

Talent Mobility Gridlock: What Leaders Must Be Honest About

Summary: As external hiring slows, many organizations are facing a new challenge: talent mobility is stalling internally. Employees are staying put, career paths feel blocked, and performance processes don't always surface who's ready to grow — creating a growing talent jam.

Webinar

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LifeLabs⁷ Learning

Culture Amp

Talent Mobility Gridlock

What Leaders Must Be Honest About

Dossier Harps, EdD.
Facilitation Manager
LifeLabs Learning

Hannah Liss
Senior People Scientist
Culture Amp

LIFELABS INTRODUCTION

Engaged and high-performing workplaces, faster.

500,000+ learners | 2,600+ innovative companies

Immediate impact for leaders and teams at amazing places like:

Dropbox

lyft

cisco

slack

zoom

KAISER PERMANENTE

Instagram

Spotify

McKESSON

BlackRock

SQUARESPACE

target

Discord

duolingo

Klarna

95%
Of learners' managers said they still saw a positive impact 6 months later

70+
We earn a world-class NPS score from our clients

The Culture Amp Platform

Amplify your people performance to unlock your business performance.

People Science

AI Coach

Engage

Boost engagement with deep insights & action

Perform

Drive continuous performance & alignment

Develop

Grow and empower your people

Culture Amp

The world's most innovative companies use Culture Amp

asana

McDonald's

Hallmark

KOOKAI

Canva

Etsy

Alaska Airlines

greenhouse

Nasdaq

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duolingo

ZS

TPICAP

COVERED CALIFORNIA

SONOMA

SULCYCLE

eightfold.ai

DAILY HARVEST

PIXAR

AANA

TrueCar

I'm a huge fan of Culture Amp because of the **ease of use**. It's a self-sufficient platform that provides accountability, visibility, and transparency. It's phenomenal!

VP of People
TrueCar

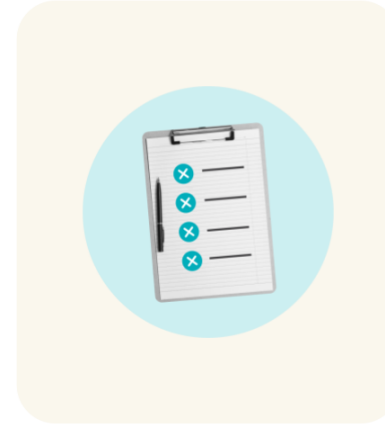
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Why Talent Mobility Matters Now

- External hiring is slowing
- Career pathways feel jammed
- Engagement is slipping
- Managers are stretched thin
- Employees feel stuck



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Reality Check

The Talent Jam

- Engaging and retaining high performing employees is more important than ever
- Employees unclear on readiness
- Performance focused on evaluation, not growth
- Development feels inconsistent

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What Leaders Must Be Honest About

Leaders often avoid:



Clear readiness conversations



Transparent career paths



Naming performance gaps



Letting go of top talent



Owning inequities in development access

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Engagement Shows Aspiration + Risk

Engagement data helps leaders understand:

- ✓ Who feels energized
- ✓ Who feels stuck
- ✓ Who's at risk
- ✓ Who wants to grow

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Performance reveals readiness

Modern performance systems should:

- ✓ Track progress continuously
- ✓ Support development
- ✓ Surface readiness
- ✓ Enable coaching
- ✓ Replace annual surprises



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Development unlocks internal mobility

Development should:

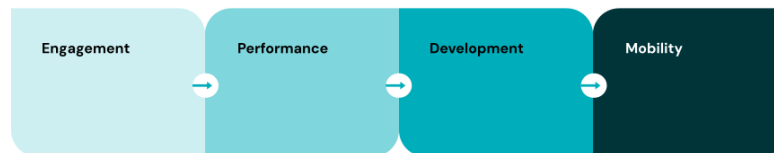
- ✓ Be collaborative
- ✓ Align skills to business needs
- ✓ Make growth visible
- ✓ Create momentum



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Connecting the dots

Tools don't move talent, conversations do



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The 4-Step Mobility Reset

Leader Playbook



Make readiness visible

Systems + structure



Normalize talent movement

Frameworks + data



Clarify growth plans

Reframe talent sharing, manager mindset shifts



Equip managers to coach

Models, frameworks, and everyday habits

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What 2026 is telling us

1

Career pathways feel jammed

2

Engagement continues to slip

3

Managers are overwhelmed

4

Culture transparency is rising

5

Performance definitions are changing

6

Employees seek growth elsewhere

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Take action this week!

Ask yourself:

Who is ready that I haven't noticed?

What conversation have I been avoiding?

Where are careers unclear on my team?

How am I developing people today?



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Resources

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Download [Culture as the operating system](#)



LifeLabs Learning

Download the [Great Manager's Playbook](#)



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