



Q2 2026

ERP Trends Report



Cherenson's Take

ERP ENTERS ITS AUTONOMOUS EXECUTION ERA

As we enter 2026, ERP has crossed a critical threshold. It is no longer just a system of record – it is becoming a system of action. The last several years were defined by cloud migration, platform consolidation and early AI experimentation. Today, ERP is entering a new phase: autonomous execution powered by Agentic AI, composable architectures and accelerated cloud deadlines.

Organizations are no longer asking "Should we modernize ERP?" Instead, they are asking: "How do we operationalize ERP to drive real-time, intelligent decision-making at scale?"

At Dexian, we see a widening gap between organizations:

- Those embracing composable, AI-enabled ERP ecosystems are achieving faster time-to-value and continuous innovation
- Those still anchored to monolithic, upgrade-heavy models are facing rising costs, slower agility and increasing technical debt

At the same time, external pressures, especially the SAP ECC end-of-maintenance deadline, are forcing organizations to act with urgency. 2026 marks the shift from ERP modernization to ERP orchestration.

Dexian's ERP team serves as a trusted partner and guiding light in this complex landscape. Our consultants bring deep technical expertise, industry-specific knowledge, and a human-centered approach that ensures ERP initiatives deliver measurable business impact. From roadmap design to change management, we help clients chart a path that delivers measurable business impact, not just a modernized system.

Mike Cherenson

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THE LATEST IN ERP MARKET TRENDS

The ERP market continues to expand rapidly as enterprises prioritize operational visibility, automation, and resilience. Growth is being driven not only by cloud adoption, which now represents the majority of new ERP deployments, but also by a broader recognition that ERP sits at the center of interconnected business functions. Finance, supply chain, and workforce planning are increasingly interdependent, and ERP serves as the connective tissue that enables real-time coordination across them.

A defining trend shaping this evolution is the shift from monolithic ERP systems to composable architectures. Rather than implementing large, all-in-one suites, organizations are moving toward modular, API-driven ecosystems that can be deployed incrementally and adapted over time. This composable approach reduces implementation risk and allows businesses to align ERP capabilities more closely with evolving priorities. It also enables continuous innovation, as new functionalities, whether analytics, automation, or industry-specific extensions, can be layered onto the core system without requiring disruptive upgrades.

At the same time, artificial intelligence is undergoing its own transformation within ERP. What began as embedded analytics and predictive insights has evolved into the early stages of Agentic AI – systems capable of autonomously executing tasks and orchestrating workflows. In leading organizations, ERP is beginning to move beyond insight generation toward decision execution. Financial processes such as close and forecasting are becoming increasingly automated, supply chains are dynamically adjusting to real-time conditions, and workforce planning is being guided by predictive intelligence. This shift represents a fundamental redefinition of ERP's role in the enterprise.

The numbers reflect this momentum:

- The global ERP market is projected to exceed \$125B by 2030, growing at ~11–12% CAGR
- Cloud ERP dominates, with over 65% of new deployments cloud-based by 2026
- Mid-market adoption is accelerating due to modular pricing and faster implementation cycles



DEFINING SHIFT: COMPOSABLE VS. MONOLITHIC ERP

A major inflection point in 2026 is the decisive move away from monolithic ERP suites.

Composable ERP is now the dominant strategy:

- API-first architectures
- Best-of-breed modules integrated over time
- Continuous upgrades vs. large-scale replatforming

Why it matters:

- Faster innovation cycles
- Lower implementation risk
- Greater alignment to business priorities

Monolithic ERP, while still present in legacy environments, is increasingly viewed as:

