

Effective Leadership in the age of AI

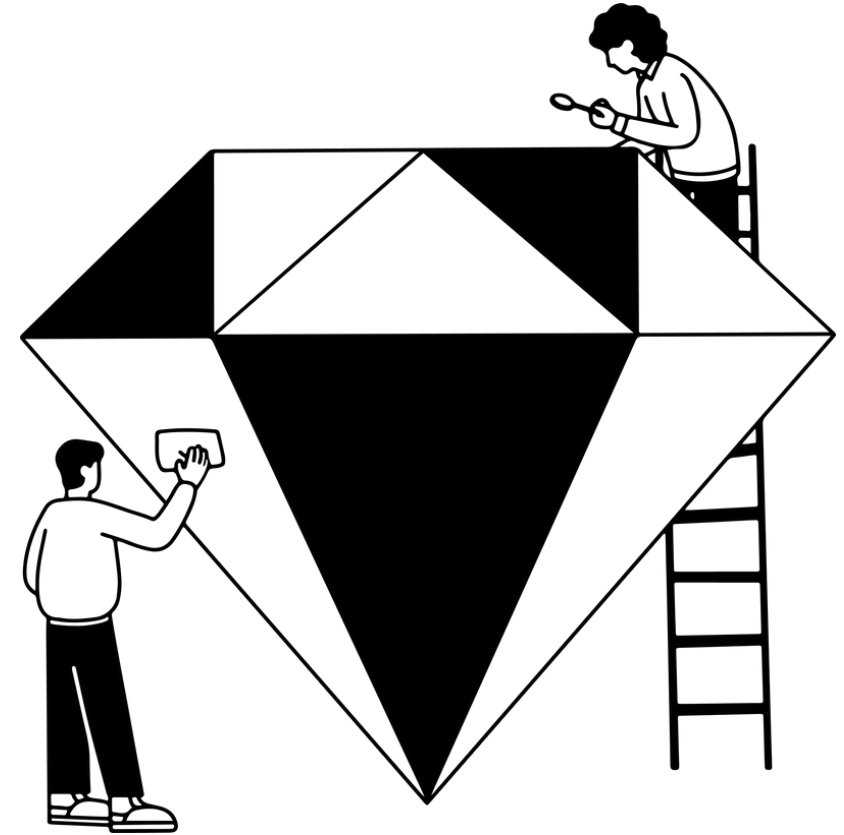
What influence does AI have on the leadership of employees

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Hello!



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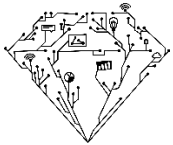
60 minutes in focus: Our topics



