

RMISM Connect

a part of **Belcan**

September 22 and 24, 2026

Strengthen the Discipline.
Advance the Profession.
Engage the Intelligence.



CONNECT

With Experts
& Peers



EXPLORE

Innovative Ideas
& Best Practices



SOLVE

Today's Challenges
Together



INSPIRE

Action. Impact.
Excellence.



Thank You to Our Event Sponsors!

 beeye  Dayshape **Kantata**

 **KLIENT** | **PSA** **Retain**

teamwork.com



STRENGTHEN
the Discipline



ADVANCE
the Profession



ENGAGE
the Intelligence



STRENGTHEN THE DISCIPLINE:

Strengthen Resource Management as a strategic capability through stronger practices and greater impact.



ADVANCE THE PROFESSION:

Explore how organizations are formalizing Resource Management, building consistency, and elevating the profession to drive business performance.



ENGAGE THE INTELLIGENCE:

Discover the intelligence advancing Resource and Workforce Management through data, analytics, and emerging technologies.



DAY ONE

TUESDAY, SEPTEMBER 22, 2026



OPENING KEYNOTE

Engaging the Future of Resource Management



RMI MEMBER-LED BREAKOUTS

- Siemens
- Grant Thornton
- KSM
- DocuSign



RESOURCE MANAGEMENT MYTH BUSTERS

Separating Fact from Fiction



DAY TWO

THURSDAY, SEPTEMBER 24, 2026



KEYNOTE

Resource Management in the Age of Intelligence



AI IN ACTION SESSIONS

- Beeye
- Dayshape
- Kantata
- Teamwork



VIRTUAL ROUND TABLE DISCUSSIONS

Engage. Share. Solve.



Two days. One community. Infinite opportunities to engage, learn, and lead the future of Resource Management.

#RMIconnect2026



ENGAGE

Strengthen. Advance. Embrace.
Resource Management in the Age of Intelligence

Greg Hensley | Director | Resource Management Institute

The Evolution of Resource Management in the Age of Intelligence

	Stone Age	Do we have enough mammoth hunters?
	Bronze Age	Who's available to build pyramids?
	Industrial Age	How many workers are on the factory floor?
	Information Age	Who's skilled, billable, and available?
	Age of Intelligence	Can AI help us answer that before we ask?



