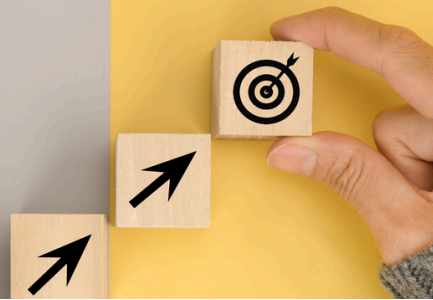


# The First 90 Days of 2026: Setting Yourself Up for Leadership Wins



When I look back at 2025, I notice many people were carrying more than they could comfortably manage. In my work with leaders and employees, I could feel the mix of fear, self-doubt, and uncertainty that came with fast organizational changes and the pressure to keep up with AI. Even for myself, there were moments I felt heavier than expected.

When we start a year already stretched, it becomes harder to stay focused and grounded. That's why I believe the first 90 days in 2026 are important as they give us a chance to reset, find our footing, and start from a steadier place.

Here are a few practices I'm reminding myself of, and I hope they support you too.

## Reset your inner compass

Before we decide what to do in 2026, it helps to be clear about who we want to be. Start with a simple personal check-in and write down your reflections:

- *What part of myself have I outgrown, and what part is ready to emerge?*
- *What action would I take if I trusted myself a little more?*
- *What behaviour of mine, if improved slightly, would help others grow or feel more supported?*
- *What is within my control that I haven't fully owned yet?*

## Choose the one skill that changes who you become in 2026

With AI and rapid change, learning everything isn't realistic. What's more powerful is choosing one skill that shifts the kind of person you are becoming. This could look like:

- *Speaking up even when it feels uncomfortable*
- *Regulating your emotions when pressure builds*
- *Building the confidence to lead conversations instead of following them*
- *Learning to use AI in a way that expands how you think, solve problems, and make decisions instead of just making your work efficient*
- *Strengthening judgment so you make clearer, steadier decisions*

## Clear one mental or emotional block you've been carrying

Everyone brings something from the previous year:

- *An unresolved issue*
- *A worry you keep replaying*
- *A difficult conversation you avoided*
- *A belief that holds you back*



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Pick one and take a small first step. You can write it down, talk to someone, or decide on the next action. This frees up mental space for the rest of the year. The first 90 days don't have to be perfect. They just need to be intentional. Small steps and clearer alignment can set the tone for the rest of 2026. No matter your role, you are a leader in the way you influence your own decisions, energy, and environment. How you start the year becomes the signal for the year you want to create.