

WERC Global 25 Insights: Expert Truths, Tips and Trends for 2026



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Expert Tip: Proactive Immigration Strategy

Michelle Mara

Vice President, Advisory



“Proactive leaders integrate immigration monitoring and scenario planning into workforce strategy, turning policy shifts into manageable adjustments rather than disruptions.”

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Expert Truth: Practical AI Implementation

Steve Goodwin

Director, Enterprise Applications

“Recognizing that AI is not a massive transformation project demanding extensive planning, resources and expenditure; taking small practical steps can provide immediate value to individuals and teams in a very short amount of time.”

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Expert Tip: Inclusive Tax and Mobility Planning

Katie Lenehan

Vice President, Client Payroll Tax
and Compensation Services



“Remaining agile means including all stakeholders. Be overly inclusive to ensure the organization knows tax liability isn’t just assignments but also permanent transfers, business travelers, and even conference attendees.”

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A circular portrait of Sarah Hornbeck, a woman with long dark hair, smiling and wearing a light purple shirt. The portrait is set against a dark background and is framed by a light blue circular border.

Expert Trend: Talent and Visa Constraints Ahead

Sarah Hornbeck

Manager, Advisory

“The “war for talent” will be heightened in 2026. With challenges such as the H1-B visa, PERM transfer programs, etc., companies will be forced to source talent from within their borders, driving talent competition.”

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Curious how these truths, tips and trends
fit into the bigger HR & talent picture?

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The Workforce Imperative



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