

Five Requirements for Workforce Reinvention Every CHRO Must Lead

- 1 Every company must become an AI-powered business or get left behind.

90% of CEOs don't believe they have the workforce needed for an AI-powered business

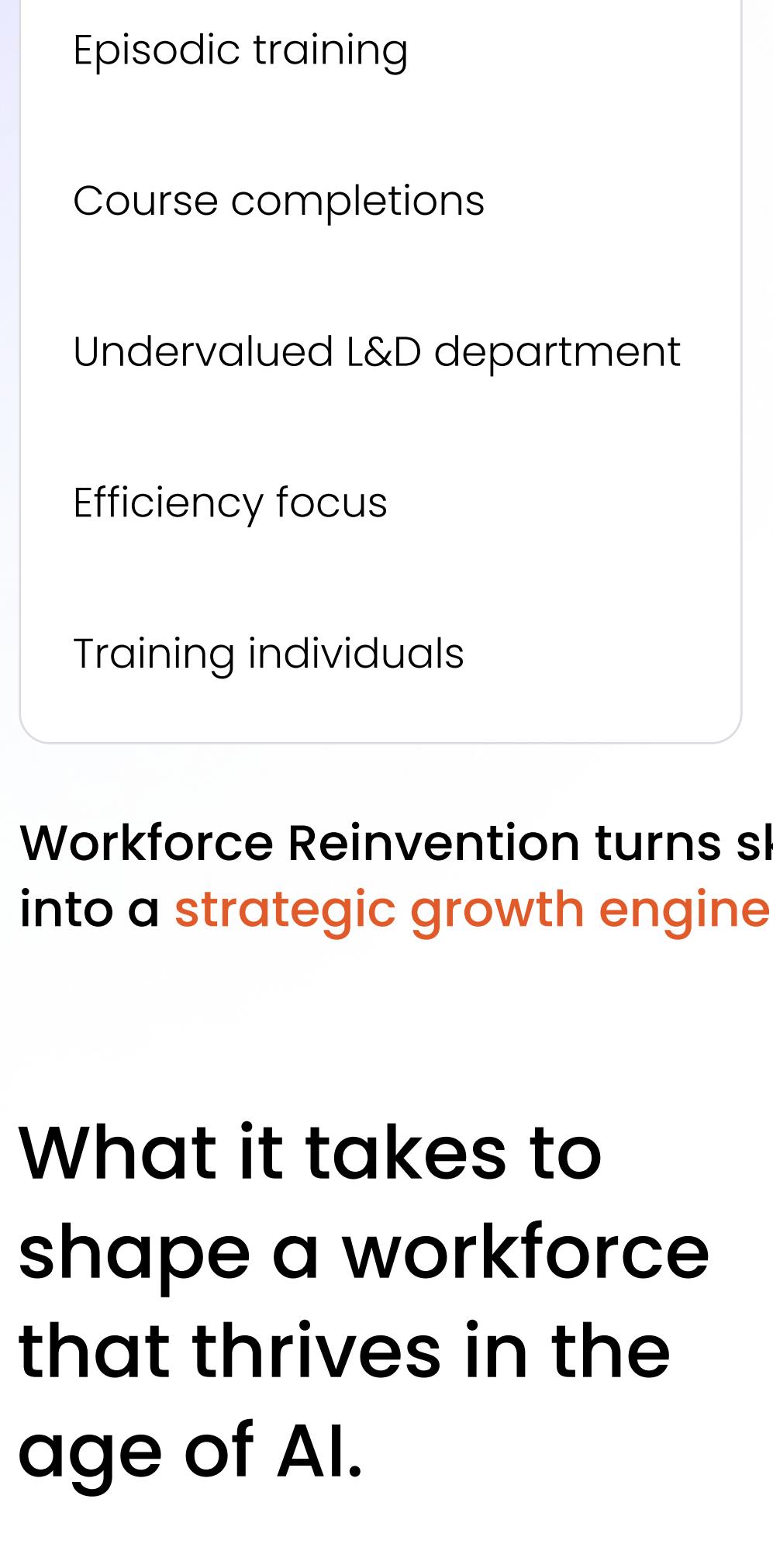
46% of leaders cite workforce skill gaps as a barrier to AI adoption