Impact of AI



Significance for you as a leader



Competence model



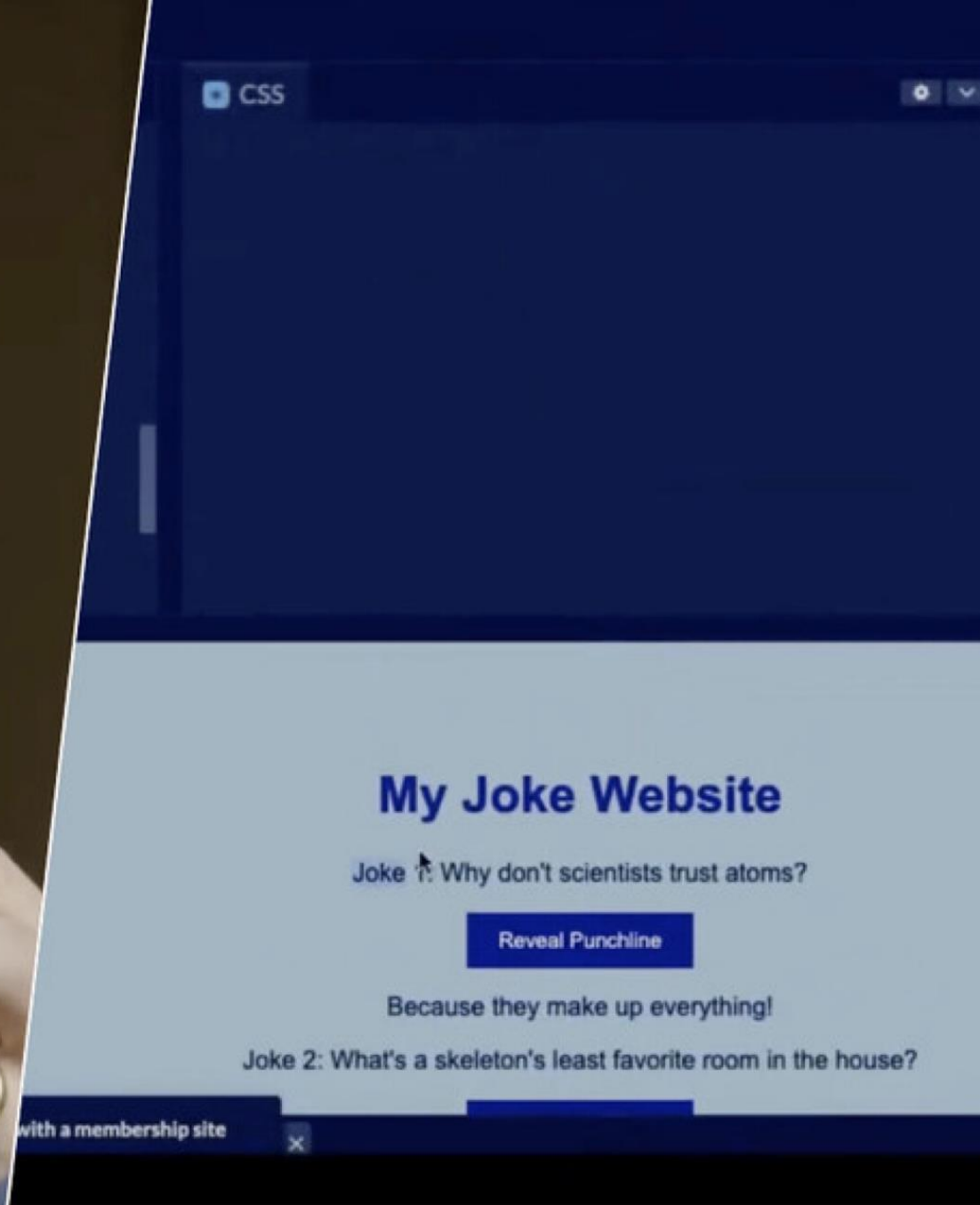
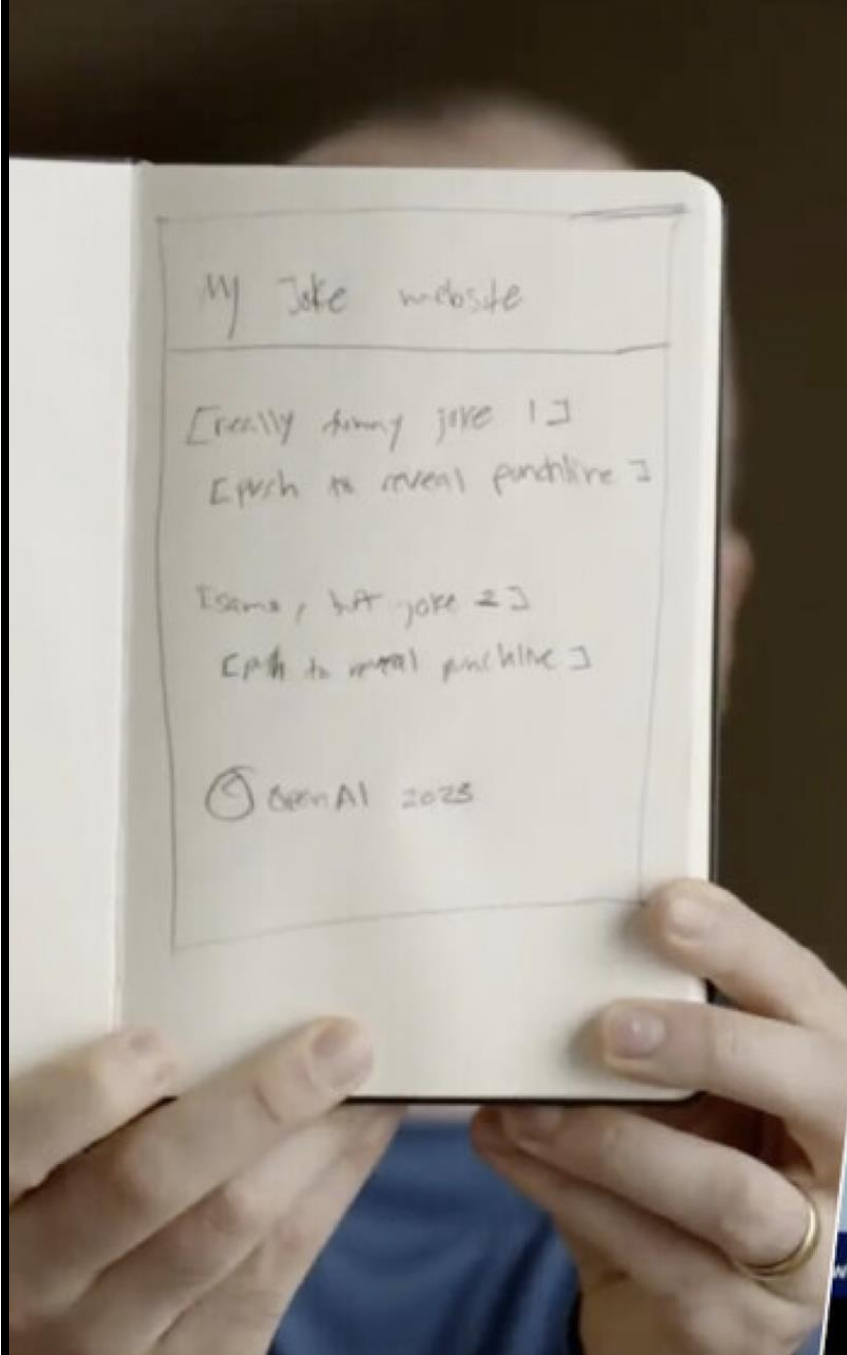
What to do

