



Never Back to Normal

Werken en leiding geven
in het tijdperk van AI

Erik ROGER

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“The pandemic caused an awakening
that shocked the world. One thing we
now know for sure:
Nothing is going back to normal.”

- Gallup

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Onstabiliteit = Vertrouwenscrisis

(vuca is niet altijd leuk)
(en AI vergroot de onzekerheid)

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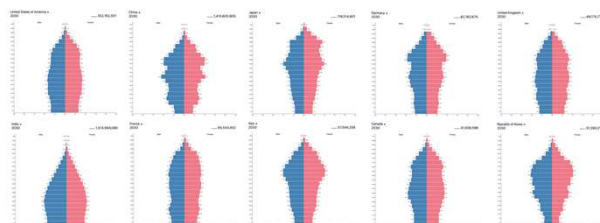
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Global Labor Demographics = Fewer Workers



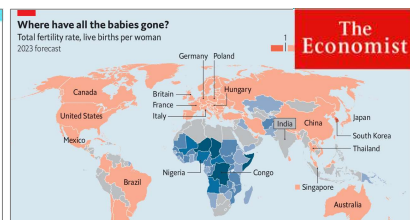
2030: population pyramids show shrinking worker populations in top global economies



Leaders | The baby-bust economy

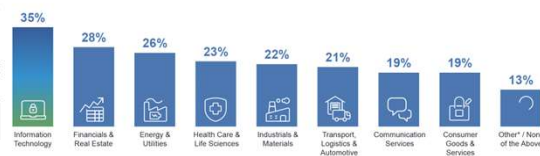
Global fertility has collapsed, with profound economic consequences

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Employers Anticipate High Demand for Talent Across Key Sectors

Digital roles continue to drive most demand globally: Organizations in the IT industry report the most optimistic Outlook (+35%), followed by Financials & Real Estate (+28%) and Energy & Utilities (+26%).



*Government or Public Service, Not for Profit/Non-Profit organization, Other Industry, Other Transport, Logistics & Automotive, Sub-Industry, Educational Institutions, Agriculture & Farming

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Minder werknemers =
Grootschalige 'War for Talent'

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Groeien en opvolgen zal *niet* via
aanwervingen opgelost raken.

Retentie
is het nieuwe recrutereren.

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Retentie

Productiviteit + Engagement

AI

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40%

Share

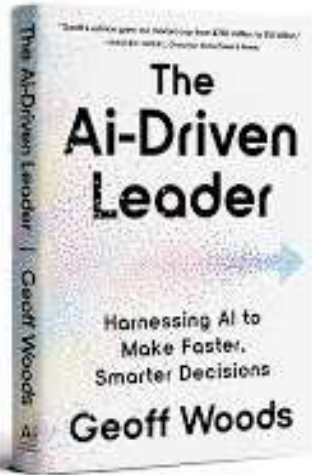
Generative AI can improve a highly skilled worker's performance by nearly 40% compared with workers who don't use it.

Efficiëntie Tool

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“Leaders need to approach AI not as just another Google, but as a Thought Partner”

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Productiviteit

AI is een Tool en Thought Partner

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Retentie

Productiviteit + Engagement

AI

Leiderschap

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94% van de mensen gelooft dat sterke leidinggevenden de sleutel zijn in een verstoorde wereld, maar slechts 23% gelooft dat hun leiders klaar zijn om leiding te geven in deze verstoorde wereld.

- Deloitte

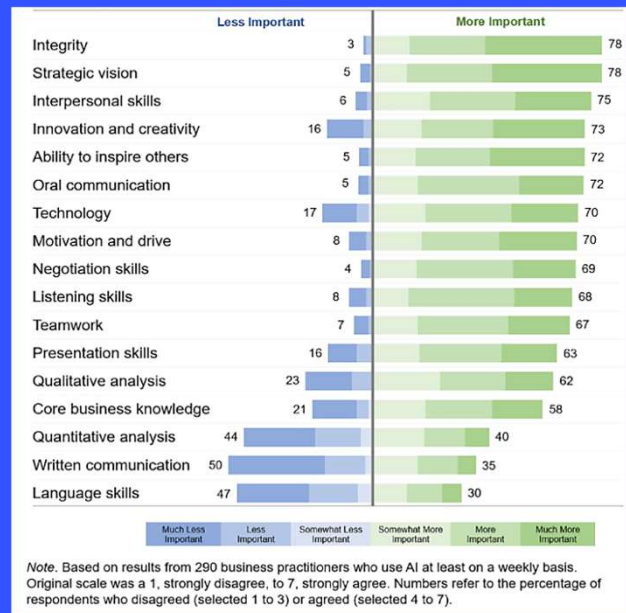
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Evolving Skill and Competency Needs in the AI Age

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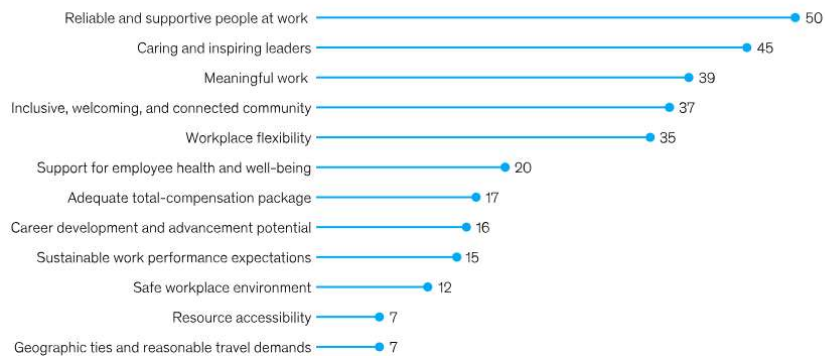


According to AI-Active Business Practitioners

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Retention Drivers of AI Integrated Employees



*Represents the share of respondents who selected a factor as a top 3 reason for taking their current jobs (n = 962).

Source: McKinsey Talent Trends Survey, subsample of workers from Canada, UK, and US who are currently employed (n = 9,684); data collected July 28–Aug 15, 2023

- McKinsey & Company

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Om relevant te zijn in dit AI-tijdperk, moeten leidinggevenden

- Visie creëren
- Veiligheid vergroten
- Potentieel coachen

Soft is hard.

Wij zijn het meest **vertrouwde** leiderschapsbedrijf ter wereld.

Al meer dan 30 jaar helpen we organisaties om resultaten te behalen die een collectieve gedragsverandering vereisen.



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De uitdagingen die er het meest toe doen



1

Het ontwikkelen van **uitstekende leiders** op elk niveau.

2

Elk individu de **eigenschappen van effectiviteit** bijbrengen.

3

Het bouwen van een inclusieve **cultuur van hoog vertrouwen**.

4

Een gemeenschappelijk uitvoeringskader gebruiken om hun **belangrijkste doelen** te bereiken.



FranklinCovey genereert schaalbare impact met een unieke combinatie van content, mensen en technologie



Content

Leiderschap
Individuele effectiviteit
Winnende cultuur
Bedrijfsresultaten

+

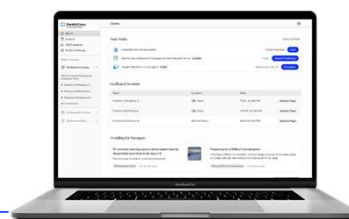
Mensen

Consultants
Coaches
Implementatie-experts
Interne trainers

+

Technologie

360 Diagnose
Ondemand modules
Leerpaden
Toepassen & Versterken



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