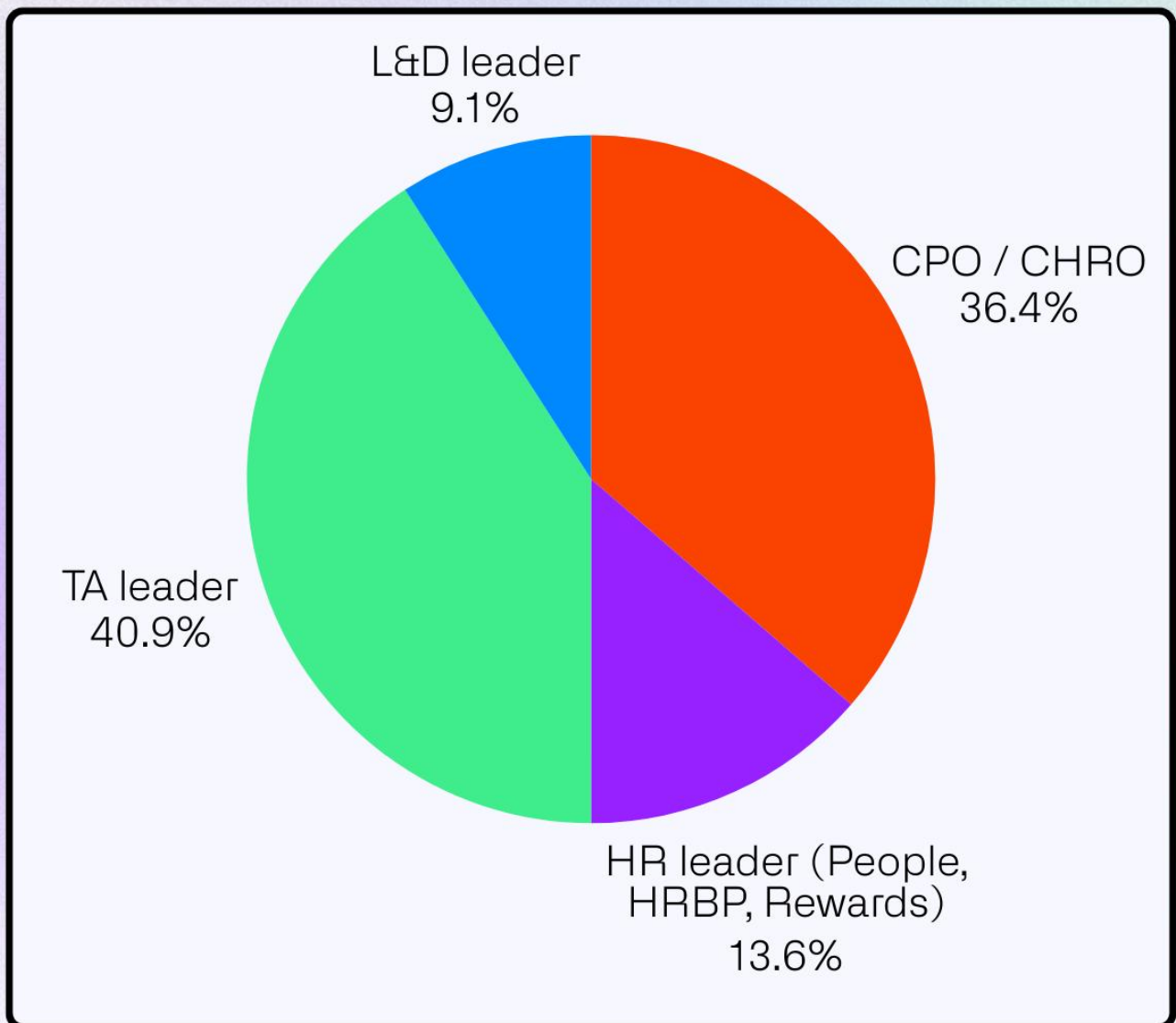


Who responded?

40+



Leaders across the people
function from the US and UK





1 in 10

Leaders have a dedicated budget for AI

For this small minority, they have all observed an impact from AI.