Poll Question #1

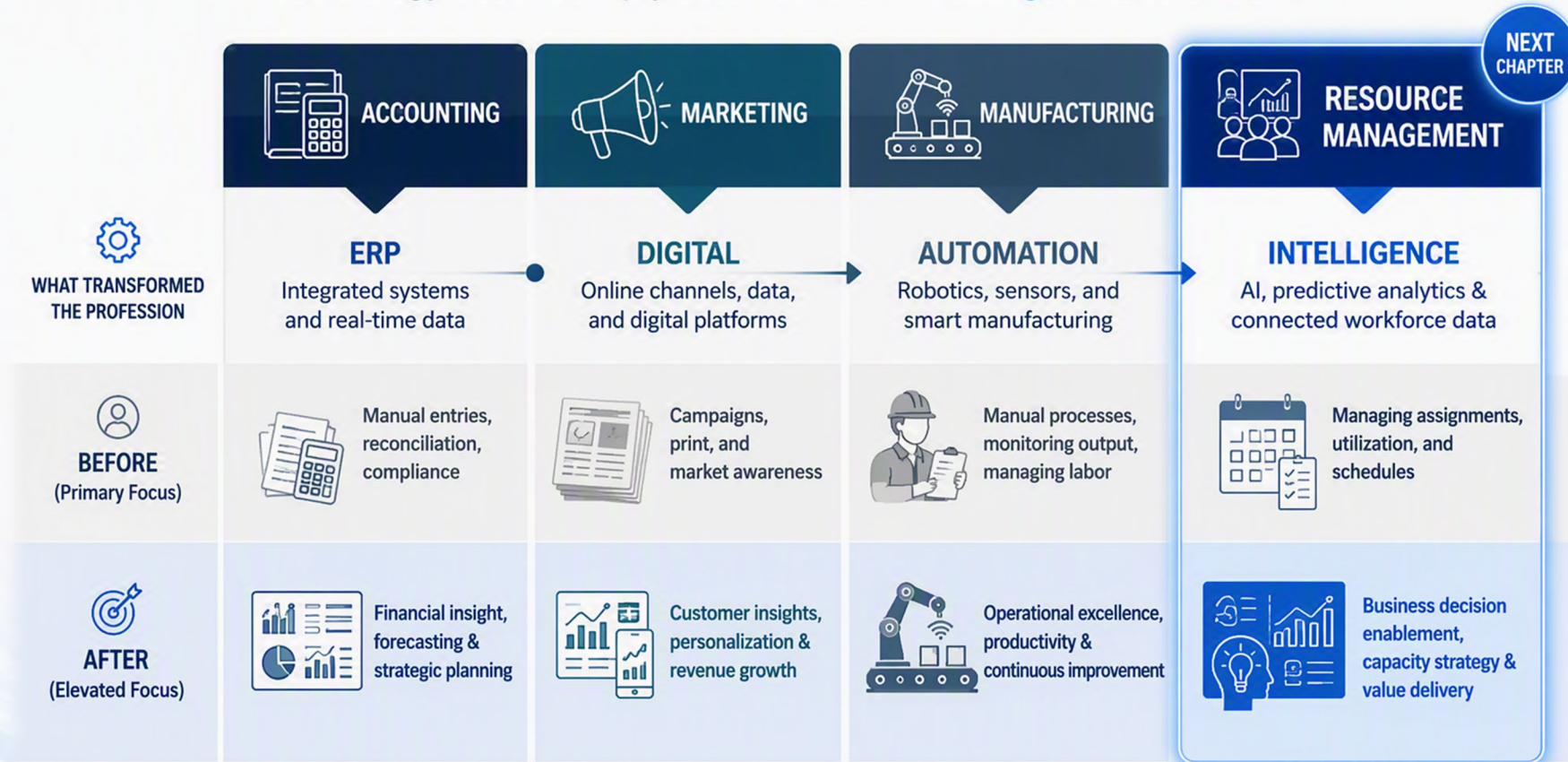
Do you remember when resource management was done entirely by spreadsheets?

- **Yes**
- **No**
- **Don't Remember**

A Profession-Defining Moment

Every Profession Has Its Transformational Moment

Technology doesn't simply automate work. It *changes the role itself*.



The result: Evolving from administrators of work to **drivers of business impact**.

FROM COORDINATION TO INTELLIGENCE

THE EVOLUTION OF RESOURCE MANAGEMENT

1

ADMINISTRATIVE

SCHEDULING
SPREADSHEETS
BASIC TRACKING



Who is available?

2

OPERATIONAL

CAPACITY PLANNING
WORKLOAD BALANCING
TEAM COORDINATION



Can we deliver?

3

STRATEGIC

PORTFOLIO PLANNING
WORKFORCE STRATEGY
SKILLS INTELLIGENCE



Should we deliver?

4

INTELLIGENCE

PREDICTIVE INSIGHTS
AI RECOMMENDATIONS
SCENARIO MODELING



What happens next?