**„Software Is Eating the World, but
AI Is Going to Eat Software“**

Jensen Huang
CEO Nvidia

Mentimeter: Private and corporate use

March 2023
“iPhone Moment” for
AI
1.85 billion users*



Self Assessment: I specifically use AI applications to increase my own productivity

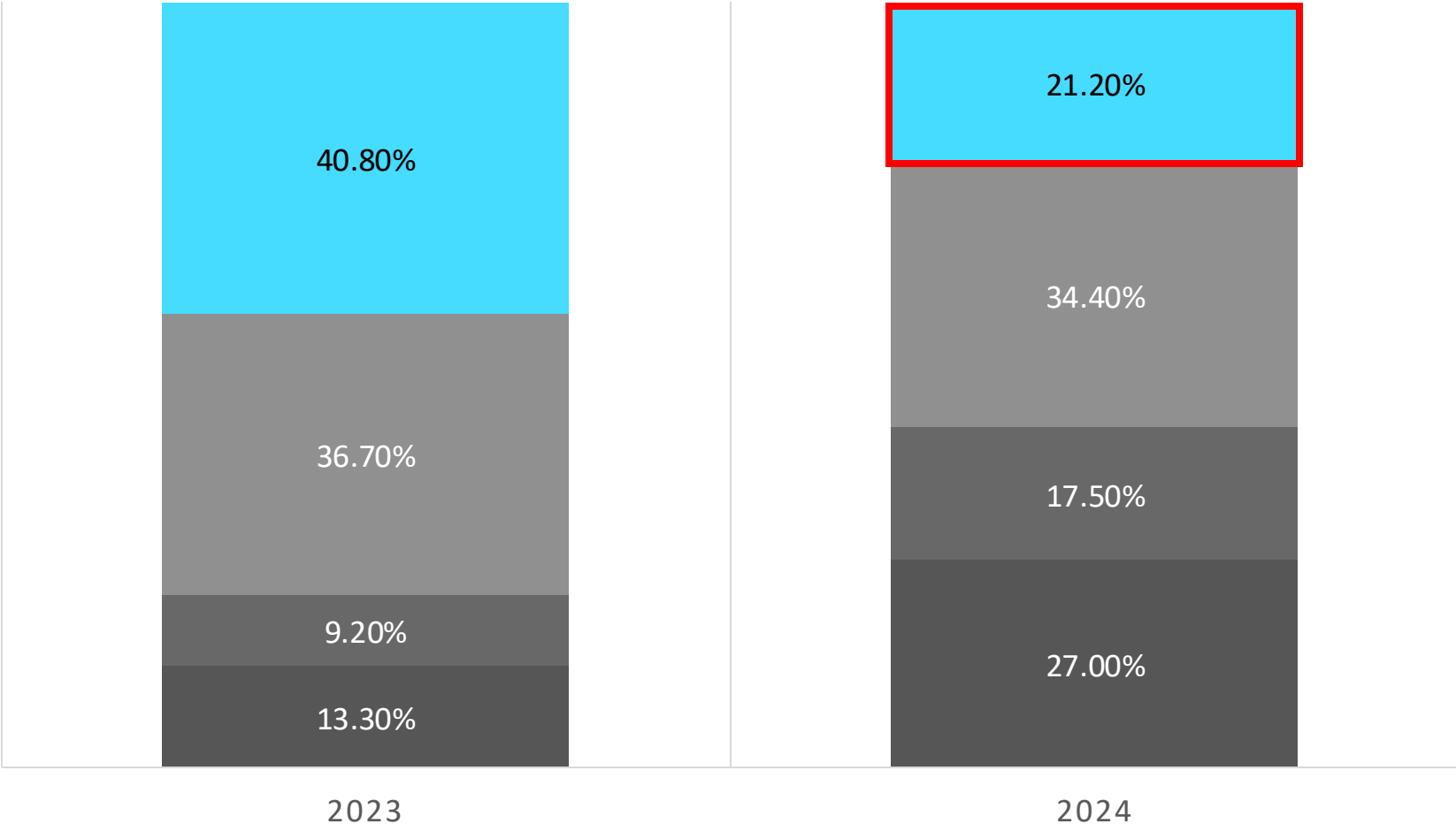


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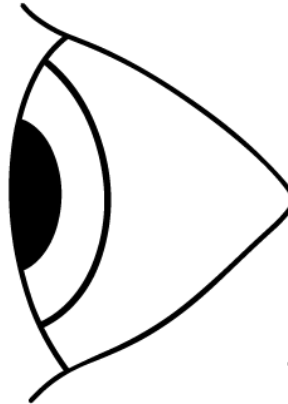
AI is currently 'not an issue' for 21.2% of companies in Germany*

■ in use ■ planned ■ discussed ■ not an issue



AI will make the working environment...

