



Leading with Impact

Trends Shaping Leadership Dynamics in 2024

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Introductions

Working with you side-by-side, every day



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Uncertainty

- Political
- Global
- Economic
- Cultural

Chat

Without looking it up, what was the most searched term in Wikipedia in 2023?

Please put it in the chat!

ChatGPT

49.4 million page views

100 million active users in January



Chat

A woman with dark hair is looking upwards and to the right. She is wearing a dark, patterned jacket. The background is a warm, orange-toned indoor setting. A semi-transparent white text box is overlaid on the left side of the image, containing text.

Without looking it up, what was Merriam Webster's 2023 "Word of the Year?"

Please put it in the chat!

Authenticity

- Looking for authenticity in others
- Showing up as authentic
- Telling your authentic story
- Having a voice

Authentic



Artificial



A tenuous situation

“Unsettled” employee-employer relationship
CHROs are grappling with:



Flexibility controversy

Only 26% of organizations report that their employee fully comply with on-site attendance requirements.



Productivity anxiety

Nearly 50% of employees view their current performance as unsustainable.



Mutual distrust

Only about 50% of employees trust their organization.

There has been a perceived shift in messaging from “we care about you” and “we trust you can get it done regardless of location” to “we need you in the office” and “this is where the best work gets done.

A Look At The Numbers

Turnover Rate in US

3.8%

2/3 quit

Average tenure

4.1 years

Percentage of employees that quit within the first year

38%

Five Factors



Five Factors Impacting Leadership

- 1 Generational influences (Gen Z, Millennials)
- 2 Distributed workforce
- 3 Rise of artificial intelligence
- 4 Metamorphosis of DEI
- 5 Demand for upskilling and reskilling