MORE VISIBILITY ► BETTER INSIGHT ► STRONGER DECISIONS ► GREATER IMPACT

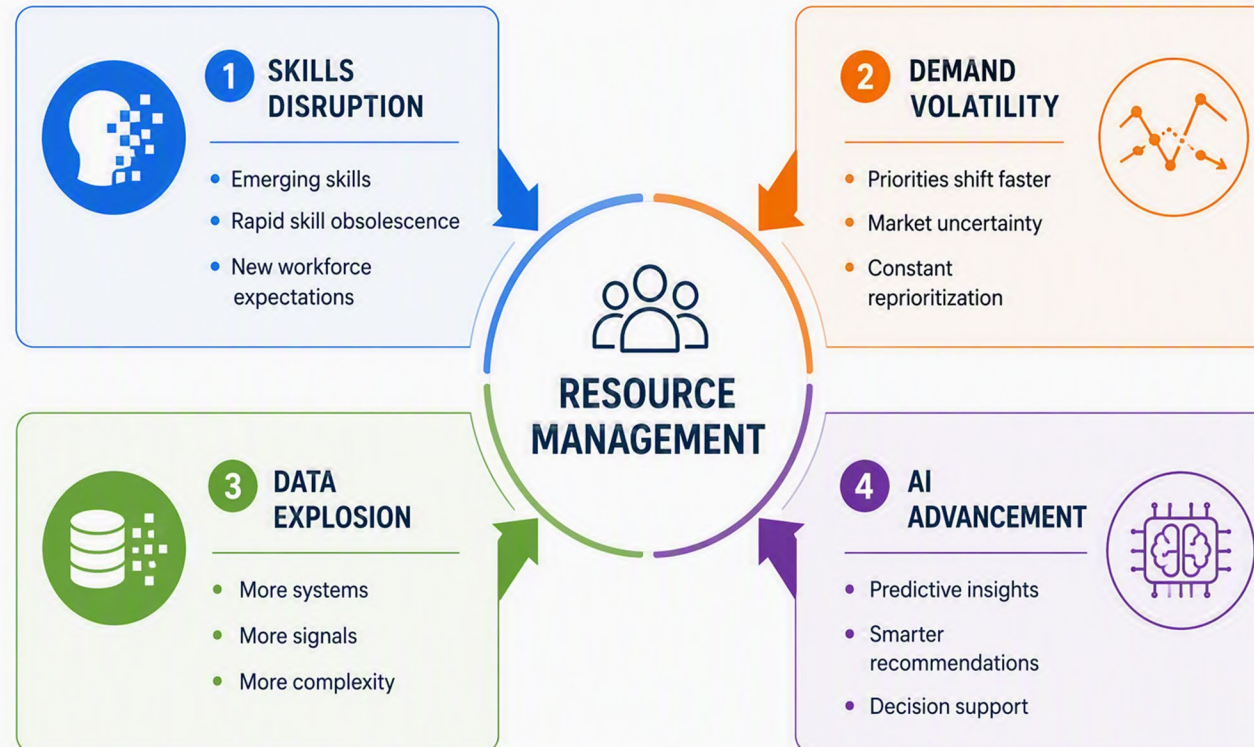
Why Change Is Accelerating

Resource Management sits at the intersection of four forces

AI is just one force, however it is influencing and multiplying the challenges among the other forces.

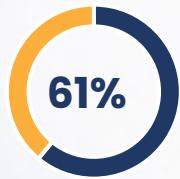
Organizations are struggling with new skills, faster change, more complexity, and more data than ever before

Yet business leaders still need better decisions.



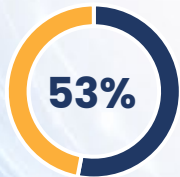
Current State of AI in RM

Organizations are actively integrating intelligence into Resource Management, but maturity levels vary significantly.



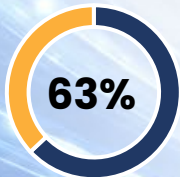
Using AI Today

AI adoption has become mainstream across Resource Management.



Actively Experimenting

Most organizations are discovering where AI creates the most value.



Expect Strong Impact

Organizations believe AI will significantly reshape RM performance within two years.