... more human.



-92M jobs by 2030*

Artificial Narrow Intelligence

+ 170M jobs by 2030*

Human General Intelligence

+ 7% Jobs by 2030

Standard tasks

Automation

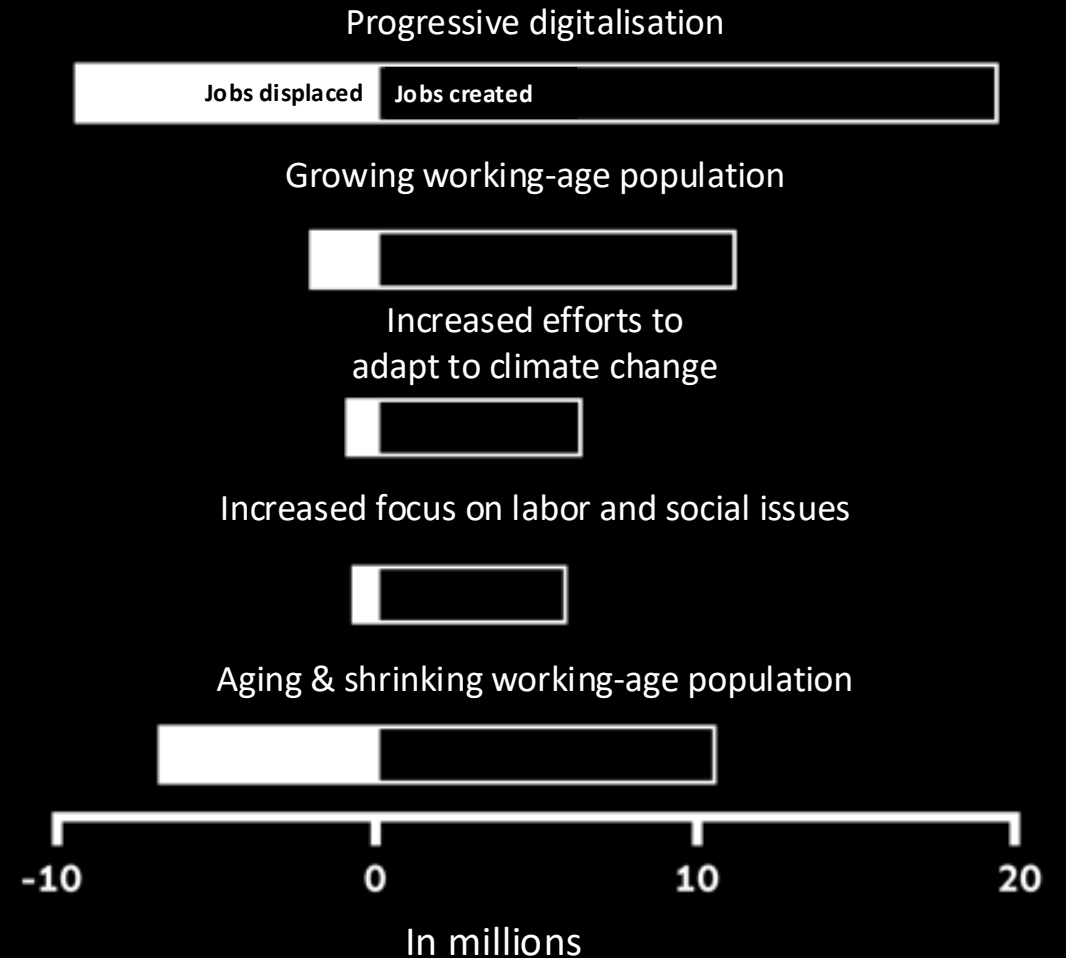
Creative work

