

GET READY FOR 2026: Your Talent *Game Plan*

Make sure your team is set up for success by focusing on these key areas to attract, keep, and grow top talent in the new year.

TIE TALENT GOALS TO YOUR BIG PICTURE

- Take a look at your team's needs for the year ahead and plan for critical roles and skills.
- Set clear priorities for hiring that match your business goals.
- Stay ahead of the curve by factoring in changes in tech and the economy.

SHOW OFF YOUR COMPANY'S BEST SIDE

- Update how you talk about your company's mission, values, and culture—it's your story!
- Refresh your careers page with employee success stories.
- Use social media to highlight your diversity, innovation, and team wins.

MAKE HIRING AND ONBOARDING SEAMLESS

- Keep the application process simple and candidate-friendly.
- Try new tools like AI to help find and screen great candidates.
- Create a welcoming onboarding experience that helps new hires feel at home.

PLAN FOR THE FUTURE

- Pinpoint key roles and leaders who might need successors soon.
- Help potential future leaders grow with mentoring and training.
- Regularly update your plans to stay ready for changes.

HELP YOUR TEAM LEARN AND GROW

- Spot the skills your team will need now and down the road.
- Offer workshops, certifications, and cross-functional projects to keep your team sharp.
- Encourage collaboration and adaptability across departments.

STAY COMPETITIVE WITH PAY AND PERKS

- Check how your salaries and benefits compare to others in your industry.
- Add personalized perks like flexible schedules or mental health resources.
- Reward great performance to keep your top talent motivated.

BUILD A CULTURE WHERE EVERYONE BELONGS

- Set measurable goals for diversity, equity, and inclusion—and share your progress.
- Offer training to help leaders be more inclusive and tackle unconscious bias.
- Support Employee Resource Groups (ERGs) to create connections and support networks.

USE DATA TO DRIVE DECISIONS

- Track key metrics like employee engagement and turnover rates.
- Use exit interviews to understand what's working—and what's not.
- Stay on top of trends and adjust your strategies as needed.

THINK AHEAD FOR TOMORROW'S WORKFORCE

- Stay ready for emerging roles in areas like AI, sustainability, and tech.
- Make hybrid and remote work models a win for your team.
- Be proactive about generational shifts and new employee expectations.

PARTNER WITH A RECRUITMENT EXPERT

- Work with a trusted recruitment partner to meet all your hiring needs.
- Tap into their expertise to find the best candidates quickly.
- Build a stronger, smarter team with their guidance and resources.



Let's make 2026 your best year yet!

Ready to talk about how we can help you find the right talent to
build a high-performing team? Reach out today.



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