Either creating clear, documented efficiencies &/or driving better quality and decision making

53%

Leaders without a dedicated budget for AI

Say they have unclear or unobserved impact from AI to date.

0%

Leaders said "AI is primarily a cost-reduction lever" for us

Which seems at odds with "the promise" at a corporate / shareholder value level

The next big trend after getting to grips with AI adoption and turning play into ROI is governance, governance, governance...

If something went wrong tomorrow due to AI use, accountability would be unclear or would be debated.

86%

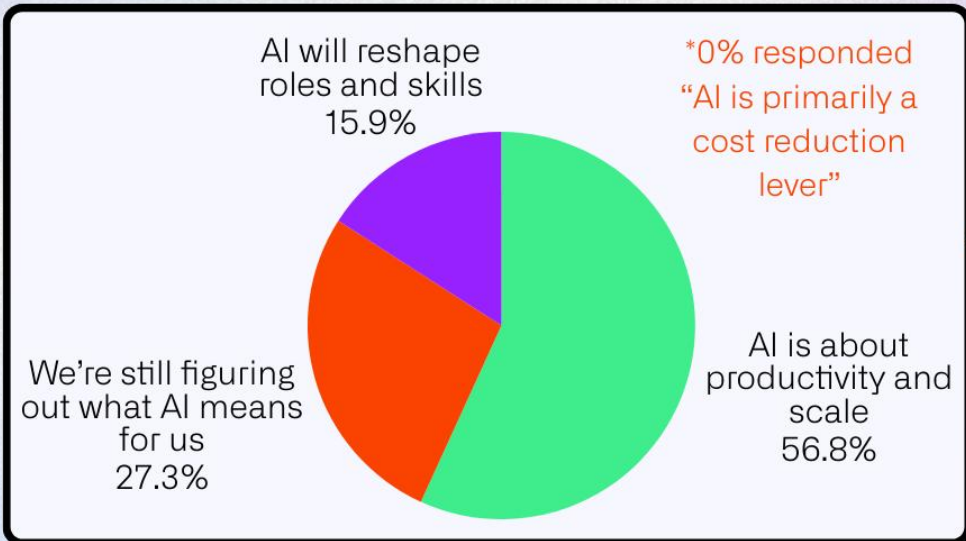
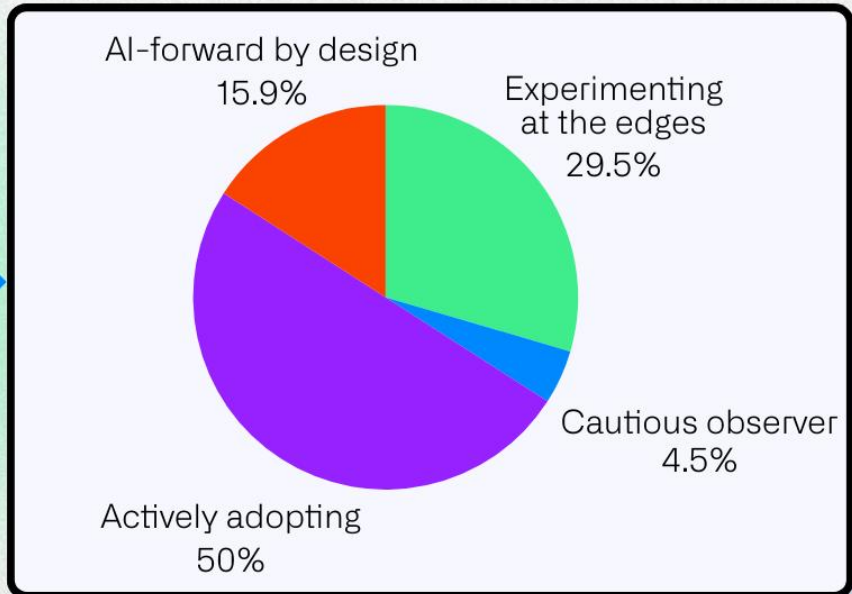
Leaders said this



