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Skills alone are not enough... They need learning to thrive! 💝

365Talents Newsletter - February 2026

Hi HR Leader,

In this Valentine's edition, we're celebrating the **match made in HR heaven: skills and learning.** 💌

Skills visibility is powerful — but real impact happens when organizations connect what people can do with how they grow. That's how you drive stronger performance, deeper engagement, and real career momentum.

Coffee in hand? Here's a quick look at what's shaping our ecosystem this month:

- Insights from our customer at Alstom: reconnecting Learning to business outcomes through Skills
- ICYMI: Download your free copy of our *Skills Impact Report* and join 650+ HR leaders leading with skills
- 365Talents Events & News
  - Why joining forces with Docebo accelerates the connection between skills with learning
  - 365Talents in the G2 France Top 20!
  - Skill Shift Podcast series
  - International customers peer-to-peer session: join us!

🎧 Learning, skills and business impact: A must-listen for HR leaders



Skills are evolving at an unprecedented pace. The real challenge? **Ensuring learning translates into measurable business outcomes.**

That's the focus of this episode of the *Digital HR Leaders* podcast, featuring **Vincent-Pierre Giroux, Global Learning & Talent Development Director at Alstom**, hosted by **David Green**.

The discussion explores **how to reconnect learning to operational impact through a skills-based approach.**

TUNE IN

📘 ICYMI: The 2026 Skills Impact Report!

A modern talent lifecycle isn't just an HR framework. It's a business lever for retention, mobility, and cost optimization.

Our latest report explores how **skills visibility combined with adaptive talent intelligence** enables organizations to move faster, without losing critical talent. Over 600 experts have downloaded it - make sure you get a copy!

ACCESS REPORT

🤝 365Talents & Docebo: Aligning skills with learning





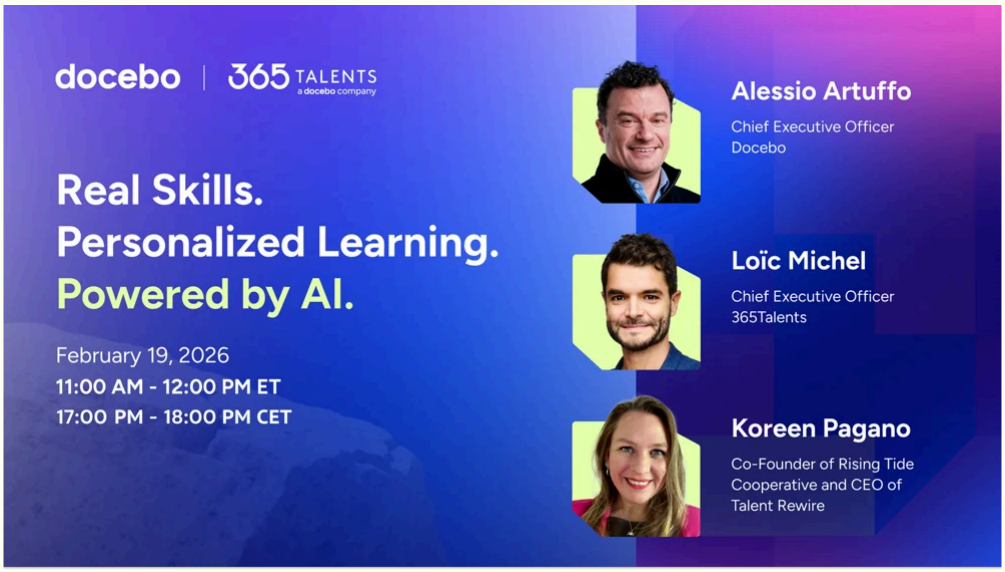


January marked an important milestone as **365Talents joined forces with Docebo**, a global leader in AI-powered learning.

Our teams met in early February to align around one ambition: **combine skills intelligence and learning execution** to create measurable impact for organizations worldwide. Here are a few pics!

READ MORE

Events and News!



Last week, **600+ HR professionals** attended the exclusive conversation between **Loïc Michel, CEO of 365Talents and Alessio Artuffo, CEO of Docebo**, to explore what's reshaping talent strategy across workforce planning,

WATCH THE REPLAY



In the **Skill Shift** series, in partnership with HR Leaders, we'll dive into how **HR teams** are keeping people **job-ready, developing power skills, and retaining top talent.**

In the first episode, **Donovan Mattole, CHRO at Langan Engineering & Environmental Services**, shares why job readiness has become a business-critical issue when your revenue depends on the skills of your people.

WATCH EPISODE 1

🌍 Join our International Peer-to-Peer Network

We know that every organization is at a different stage of its **Skills Journey**. Whether you are just starting to map your talents or you are already scaling AI-driven career paths, there is so much we can learn from one another.
We are thinking of organizing an **online peer-to-peer session** to give our global community the opportunity to:

- **Connect** with fellow HR leaders and peers across the globe.
- **Share** concrete best practices and real-world success stories.
- **Grow** together by discussing the challenges and milestones of becoming a skills-based organization.

Are you interested in joining the conversation? Simply **reply to this email** to let us know! We'd love to have you on board to shape this community.

365Talents in the France Top 20!



365Talents has been ranked **#20 in the "Best French Software" category** at the G2 Best Software Awards 2026! Among more than 900 competing providers, this recognition is even more special because:

- **It's the voice of our customers:** This ranking is based on your authentic reviews and highlights the incredible momentum around Skills-based management.
- **A unique market position:** We are the **only** HR / Talent / Skills solution represented in this Top 20!

If you haven't had the chance yet, you can leave a review now. Every review left unlocks a $10 donation to the Girls Who Code association.

SHARE YOUR VOICE

A lot of exciting news lately, but our goal remains the same: to make skills a growth lever for your company. Thank you for your trust and for all the great stories we continue to write by your side.🫶



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