39% of today's skills will be obsolete within 3 years

1% of companies investing in AI are investing in workforce skills

Source: The Adeco Group, McKinsey, World Economic Forum

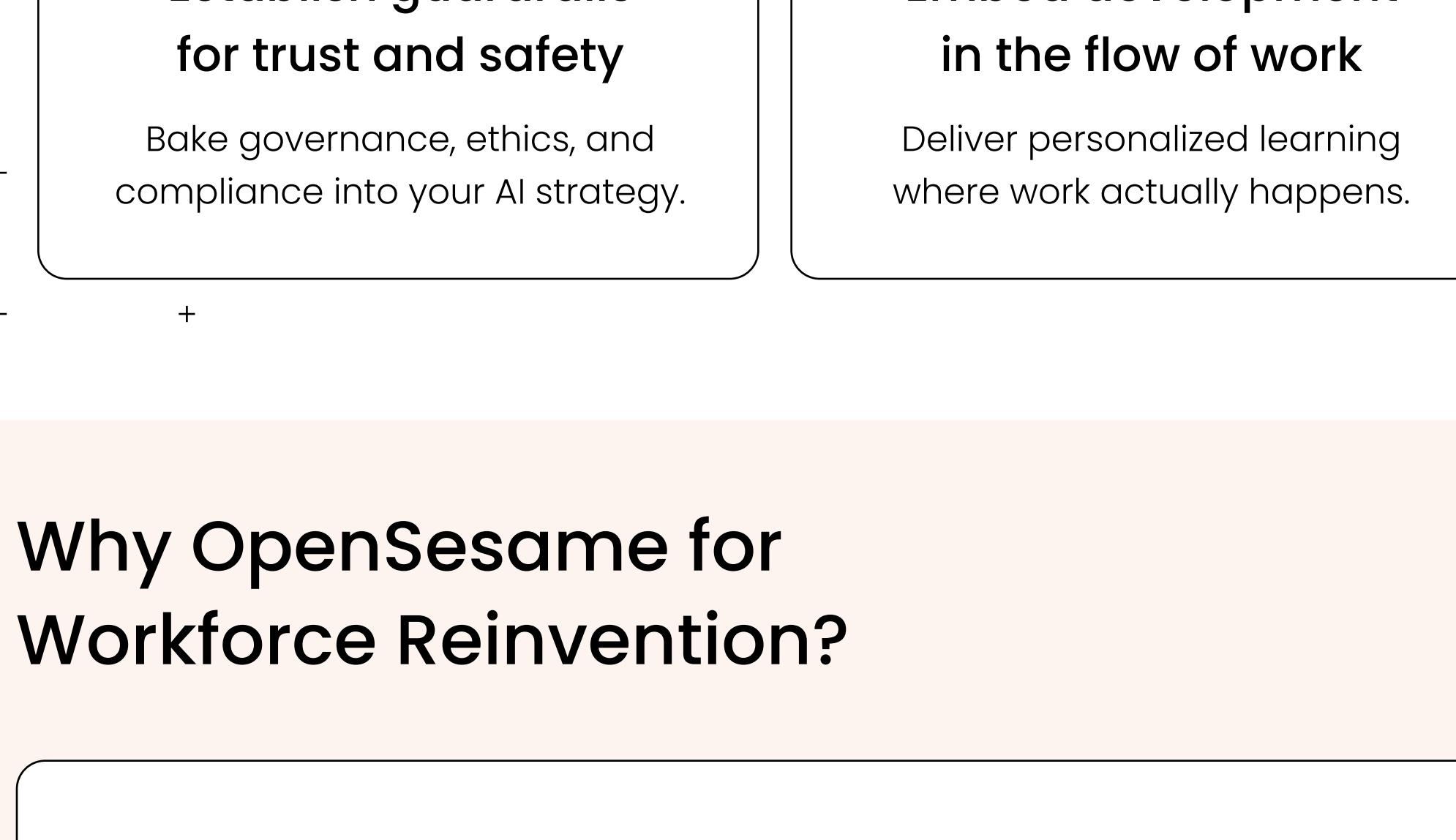
- 2 This is the Workforce Reinvention Crisis.



Workforces are structured for a world that's disappearing. Reinvention demands new skills, redesigned roles, and modern governance models.

This is not a technology problem. It's a human workforce imperative. And the CHRO must lead the transformation, not IT.

- 3 But you can't reinvent the workforce of the future with the tactics of the past.



The future can't be trained. **It must be reinvented.**

- 4 Organizations must make the shift from traditional L&D to Workforce Reinvention.

From To

Episodic training
Course completions
Undervalued L&D department
Efficiency focus
Training individuals

Continuous skills development
Measurable skills outcomes
Strategic transformation driver
Reinvention focus
Shaping an AI-powered workforce

Workforce Reinvention turns skill-building into a **strategic growth engine**.

- 5 What it takes to shape a workforce that thrives in the age of AI.

Make an executive-level commitment
Treat Workforce Reinvention as a boardroom priority.

Continuously assess your human+AI skill base
Know what skills exist, what's missing, and where to evolve.

Develop new collaboration skills
Redefine task boundaries between humans and intelligent agents.

Establish guardrails for trust and safety
Bake governance, ethics, and compliance into your AI strategy.

Embed development in the flow of work
Deliver personalized learning where work actually happens.

- 6 Why OpenSesame for Workforce Reinvention?

Future-forward skills development
Realign your workforce for human+AI collaboration

Unmatched Immersive Care
Expect support every step of the journey (icon with NPS 78)

Foundation of trust
A proven partner helping leaders navigate disruption safely

- 7 Where is your organization on the Workforce Reinvention journey?

Pilot your first Workforce Reinvention initiative

Scale and sustain continuous skills growth

Assess your human+AI skill base

Identify key trust and safety gaps

Download the eBook: [The Definitive Guide to Workforce Reinvention: Five Success Requirements for CHROs and C-Suite Leaders in the Age of AI](#)

Learn More