AI Mindset & Leadership Intent

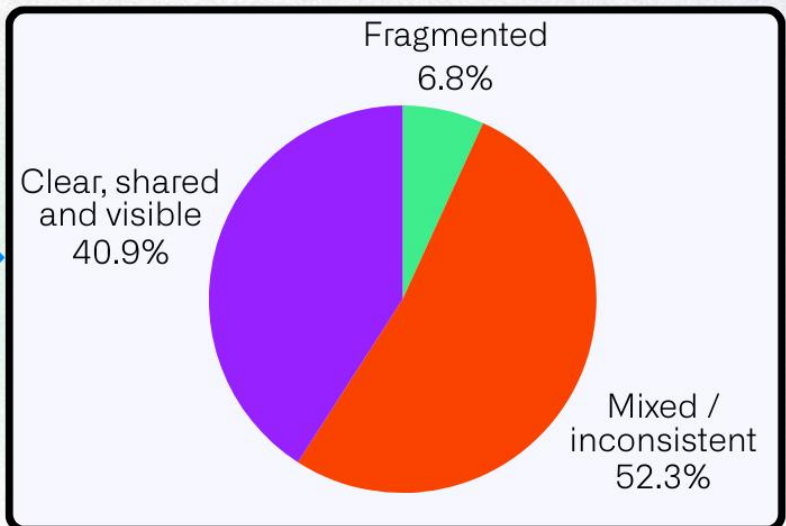
Are we leaning in... or waiting it out?

How would you describe your organisation's current stance on AI?



Which statement feels most true today?

Senior leadership alignment on AI is best described as:

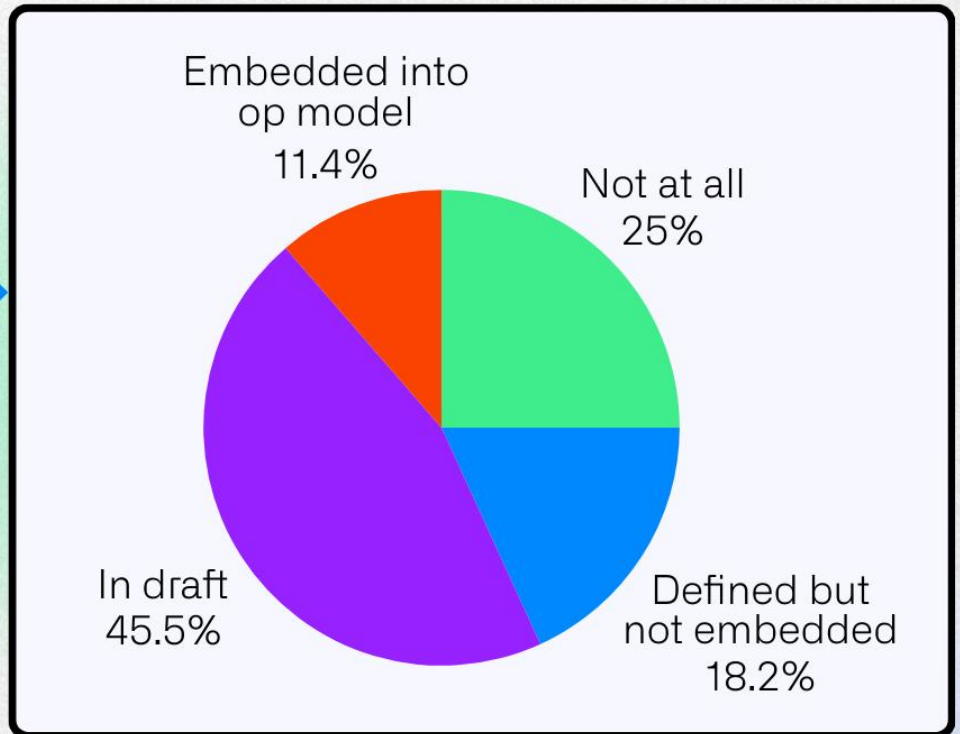




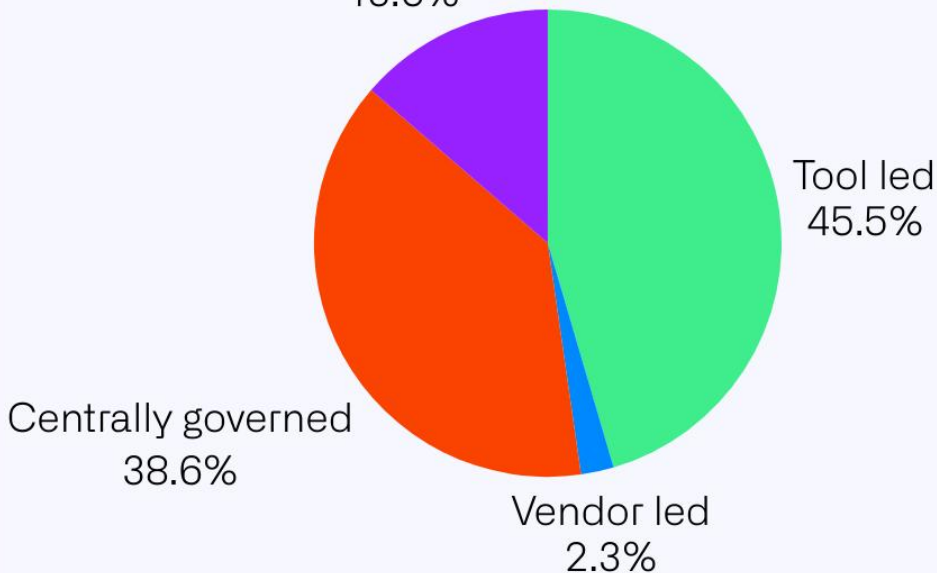
Strategy Vs Reality

Is AI a slide..... or a system?

Do you have a clearly articulated AI strategy that includes People & Talent?