Top Use Cases



Automated Resource Matching (52%)



Skills Inference / Tagging (48%)



Predictive Forecasting (42%)



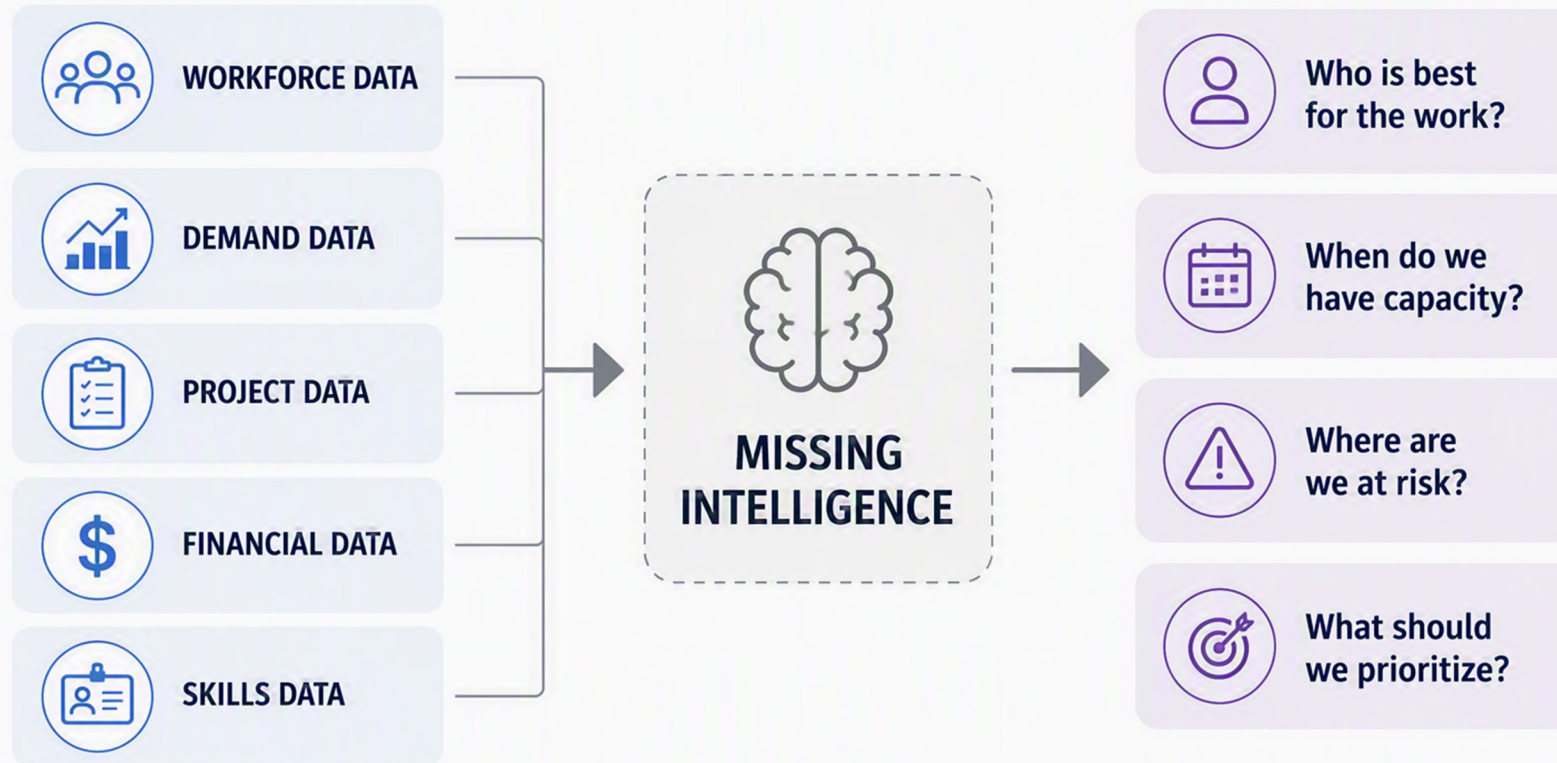
AI-Assisted Scheduling (31%)



Scenario Planning (25%)

