



Reskilling Mid-Career Leaders: What Senior Talent Needs to Stay Relevant

Motivation

- Navigating AI in the Workplace: 2026: [SHRM](#)
 - 41% of U.S. workers use AI at work.
 - 47% of U.S. organizations use AI

	Individual Contributor	Manager	Director 
Hours per week saved using AI	4 hours	7 hours	10 hours
% of work using AI assistant	34%	49%	53%
AI's improving career prospects	34%	54%	68%
Intermediate+ Experience with AI	52%	73%	89%

- AI's Impact on the Workplace in 2026: [Beautiful.ai](#)
 - 58% of managers rated AI's output as at least equal to an experienced manager or better
 - 17% say it's equal to an expert manager
 - 12% say it's better than human manager outputs.

Skills

StarCIO Recommendations

- Future of Jobs Report: [WEF](#)
 - **Critical, creative, and analytical thinking:**
 - 70% of employers list analytical thinking as the most sought-after core skill
 - 66% say creative thinking as on the rise
- The State of Teams 2026: [Atlassian](#)
 - **Collaborative leadership:** AI-augmented teams need more coordination, not less
 - 77%: More horizontal teams with fewer layers
 - 73%: Blended roles with hybrid responsibilities
 - **Change management:** Knowledge workers who say change management is optimized for AI:
 - 42% marketing vs 36% engineering/software development vs 25% HR
- Adobe 2026 AI and Digital Trends: [Adobe](#)
 - **Data/AI governance:**
 - 78%: data integration and quality as a top AI challenge
 - 52%: limited data unification is holding back AI initiatives
- Sources: [IBM](#), [Snowflake](#), [Dataiku](#), [Deloitte](#)
 - **AI agent orchestration** - Designing and governing how multiple AI agents and humans collaborate
 - Intent, sequencing tasks, setting guardrails
 - Ensuring outcomes are reliable and compliant.

Coffee with Digital Trailblazers!



Fridays, 11am ET on LinkedIn
drive.starcio.com/coffee