Designed around business outcomes
13.6%

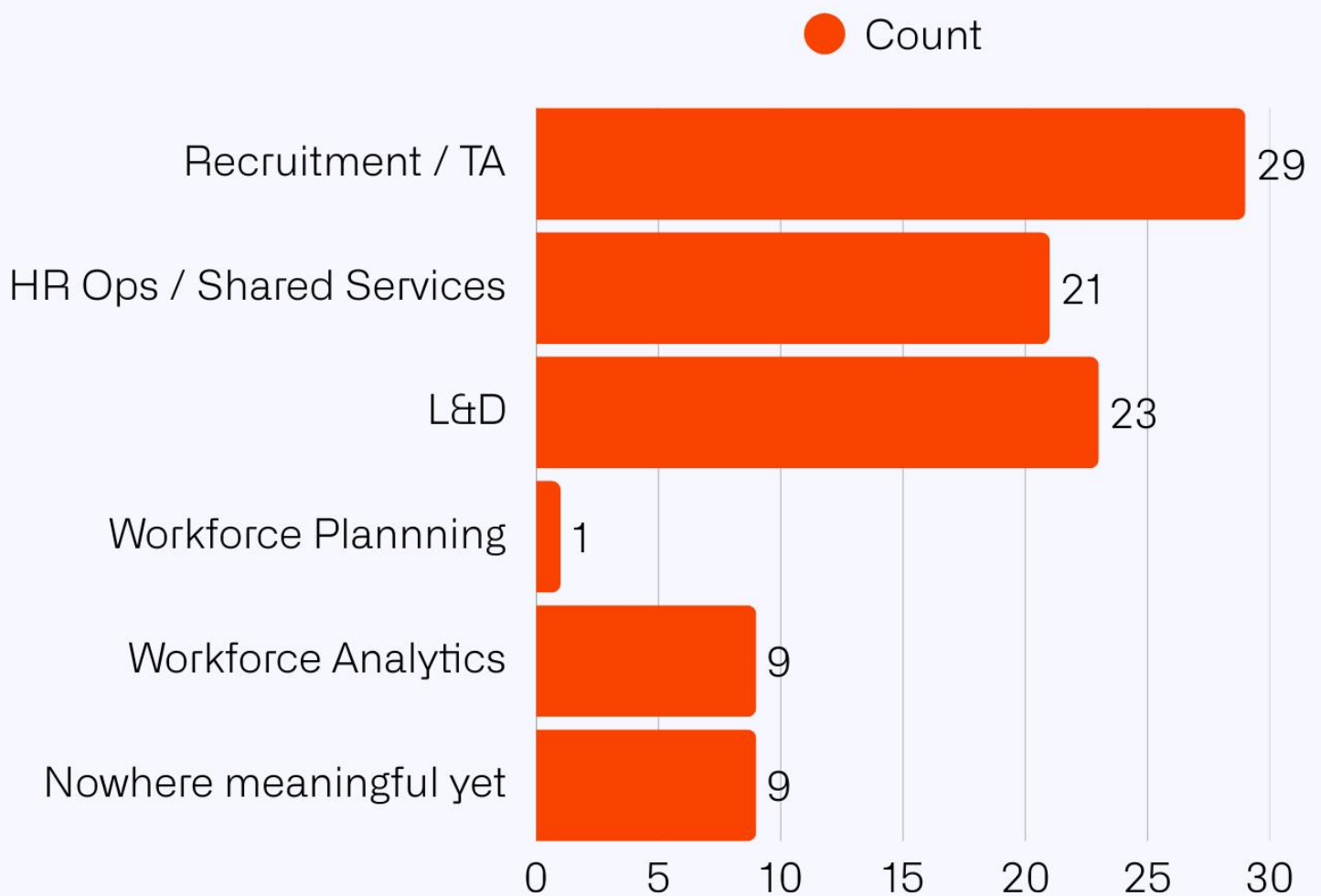


AI decisions in your organisation are best described currently as:

Strategy Vs Reality

continued....

Where does AI actually show up in your people function?
(select all that apply)



Risk, Ethics & Trust

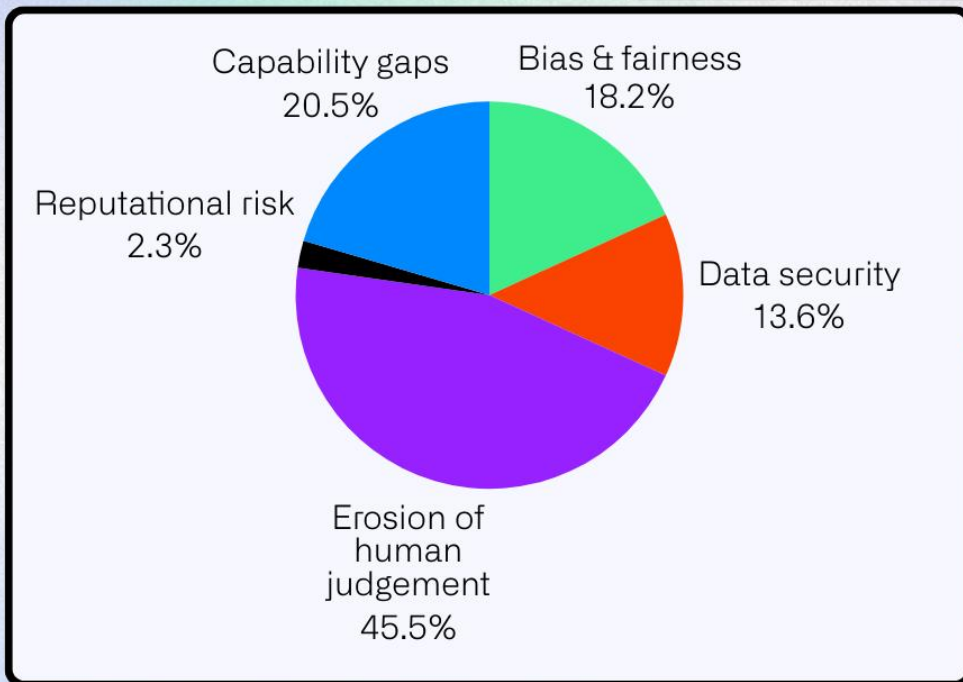
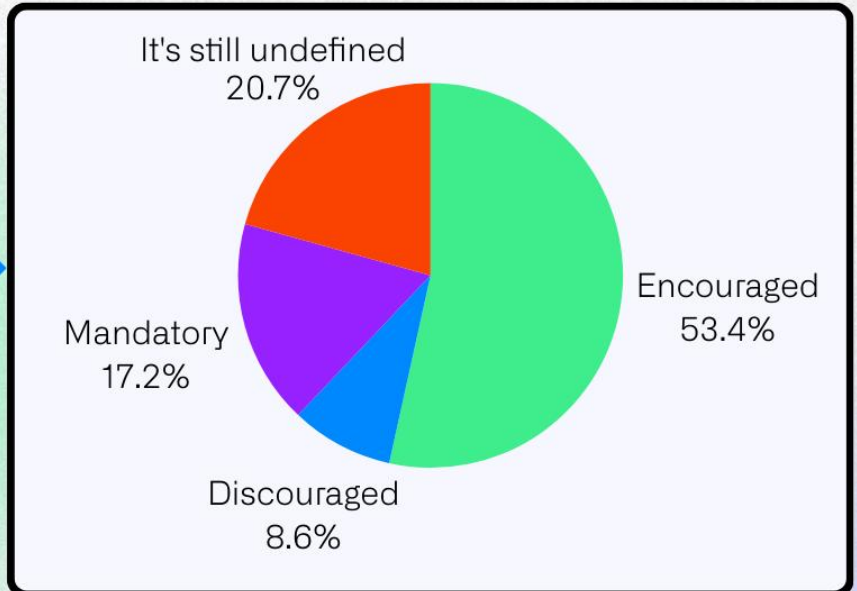