Generational Influences

2025

63.8%

2030

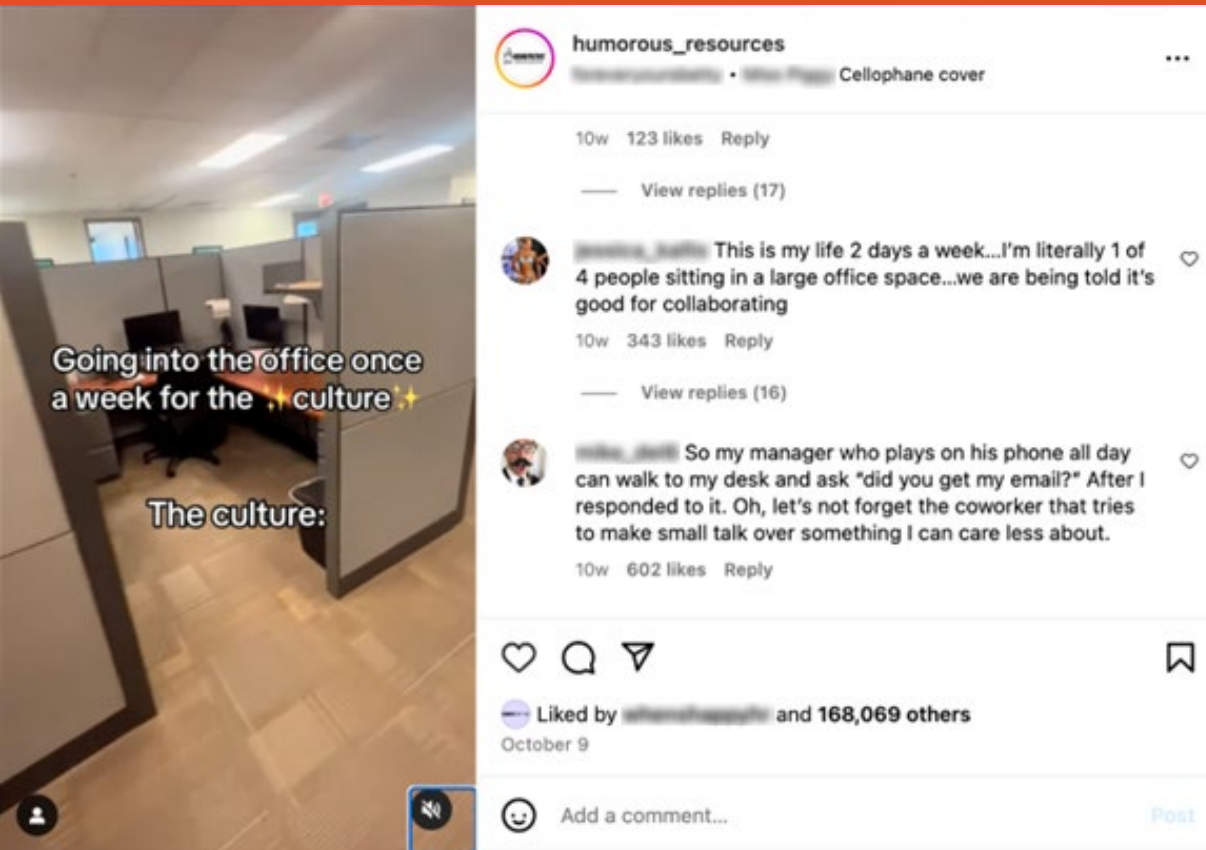
74.7%

% of workforce made of Millennials and Gen Z workers

1. Beyond tech-savvy – technology is a congenital trait
2. Side hustle, gig, entrepreneurial
3. Different definition of career success

Source: “Tomorrow’s Talent: How To Hire, Retain, & Keep Them Talented”, Learn In

Distributed Workforce



- **Where?** In office, WFH, flexibility = both
- **When?** 2-3 days a week
- **Who?** Employer mandates, employees comply... sometimes
- **How?** Dedicated space, keep teams connected
- **Why?** Most important of all

“

I moved so I could commute into the city
which was the requirement for my new job.
I spend 3 hours everyday commuting and when
I get into the office, no one is there.

Artificial Intelligence

75% of organizations expect to adopt AI technology in the next five years

50% anticipate it will lead to job growth

25% anticipate it will lead to job losses

Certainty with no clarity

Some fear factor

Reaction out of fear – monitor, create policy

Shift the narrative to how to harness

DEI Metamorphosis

- Employees represent diverse populations who value diversity
- Efforts of a few years ago have stalled
- The need to address DEI hasn't gone away, but it is morphing

Diversity, Equity, and Inclusion (DEI) are nearly unanimously important (99%) for Gen Z workers.*

67% of job seekers consider a company's diversity and inclusion policy when deciding where to work.

Attrition rate for DEI roles was 33% at end of 2022**

Black employees represent 3.8% of Chief Diversity Officers overall

Source: * Tallo survey ** Ravelio Labs

Upskilling and Reskilling

85% of the jobs that will exist in 2030 haven't been invented yet - Gallup



AI replacing skills

Employees working independently

New roles

Implications for Leaders





Head



Hand



Heart



Soul



Head

Audit your thinking

- Knowledgeable about technology and Artificial Intelligence
- Increase focus on cognitive skills
- Reframe thinking about career
- Continue to push, evolve, test, and tinker with hybrid work
- Broaden thinking about DEI approach



Heart

Connect first

- Be authentic with your own values, needs, and stressors
- Continue to find ways to relate to your employees
- Regroup in core concepts like trust
- Understand and address drivers of wellness



Hand

Provide support

- Prioritize workload – yours and your employees'
- Factor AI into the performance equation
- Act on reskilling and upskilling
- Elevate your ability to coach
- Enable career pathing in “nontraditional” ways



Soul

Dig a little deeper

- Connect to goals and mission
- Share the driving force behind your actions and words
- Reflect on what motivates you and understand what motivates your team
- Tap into micro moments of acknowledgment and inspiration



The corner office





The boardroom





Networking





Definition of importance





Q&A





Contact us

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