“Trainer” of the AI

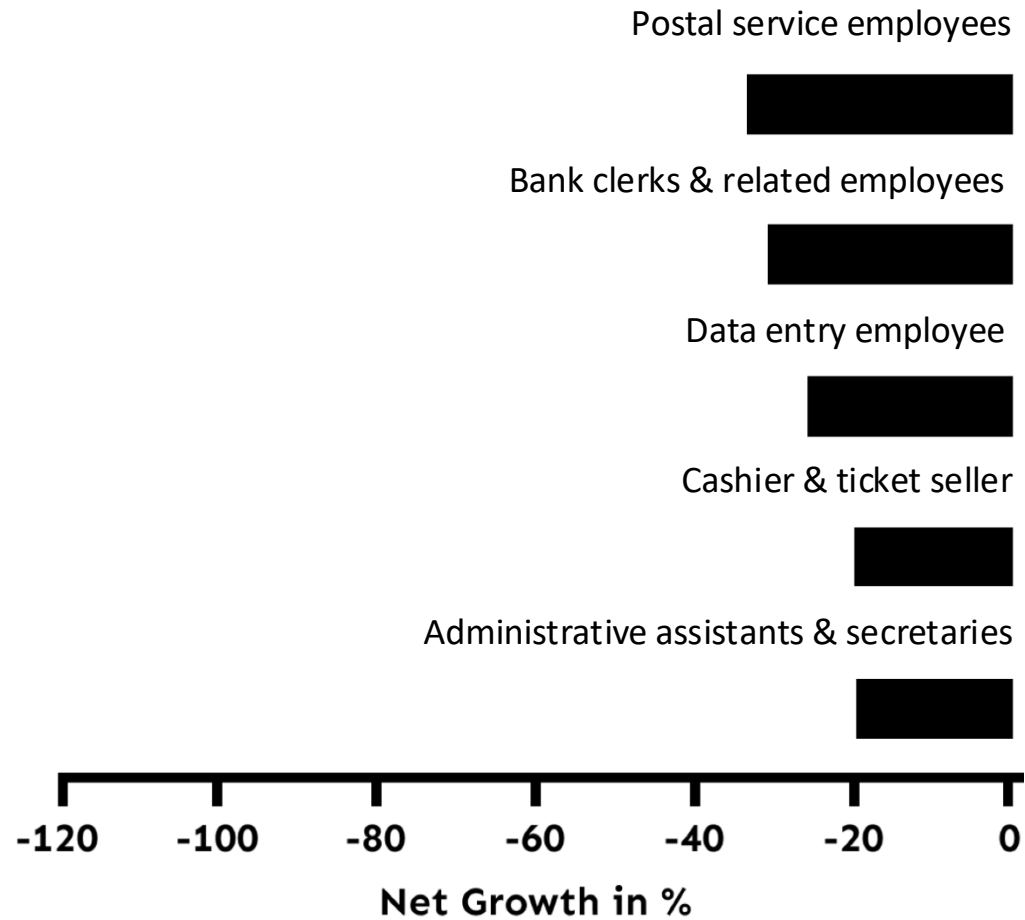
TOP 15

FASTEST GROWING AND
DECLINING PROFESSIONS
BY 2030

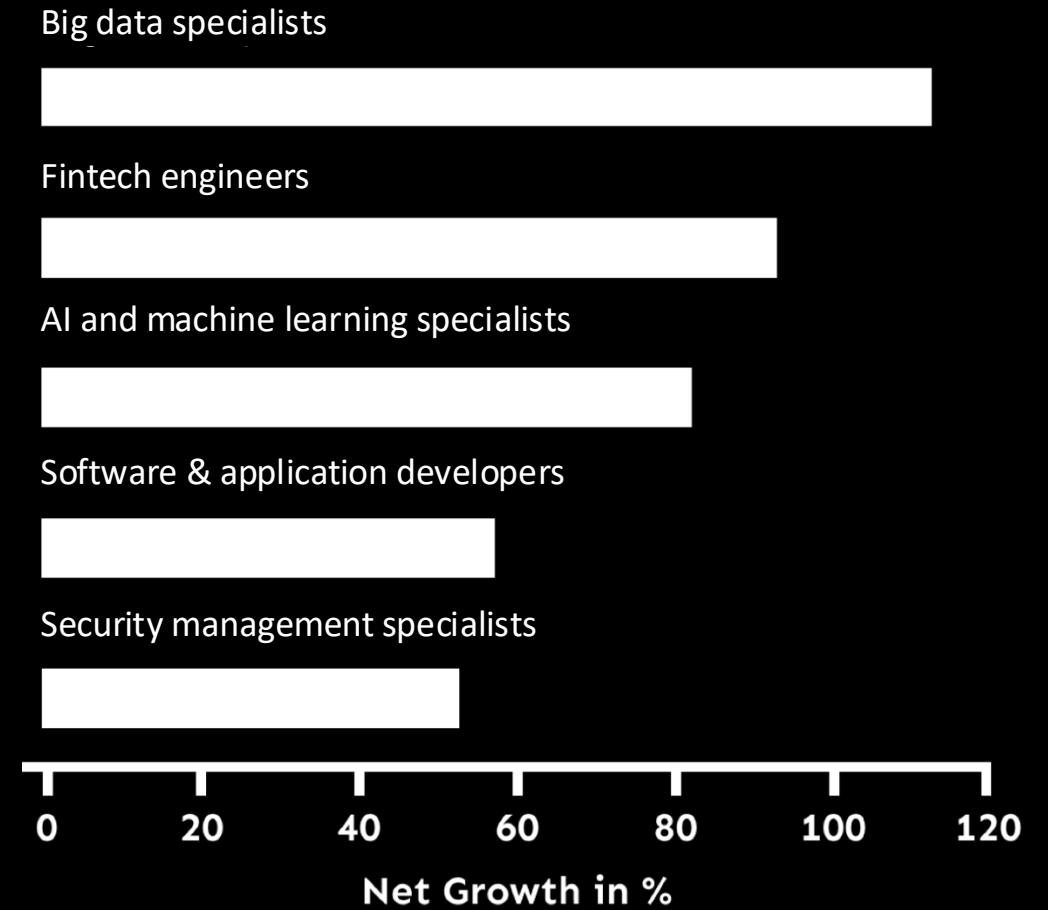
Impact of macro trends on the world of work*