The Intelligence Gap in RM

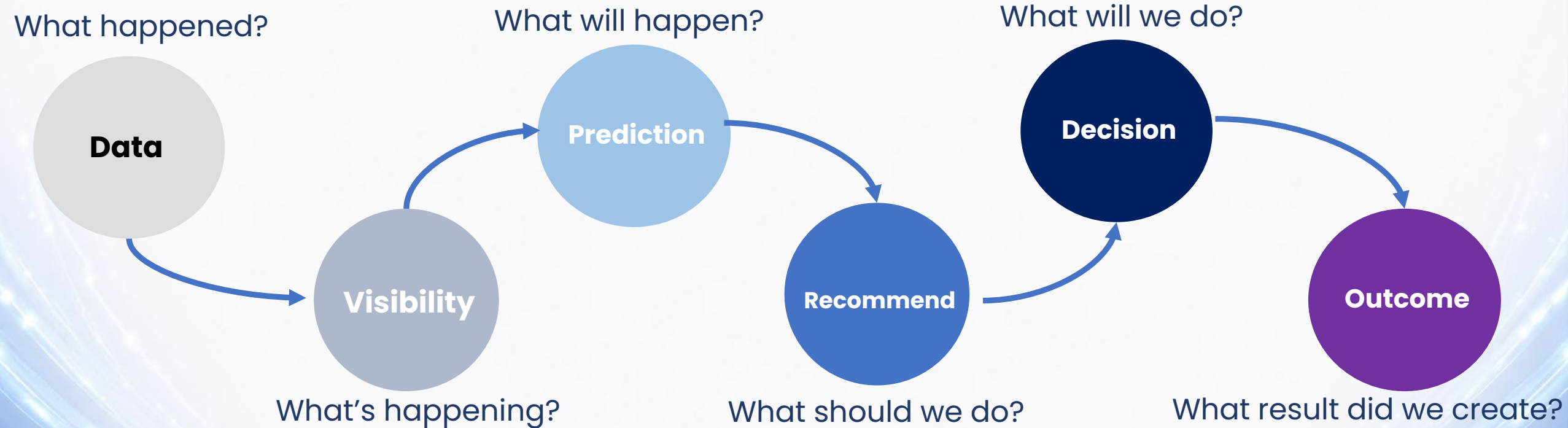
More Data. Better Technology. Same Challenges



“

Data is not intelligence.

Defining Intelligence



AI may power portions of the journey

Intelligence is the outcome

RM as the Organizational Nervous System



Resource Management...

Is the only function positioned at the intersection of demand, capacity, skills, and delivery signals

