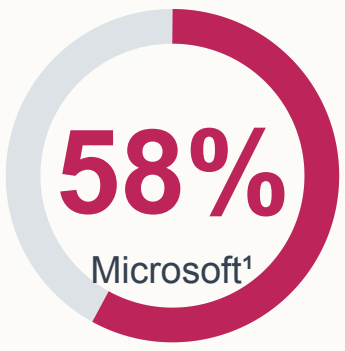
HR trends

# Three signals. Six decisions. One 90-day cycle.

GFOUNDRY 2027

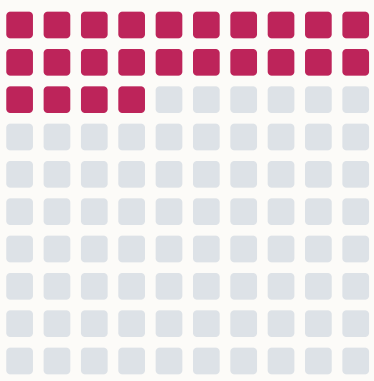
## 01 / What the evidence already shows

Indicators from different studies, covering different populations.




of surveyed AI users say they are producing work they could not have produced a year ago.

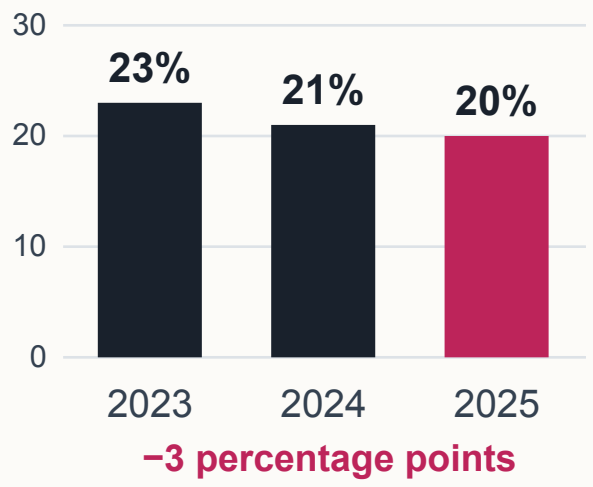
Microsoft · Work Trend Index 2026
20,000 AI users / 10 countries¹



**24%**

of leadership teams are aligned on who should be accountable for AI agents.

Gartner · July 2026
Survey of 297 CHROs²

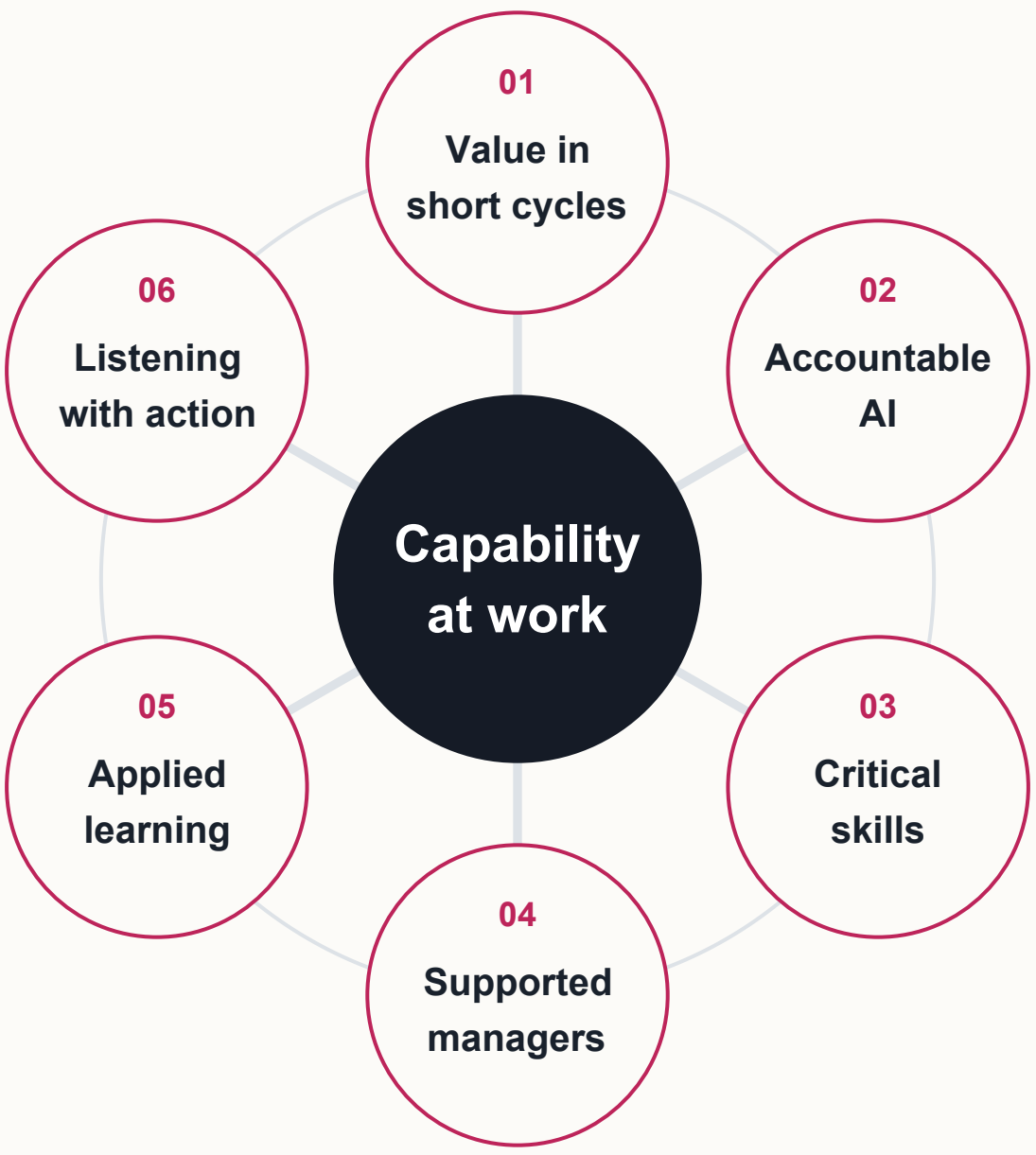



Employees engaged at work, globally.

Gallup · 2026 report
Data from 2023 to 2025³

## 02 / Connect the HR decisions

Six complementary priorities for preparing the organisation.




GFoundry editorial model · Connections indicate complementary priorities.

## 03 / Turn priorities into an experiment




Sources: ¹ Microsoft, Work Trend Index (5 May 2026). ² Gartner, 2027 CHRO agenda (6 Oct 2026).
³ Gallup, State of the Global Workplace 2026. Each percentage has its own population and period.
Planning for 2027 · Editorial synthesis, 13 Nov 2026 · Full sources in the GFoundry article.