Fastest declining professions*



Fastest growing professions*



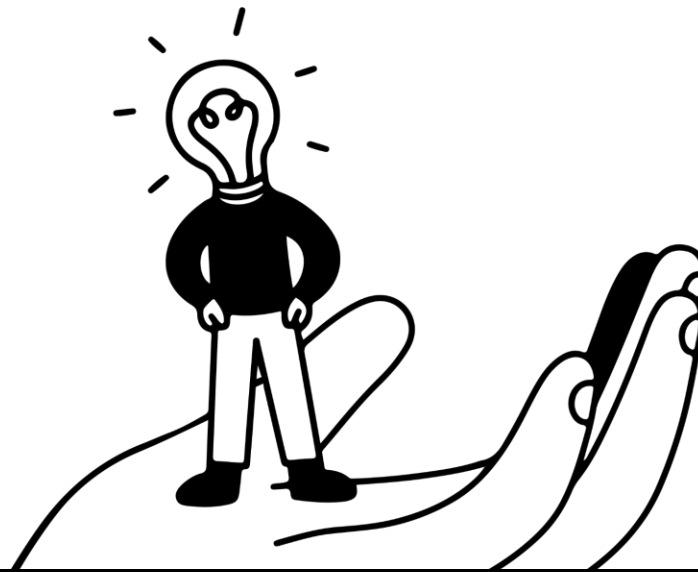
How KIM can support you as a new team member:



Hi, I'm KIM



- Assistance tasks
- Creation of presentations
- Global knowledge management
- Programming
- Complex analyses and forecasts
- Workflow automation
- Anomaly detection
- Trainings
- Corporate communication



**Significance for you
as a leader**



Poor leadership is a risk factor for business success

Leader burn their companies' money when they lead badly*

55%

of CEOs**(global) say that developing the next generation of leaders is their biggest challenge.

[DDI Global Leadership Forecast 2021](#)

**about 18,000 respondents from 50 countries in 24 key industry sectors

19%

of employees in Germany are not emotionally committed to their employer and work by the book (highest level since 2012).

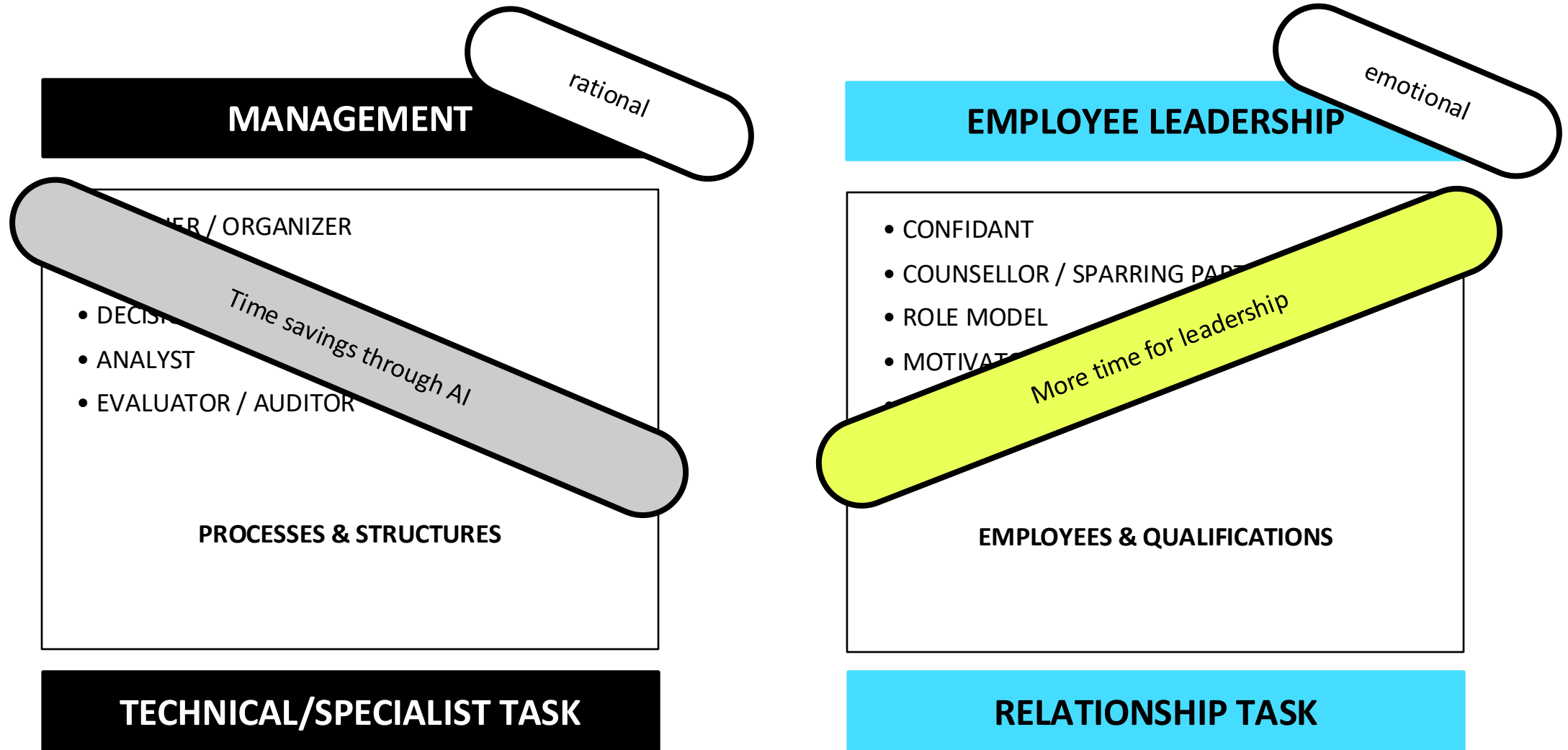
[Gallup Engagement Index Germany 2024](#)

