

## TAKE ACTION

# Your 2027 checklist

One action per trend. Most take less than a week to start.

- ☐ **TREND 1 · PRODUCTIVITY**  
**Name your load-bearing teams** and agree one leading indicator of their capacity to review monthly.

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- ☐ **TREND 2 · MANAGERS**  
**Separate manager engagement from the average** and learn what your strongest managers do differently.

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- ☐ **TREND 3 · AI AND MANAGERS**  
**Add a manager-capacity check to every AI rollout**, and start with the managers who have room to lead it.

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- ☐ **TREND 4 · RETENTION**  
**Ask "was this preventable?" in every exit analysis**, and make sure every person has had a "how's it going?" conversation this quarter.

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- ☐ **TREND 5 · CHANGE**  
**Map every change landing on each team** over the next six months, and sequence the next wave away from those carrying the most.

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- ☐ **TREND 6 · LISTENING**  
**Show people what changed after your last survey**, then check one team-level signal monthly.

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- ☐ **TREND 7 · FRONTLINE**  
**Give frontline teams a way to be heard without a laptop**, and give their managers a two-minute prompt they can use before a shift.

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**Share this with your team.** This checklist works best as a conversation starter for your next leadership or people-team meeting. Pick the two trends that feel most urgent and agree who owns each action. Want to see where your organization stands?

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