

The Executive Cheat Sheet

Insights from LinkedIn's 2026 Talent Connect Conference

4 Workforce Trends Every Supply Chain & Logistics Leader Should Know

1. MARKET: A MORE CAUTIOUS WORKFORCE

Global hiring has declined by approximately 11% year over year, while employees are becoming more selective about changing jobs. Stability matters, and attracting experienced talent requires a compelling reason to make a move.

Your Move: Lead with clear compensation, growth opportunities, and a strong employee value proposition.

2. PROCESS: PRODUCTIVITY OVER HEADCOUNT

Companies are investing in AI and recruiting technology while taking a closer look at staffing levels. The focus is shifting toward improving efficiency and getting more from existing teams.

Your Move: Identify repetitive tasks AI can simplify before assuming additional headcount is the answer.

3. PEOPLE: REAL SKILLS MATTER MORE

AI-generated resumes and applications are making it harder to distinguish polished presentations from proven experience. Human judgment remains essential to evaluating candidates.

Your Move: Use practical assessments, scenario-based questions, and real examples to verify skills.

4. LEADERSHIP: CONFIDENCE THROUGH CHANGE

As technology and workforce expectations evolve, employees need leaders who communicate clearly, build trust, and make thoughtful decisions.

Your Move: Set clear expectations, explain the purpose behind changes, and prioritize human connection.

THE BOTTOM LINE

Smarter workforce planning isn't just about adopting better technology. It's about understanding your talent market, improving how work gets done, and investing in the people who make it happen.

Need help evaluating your workforce strategy?

Connect with CS Recruiting to explore hiring priorities, talent availability, and market intelligence.

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