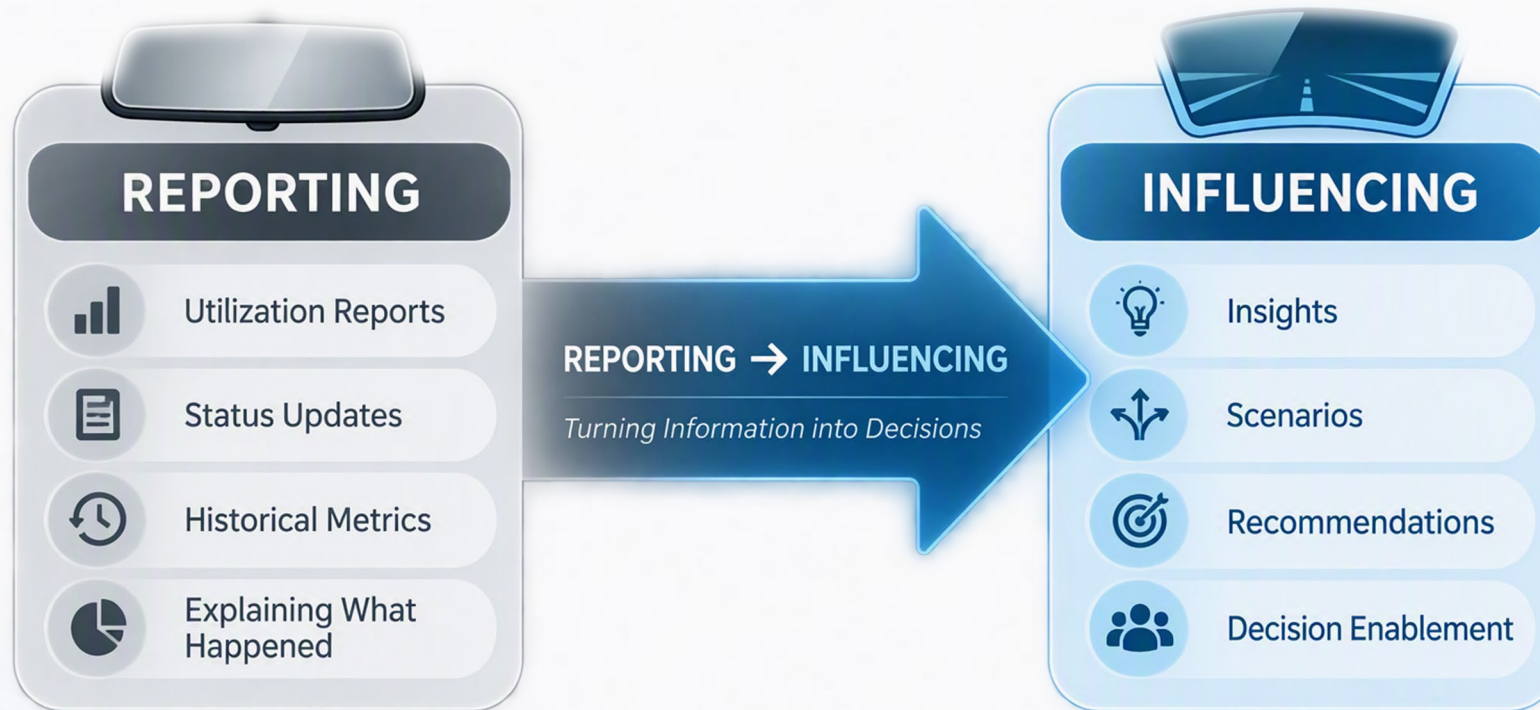
Resource Management...

Isn't becoming more important because of AI

AI is becoming important because Resource Management already sits at the center of organizational intelligence.

Reporting vs. Influencing

The Role is Changing...



The future cannot be managed through a review mirror.

The Rise of Decision Intelligence



CAN WE FIT IN THIS WORK?

- Capacity
- Demand
- Revenue Opportunity

DO WE HAVE THE SKILLS?

- Skills Inventory
- Readiness
- Gaps

WHAT HAPPENS IF PRIORITIES CHANGE?