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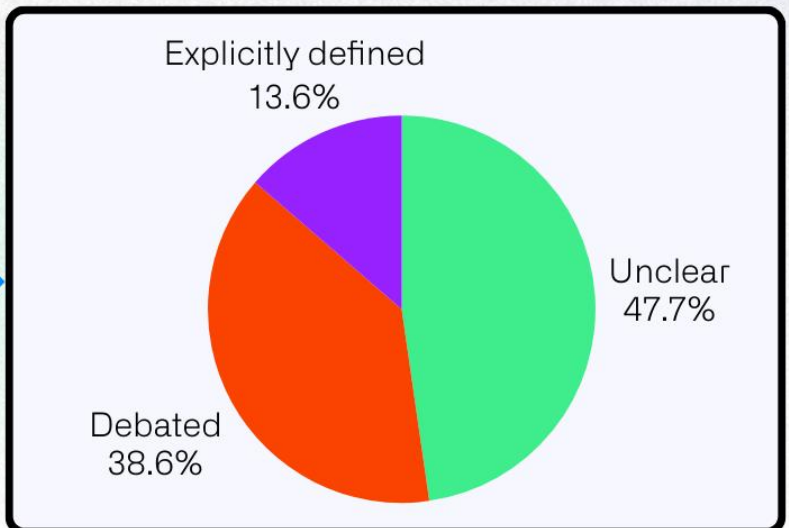
What keeps you / the business awake at night?

We are / I am clear on where AI use in my organisation is: (select all that apply)



Your biggest concern about AI in the people function is: (Pick one)?

If something went wrong tomorrow due to AI use, accountability would be best described as:

