

Your 2026 Strategy Is Only as Strong as Your Managers

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ABOUT THE EVENT

What to prioritize now to build real readiness across the year.

Managers are being asked to do more than ever, often without the skills, habits, or context they need to lead effectively. Learn what manager readiness really means for 2026, and how leaders can start strengthening it now.



KEY TAKEAWAYS

Under Pressure

Managers carry the weight of external volatility, internal disruption, and rapid technology change. They're expected to lead through uncertainty and deliver results, often without the clarity or skills to do so effectively — creating a readiness gap.

Values + Culture

In high-pressure environments, values can serve as guardrails, guiding managers on how to make decisions and solve problems. The more specific we are about what “good” looks like, the easier it is for managers to lead consistently.

Connection + Growth

Social inclusion is especially critical for managers right now. Many feel isolated, as though they are carrying their challenges alone, when in reality other managers and leaders are experiencing the same pressures.

AI → People First

When applied thoughtfully, AI can provide faster answers to simple questions, reduce friction, and free up space for more meaningful human conversations. As technology accelerates, people skills become even more essential.

[Hear how AI makes people skills even more important in an AI-enabled workplace](#)

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ACTION ITEMS



Build Readiness

Strengthen manager capability by equipping them with the skills to navigate difficult conversations, coach for performance and growth, and enact culture in everyday interactions. Skill-building is one of the fastest ways to close the readiness gap.



Name That Value

Make cultural values behaviorally explicit. Clarify what strong performance looks like in practice. Make values visible in decision-making and recognition. Consider launching a values recognition program that reinforces when someone is living a value in real time.



Lead Together

Connect groups of managers across levels to learn and lead together. This builds connection, creates a common language, and normalizes the complexity of the role. When managers share challenges and solutions, culture becomes more cohesive and resilient.



Grow People Skills

Strengthen managers' feedback, coaching, and delegation skills so they can apply sound judgment, ask better questions of AI, and clearly decide what technology should handle versus what requires human leadership. Ensure AI supports their thinking, not replaces it.

Listen to your managers' [CAMPS](#) cravings this year to support their engagement and their teams'.



“Managers are the most overwhelmed, most disengaged group. 2025 data show their engagement fell from 30% to 27%, which is the sharpest decline of any of the subsets of employees.”

Brendon Nimphius,
Facilitator, LifeLabs Learning

Turn Pressure Into Performance

Give your managers practical tools they can use immediately to navigate change, coach effectively, and bring your values to life every day. [Learn More](#)

[Oyster](#) helps companies hire, pay, and manage employees and contractors in countries around the world without needing to set up local legal entities.

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