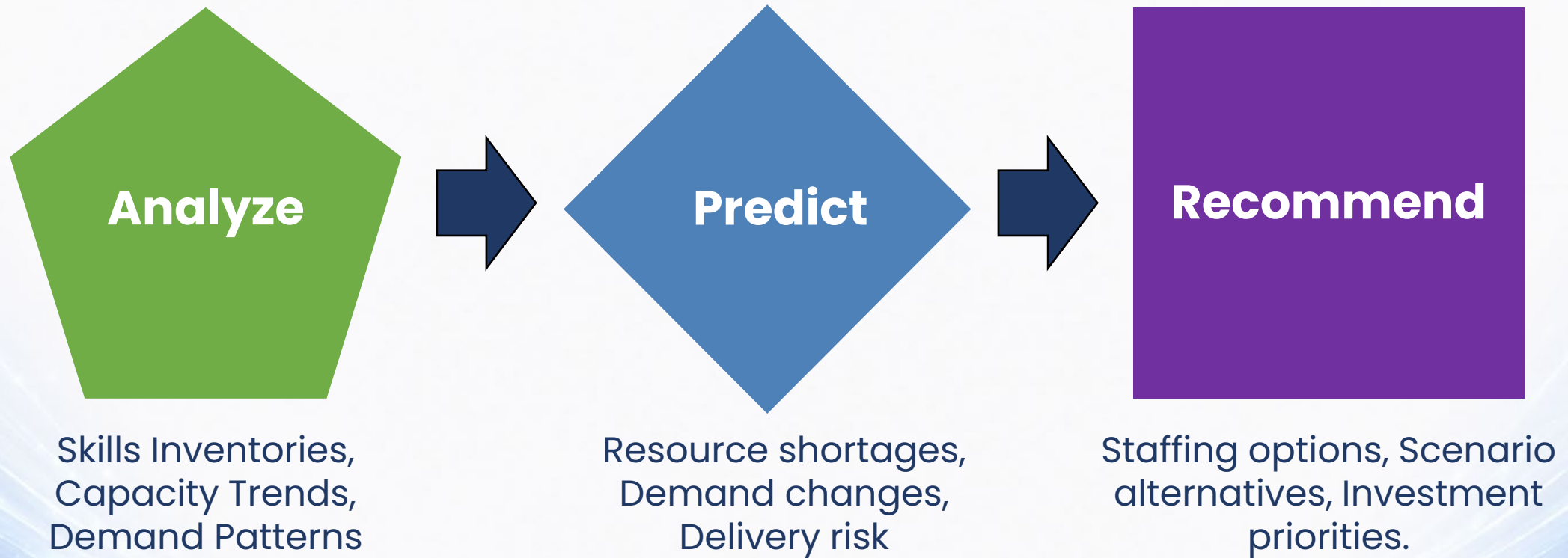
- Scenario Modeling
- Trade-offs
- Impact Analysis

WHERE ARE FUTURE CONSTRAINTS?

- Capacity Forecast
- Bottlenecks
- Risk Alerts

What Can AI Actually Do?

Practical Opportunities for Resource Managers



AI Accelerates Insight

Humans Remain Accountable for Decisions

Agentic AI and the Digital Workforce



**Humans Lead. Agents Support.
Decisions Improve.**



Poll Question #2

Which AI Agent capability would transform RM within your organization the most?

- **Demand Forecasting**
- **Skills Intelligence**
- **Risk Identification**
- **Project Staffing Simulations**
- **Scenario Planning**

Future-State Example

Agent Monitors Demand



Demand Monitoring



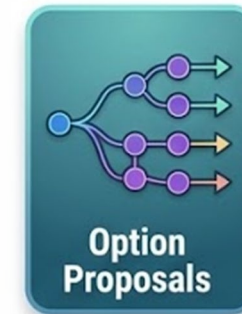
- Watches pipeline, backlog, sales forecasts
- Identifies upcoming resource needs



Human Decides



Agent Proposes Options



Option Proposals

- Reallocate resources
- Shift project timing
- Recommend contractors
- Suggest training investments

The future Resource Manager won't manage only people. They will manage teams of people and digital workers.

The Future Resource Leader



FUTURE RESOURCE LEADERS WILL:

- ✓ Interpret AI insights
 - ✓ Anticipate workforce needs
 - ✓ Guide strategic decisions
 - ✓ Influence outcomes
-
- ✗ Maintain spreadsheets
 - ✗ Chase status updates
 - ✗ React to issues



AI in Action Sessions



beeye



Dayshape

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STRENGTHEN
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The Risk of Standing Still



The question is not whether change is coming.
The question is whether we will lead it or react to it.

A Day in the Life – 2030

7:00 AM

Good Morning, Greg.