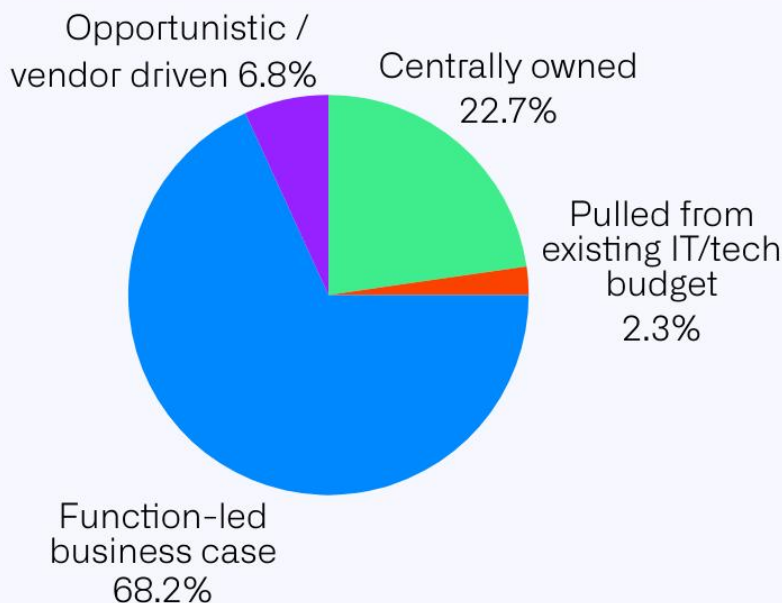
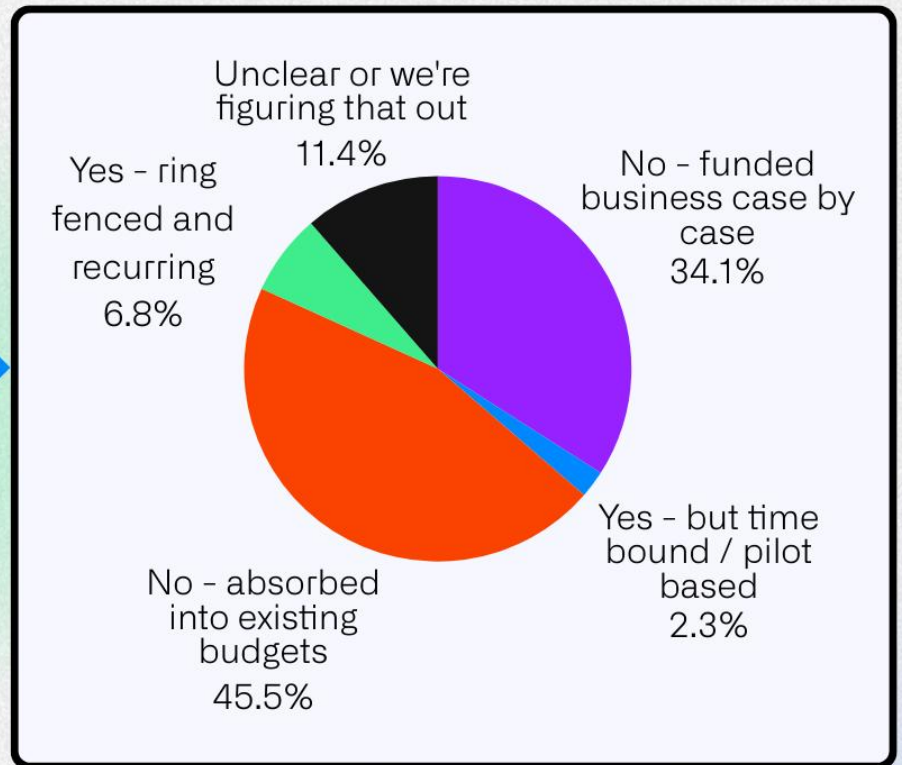




Investment, Ownership & Budget Reality

What gets funded, gets done.

Does your organisation have a dedicated budget for AI across People / Talent?