- Rigid
- Cost-intensive to upgrade
- Misaligned with modern digital ecosystems

THE RISE OF AGENTIC AI IN ERP

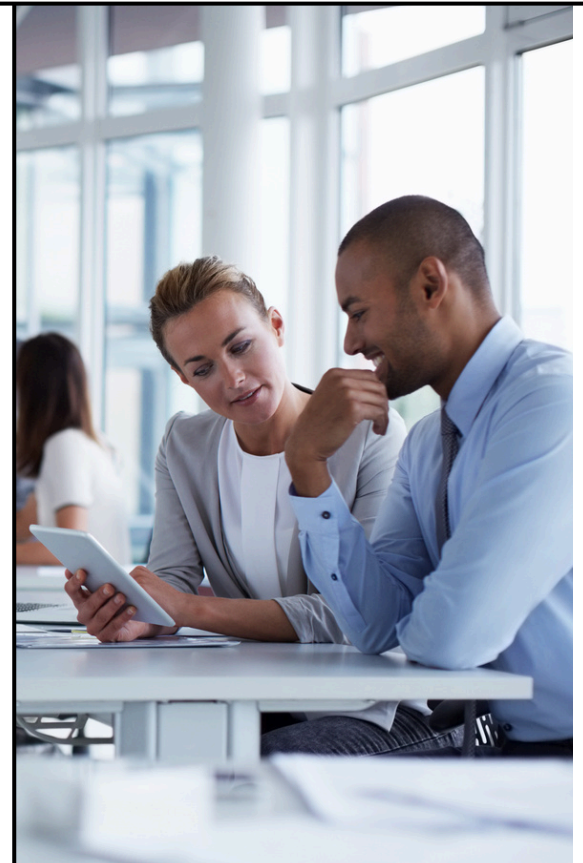
AI in ERP has evolved beyond embedded analytics. Agentic AI, autonomous, goal-driven AI agents, is emerging as the next frontier. In 2026, leading organizations are deploying AI agents that can:

- Execute financial close tasks autonomously
- Trigger supply chain adjustments in real time
- Orchestrate workforce planning decisions
- Continuously optimize workflows without human prompting

ERP is shifting from:

Insight generation →
Decision execution

The age of ERP as a passive system is over.



ERP INVESTMENT BY INDUSTRY

ERP investment remains strongest where operational complexity and external pressure are highest. Manufacturing and distribution organizations are responding to supply chain volatility, healthcare and life sciences to regulatory demands, retail to omnichannel complexity, and professional services to increasingly dynamic workforce and financial models.

North America remains the largest and most mature market, driven by cloud adoption, regulatory complexity, and rapid AI advancement. However, the broader trend is global: ERP has outgrown its origins in finance and operations.

ERP investment remains strongest in:

- **Manufacturing & Distribution** – supply chain volatility, predictive planning
- **Healthcare & Life Sciences** – compliance, data integration
- **Retail & Consumer Goods** – omnichannel finance + inventory
- **IT & Professional Services** – workforce + financial integration

North America continues to lead ERP spending, driven by:

- Cloud mandates
- AI adoption
- Regulatory complexity

ERP STAFFING TRENDS

As ERP evolves, so too does the talent required to support it. The demand profile in 2026 reflects a shift away from narrowly defined technical roles toward more integrated, business-facing expertise. Organizations are increasingly seeking professionals who can operate across functional domains, manage complex, multi-vendor environments, and bridge the gap between technology and business outcomes.

At the same time, the rise of composable ERP and Agentic AI is driving demand for new types of roles. Integration specialists, data engineers, and solution architects are becoming critical, as are professionals who can design and govern AI-enabled workflows. Functional experts are now expected to possess AI literacy, while technical professionals are expected to understand business processes more deeply than ever before.

Organizations are also adopting more flexible talent strategies. Contract and project-based hiring is becoming more common, particularly for large-scale migrations and AI enablement efforts. ERP is no longer a one-time implementation — it's an ongoing journey requiring continuous adaptation and specialized expertise.





KEY TALENT SIGNALS FOR 2026

- Strong demand for ERP functional experts with AI literacy
- Increased need for solution architects managing composable ecosystems
- Rising demand for:
 - Integration specialists
 - Data engineers
 - AI/automation leads
- Declining reliance on narrowly focused legacy technical roles

New Role Emergence: Agentic AI is creating new hybrid roles:

- ERP + AI workflow designers
- Automation governance leads
- AI-enabled finance and supply chain analysts

Organizations are increasingly relying on:

- Contract talent for migration waves
- Specialized consultants for AI enablement

