

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.

~~More courses and certifications~~

~~Tracking completions instead of outcomes~~

~~Uncurated career data~~

~~One-off training programs~~

~~Legacy learning platforms built for another era~~

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

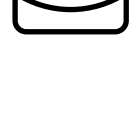
Strategic transformation driver

Reinvention focus

Shaping an AI-powered workforce

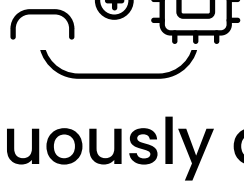
Workforce Reinvention turns skill-building into a **strategic growth engine.**

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.



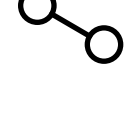
Develop new collaboration skills

Redefine task boundaries between humans and intelligent agents.



Establish guardrails for trust and safety

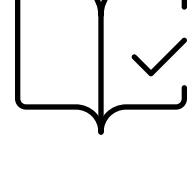
Bake governance, ethics, and compliance into your AI strategy.



Embed development in the flow of work

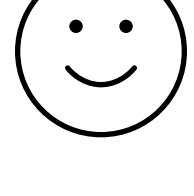
Deliver personalized learning where work actually happens.

6 Why OpenSesame for Workforce Reinvention?



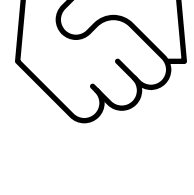
Future-forward skills development

Realign your workforce for human+AI collaboration



Unmatched Immersive Care

Expert 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?

Assess your human+AI skill base

Identify key trust and safety gaps

Pilot your first Workforce Reinvention initiative

Scale and sustain continuous skills growth

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](#)