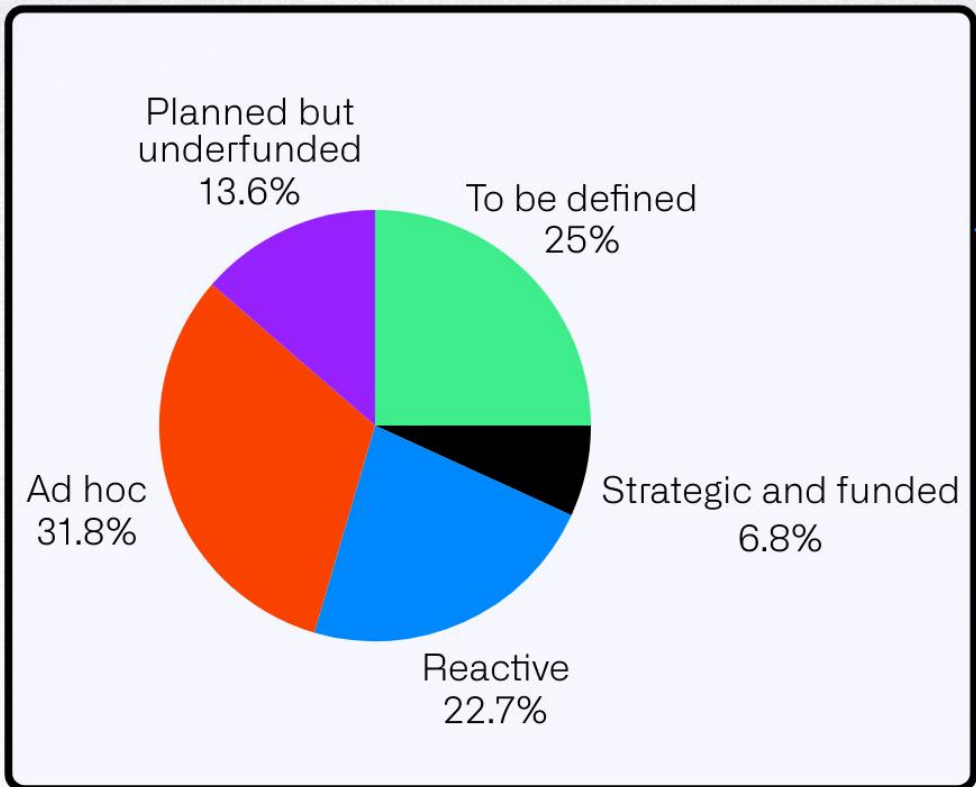
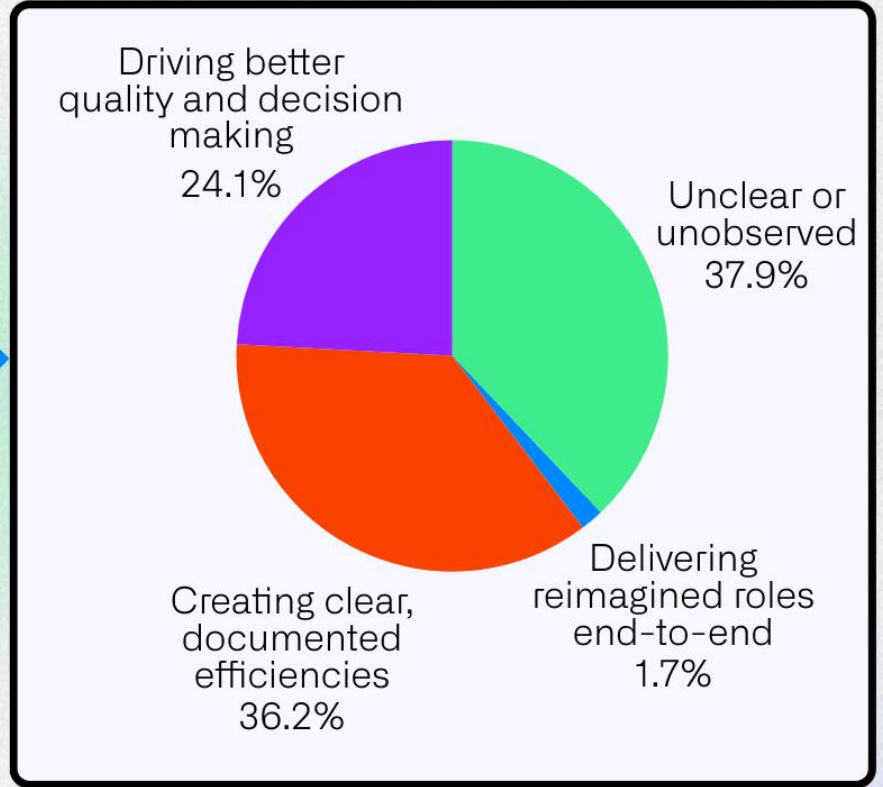
How does AI spend typically get approved today? (Pick the closest)



Workforce Impact & Readiness

What's the plan for humans?

AI's impact on your current workforce is best described as:
(select all that apply)



Your approach to reskilling at your company is currently best described as:

Where next...

The community is co-created and we will always design the value add experiences you need.

Reach out to the team to kick around your future focused ideas...

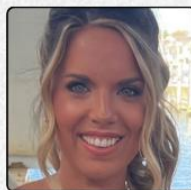
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