UNIQUE JOB POSTINGS, ERP-RELATED OCCUPATIONS

Occupation	Unique Job Postings – Q1 2026	Change from Q4 2025
ERP Analysts	30,630	29%
ERP Project Managers	121,197	28%
ERP Developers	179,395	35%
Total/Average Change	331,222	31%

Source: Lightcast, Dexian analysis

PLATFORM SPECIFIC TRENDS

Among ERP platforms, SAP remains at the center of the current transformation cycle, largely due to the approaching end-of-maintenance deadline for ECC systems. This deadline has shifted migration from a strategic consideration to an operational necessity. Organizations are accelerating their transition to S/4HANA, often leveraging RISE with SAP to simplify infrastructure and cost management. At the same time, SAP's Business Technology Platform is gaining traction as a means of enabling innovation without disrupting the core ERP system, supporting a more composable and extensible architecture.

Oracle continues to build momentum with its Fusion Cloud ERP, particularly among organizations seeking to consolidate fragmented finance and HR environments. Its emphasis on embedded intelligence and autonomous capabilities aligns closely with the broader trend toward Agentic AI, positioning ERP as a system that can continuously optimize itself. Workday, meanwhile, is expanding beyond its HCM roots, with growing adoption of financial management and analytics capabilities. Its unified data model and platform approach are enabling organizations to integrate people and financial insights in increasingly sophisticated ways.

SAP: Deadline-Driven Transformation

The SAP ECC end-of-maintenance deadline (2027) is now the single biggest forcing function in ERP.

- ~1/3 of customers have migrated to S/4HANA
- ~40% are actively in-flight

What's changed in 2026: Migration is no longer optional – it's urgent. Organizations are accelerating adoption of:

- RISE with SAP for simplified cloud transition
- SAP BTP for composable extensions and innovation

Key shift:

- Moving from "lift-and-shift" to "transform-as-you-migrate"

Agentic AI is increasingly layered via BTP to:

- Automate finance workflows
- Enable predictive operations
- Extend ERP without disrupting the core

Oracle: Autonomous ERP at Scale: Oracle continues to lead in AI-native ERP capabilities.

- Strong adoption in Financials and HCM
- Focus on:
 - Autonomous close
 - Predictive workforce analytics
 - Embedded compliance

Oracle's strategy aligns closely with Agentic AI principles, positioning ERP as a self-optimizing system.

Workday: Unified Intelligence Platform: Workday continues expanding beyond HCM:

- Growth in Financial Management
- Expansion of:
 - Prism Analytics
 - Workday Extend

Workday's strength lies in:

- Unified data model
- Cross-functional intelligence

Increasingly positioned as a decision intelligence platform, not just ERP.

GOVERNMENT & PUBLIC SECTOR TRENDS



The public sector is modernizing, but on its own terms. Cloud-first mandates and financial transparency initiatives are accelerating ERP investment across federal and civilian agencies, and the urgency is real, alongside the complexity. Unlike commercial organizations, government agencies operate under strict compliance frameworks — FedRAMP, FISMA, DoD requirements — that shape every technology decision.

As AI becomes more embedded in ERP workflows, questions around transparency, auditability, and data residency become requirements. Organizations that get this right will find significant opportunity. The stakes are high in both directions.

Public sector ERP modernization continues to accelerate:

- Cloud-first mandates
- Interoperability requirements
- Financial transparency initiatives

Demand remains high for:

- Cleared ERP professionals
- SAP and PeopleSoft expertise

Challenges remain:

- Security (FedRAMP, FISMA, DoD)
- Data residency
- Talent scarcity

Dexian continues to support agencies through:

- Cleared talent
- Compliance-ready delivery models
- Deep domain expertise

PEERING AHEAD

ERP strategies beyond 2026 will focus on:

- Composable architectures over monolithic suites
- Agentic AI embedded into workflows
- Industry-specific extensions over customization
- Event-driven ecosystems connecting ERP to real-world operations

STRATEGIC GUIDANCE FOR LEADERS

- Prepare now for SAP deadline-driven transformation
- Adopt a composable ERP mindset immediately
- Invest in Agentic AI readiness and governance
- Build AI-enabled ERP talent pipelines
- Design ERP as a continuously evolving platform