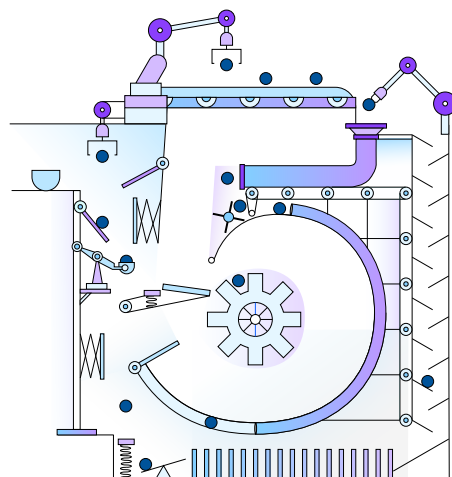


# 5 Trends for 2025

## *Ignite innovation with people-powered AI*

AI democratizes data—and redefined decision-making. But how can leaders empower people to innovate without putting the business at risk? Explore these five trends to learn what leaders need to know to overcome the obstacles that lie ahead—and what they can do to gain a competitive edge in the coming year.



### **Trend 1:** Agentic AI will transform your business—but first you must reskill your people.

In 2024, global CEOs estimated that 35% of the workforce needed to be reskilled—which translates to more than a billion workers worldwide.



### **Trend 2:** Despite efforts to slow its growth, technical debt continues to increase.

Only 25% of executives strongly agree that their organization's IT infrastructure can support scaling AI across the enterprise.



### **Trend 3:** In the age of AI, location is everything.

67% of executives say their organization's use of AI changed where it operated in 2024—and 93% expect AI to impact their location strategy in 2026.



### **Trend 4:** The rapid pivot to AI has upended IT budgets, but self-funding is imminent.

95% of executives say gen AI will be at least partially self-funded by 2026.



### **Trend 5:** AI product and service innovation is the #1 CEO goal, yet business models aren't keeping up.

Over the next three years, 85% of executives say AI will enable business model innovation and 89% say it will drive product and service innovation.

*People are the secret ingredient to winning with AI—but they can't succeed without strategic reskilling, security guardrails, and decision support.*

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December 2024

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