Workforce Intelligence Summary



OVERNIGHT UPDATE

All data refreshed
2:14 AM



AI ANALYSIS COMPLETE

Models executed
24 datasets



INSIGHTS READY

5 key areas
requiring attention



LEADERS ENGAGED

3 leaders requested
your guidance



WORKFORCE INTELLIGENCE HUB

AI-POWERED • PROACTIVE • ACTIONABLE



DEMAND FORECAST

Next 90 Days

+12%

vs. prior 90 days



Strong demand increase in
Digital, Cloud & Data

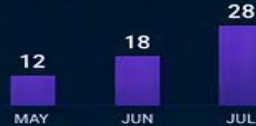


SKILL GAP ALERT

Emerging Gap

Cloud Architects

Projected shortfall: 28
by end of Q3



Recommend: **Upskill 15**
or **augment 13**



RISK ALERTS

3 Active Risks

3

Projects at Risk

- Phoenix Program (Over-allocation)
- Atlas Implementation (Skill gap)
- Nova Upgrade (Resource conflict)

[View All Risks >](#)



STAFFING SCENARIOS

Ready for Review

4

Scenarios Prepared

Scenario A	Balanced Plan
Scenario B	Cost Optimized
Scenario C	Fast-Track Delivery
Scenario D	Risk Mitigation

[Compare Scenarios >](#)

RECOMMENDED ACTIONS



Redeploy Team A
to Phoenix Program



Upskill 5 Consultants
in Cloud Architecture



Adjust Project
Start Date
(Atlas Implementation)



Activate Contingency
Staffing Plan
(Nova Upgrade)



LEADERS ASKING FOR GUIDANCE



CIO 7:15 AM
What's the best way to
address our cloud skills gap?



VP, Delivery 7:18 AM
Which scenario minimizes
risk to our Q3 commitments?



Head of Transformation 7:22 AM
How can we accelerate
delivery without increasing cost?

[View All Requests >](#)

WORKFORCE HEALTH INDEX

Overall Score



Utilization

72%



Availability

68%



Engagement

81%

TALENT PIPELINE

At Risk Roles

8

Critical roles
without pipeline



CAPACITY RISK

Next 90 Days

14%

Critical skill shortage
exposure



Top Exposure Areas

- Cloud Architecture
- Data Engineering
- AI Solutions

AI INSIGHTS

- Demand increase confirmed
- Skill gap widening
- 3 risks require action
- 4 scenarios ready

SCENARIO COMPARISON

	Delivery	Risk	Cost	Quality
Scenario A	●	●	●	●
Scenario B	●	●	●	●
Scenario C	●	●	●	●
Scenario D	●	●	●	●



THE FUTURE RESOURCE LEADER SPENDS
LESS TIME GATHERING INFORMATION
AND MORE TIME **GUIDING DECISIONS.**



AI ANALYZES.
HUMAN JUDGMENT.



INSIGHTS INFORM.
LEADERS DECIDE.



STRATEGY DRIVES.
BUSINESS IMPACT.

Connected Ecosystem



What Must Be True?



Perfected & Connected Data

Data must be integrated to create single source of truth.



Trusted & Relevant Skills Intelligence

Organizations must maintain accurate, current visibility into workforce capabilities, experience & emerging skills.



Predictive Demand Visibility

Future demand signals must be forecasted early enough to influence hiring, staffing, and development decisions.



Continuous Workforce Sensing

Observes signals across people, demand, skills, projects, and clients. A JiTR® Interlock if you will.



Decision-oriented Leadership

Resource leaders must focus on interpreting insights and guiding business decisions.

Three Actions Starting Today

Build. Develop. Lead

Actions

Takeaway

Technology matters. AI matters. But neither is the story....

Intelligence Changes Decisions

Decisions Change Outcomes

The Future of Resource Management Is Not About Managing Resources **It's About Creating Intelligence.**



Introducing the Resource Management **Industry Benchmark**

A comprehensive new study of Resource Management practices, capabilities, and outcomes.

Compare your organization with industry peers, uncover opportunities for improvement, and better understand the practices associated with high-performing Resource Management organizations.



What the benchmark examines



Forecast Demand



Allocate Resources



Manage Capacity



Optimize Utilization



Develop Workforce Capabilities



Leverage Technology



Align with Business Objectives



resourcemanagementinstitute.com/the-resource-management-industry-benchmark/



Measure.

Compare.

Improve.



— ENGAGE —

THANK YOU