167 BN €

productivity losses due to the lack of emotional attachment to the German economy.

[Gallup Engagement Index Germany 2024](#)

AI revolutionises leadership

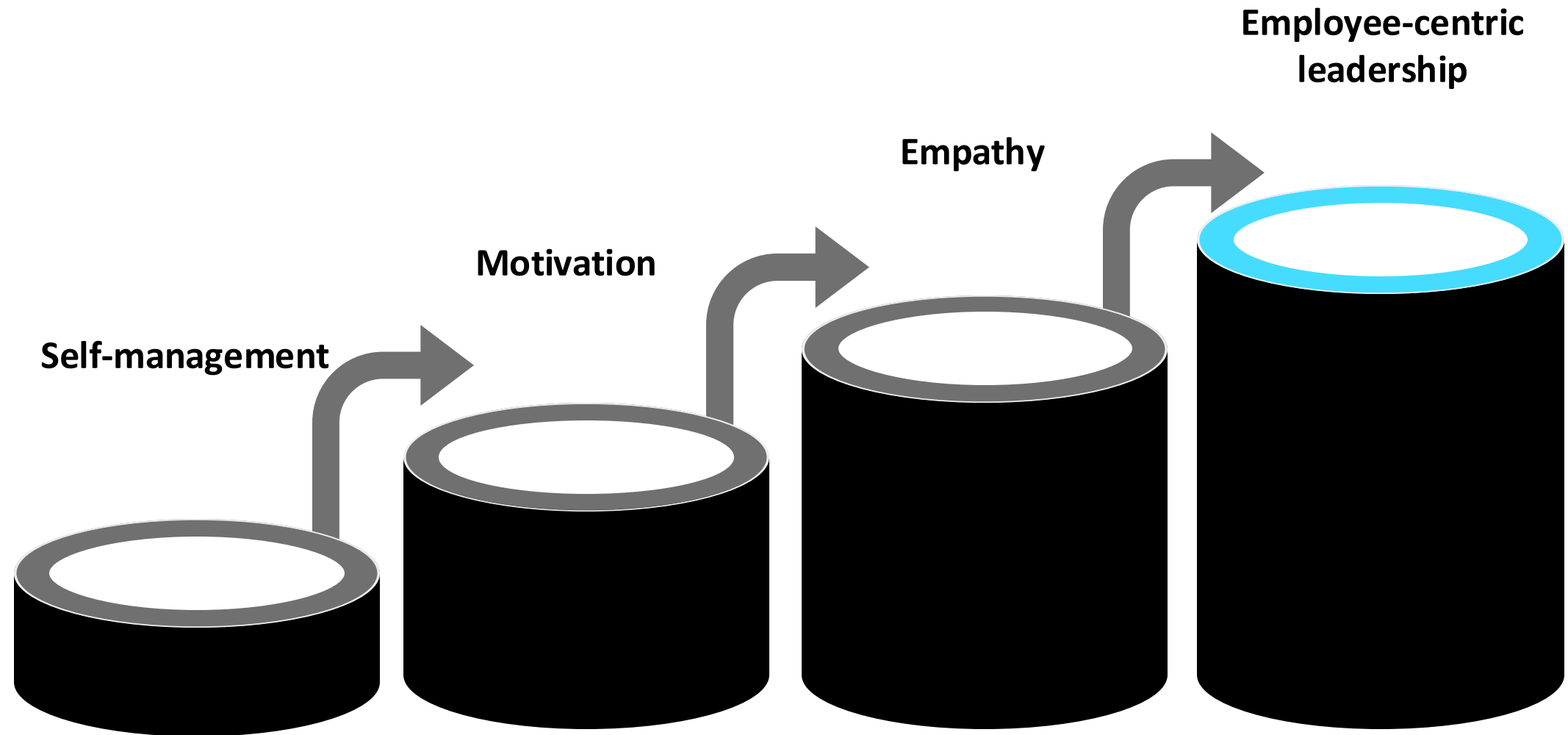


**EMOTIONAL
INTELLIGENCE**



**PERFORMANCE
ENHANCEMENT
AND WELL-BEING**

Emotional Intelligence leads to improved performance and well-being





