# Awards, Miami, and AI: this month is buzzing!

365Talents Newsletter - March 2026

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**Hi HR Leader,**

What a time to be in HR! 😳

We have some **major news** to share this month! We are still buzzing from winning a **Trophy for IA RH 2026** alongside **Alstom**. Plus, we're heading to **Docebo Inspire** in Miami and we want you there with us!
As always, this edition is also packed with insights, inspiration, and actionable ideas to help you **put skills at the center of your strategy**. Here's the agenda for today:


- Invitation (urgent): Docebo Inspire conference
- Skills + Learning = The full playbook to workforce readiness.
- AI and Skills Data: Building the new foundation for Agility
- The SkillShift 2026 series: Real-world strategies from topHR leaders.
- Upcoming events


Sunny one minute, chilly the next—pick the drink that matches your mood! Hope you enjoy this edition. 🧋☕

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## 5 seats left for Miami. Just saying. 👀✈️




The biggest names in HR are heading to Miami, and we've got passes with your name on them.

**Docebo Inspire 2026** is Docebo's flagship event where 1,000+ HR leaders from all over the world come together to shape the future of learning and talent. Companies like **Google, Netflix, L'Oréal, Thomson Reuters, LG Electronics, Subaru** (and yes, our very own customers from **Infinite Campus** and **Provident Mexico** 🙌 ) will be there.

Three days. One iconic venue: **Fontainebleau Miami Beach**

📅 **April 20–22, 2026 All-inclusive pass** (flights and accommodation included). Great networking opportunity, including a Welcome Reception on the 20th and a Party Night on the 21st. You can check the full agenda here!

**We have 5 free passes left**.  First come, first served, HR Directors only. Thinking of your HR Director? Forward this. They'll thank you.

Want a free pass? → Simply reply to this email!

**GET A FREE PASS**

Passes gone by the time you read this? Register here and use code **NEVERSTOPLEARNING for 20% discount** — valid until the end of March. Nobody gets left behind!

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# Alstom x 365Talents Award Recognition




Last night, our partnership with Alstom was recognized at the **2026 HR AI Awards**, organized by Hub FranceIA and mc2i.

We won in the **"Industrialized Project: AI for Dynamic Skills Management"** category. We're proud. But here's why this award means more.

**It's not just about the tech. It's about the people. Over 70% of Alstom employees are already using the platform and actively managing their own career paths.**

Congratulations on everyone who worked on this project!

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## Resources of the month

### Skills + Learning: The playbook to workforce readiness




Did you know that technical skills now have an average lifespan of 2.5 years? **Skills evolve faster** than most organizations can adapt, and **learning plans disconnected** from business priorities are no longer sufficient.

The problem? It's not budget. It's not training volume. It's not data. It's the disconnect between *skills, learning, and performance.* Inside the playbook, you'll discover how to tackle as a unit:

- **Skills**
- **Individual and organizational gaps**
- **Personalized learning paths**

Without IT overhauls. Without manual mapping. Without silos between HR and L&D. A **Skills-Based Learning approach**, powered by AI — from 365Talents and Docebo.

ACCESS PLAYBOOK

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## AI and Skills Data: The new foundation for workforce readiness and agility

Companies no longer compete solely on products or services—they compete on the **adaptability, skills, and potential** of their workforce. With hiring freezes, economic uncertainty, and fast-moving technological shifts, the **ability** to continuously **acquire, adapt, and apply skills** is what sustains both performance and resilience.

AI and **dynamic skills data** have emerged as critical enablers of this workforce transformation, creating a **foundation for employability, agility**, and long-term organizational competitiveness.

**READ MORE**

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## Podcast: the Skill Shift series




Our **Skill Shift 2026 series with HR Leaders** brought the sharpest, most forward-thinking talent minds together to reveal how organizations like Langan Engineering, TD Synnex, Deutsche Telekom and more, **are putting skills — not roles — at the heart of workforce strategy.**

From ***redefining readiness*** **to embedding AI-powered skills insights into daily work**, these video interviews captured why skills intelligence is now essential for building agile, future-ready teams. Catch up with all episodes and see the future of work in action!

**LISTEN TO THE EPISODES**

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# Upcoming events




This April we will join Docebo at **Learning Technologies UK** and we'd love to meet you if you'll be there as well!

**Come and see us at stand G10**, our friends will have barista-made Italian coffee, live demos and a real view of 365Talents and Docebo, and a first look at what's coming next — plus a few giveaways worth stopping for.

It will be a great opportunity to reconnect in person and **talk about what the future is bringing for skills intelligence and learning execution.** If you don't have your ticket yet, grab it now!

**GET YOUR TICKETS**

*PS. Docebo is also hosting their annual after-party just minutes from ExCeL London. Good people, great atmosphere — limited spots. If you're interested, hit reply.*

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