Traditional understanding of leadership

Dominant

Huge ego

Reigns

Leadership through fear and power

Untouchable

Modern understanding of leadership


Powerful and gentle

Natural leader

Servant


Trustworthy





I lead my employees
the way I want to be led.

OBSOLETE LEADERSHIP

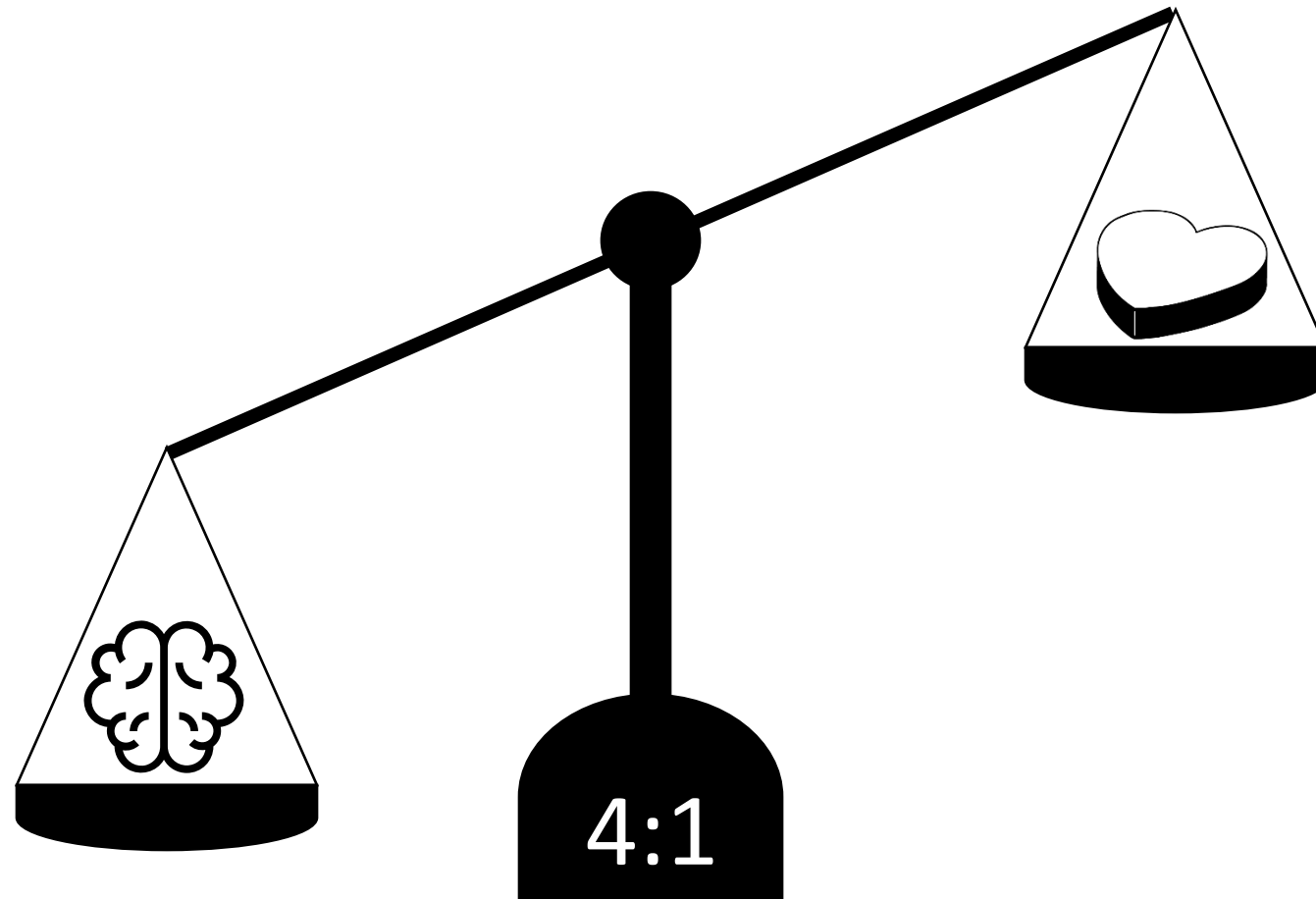


I lead my employees
as **they** need to be led.

EMPLOYEE-CENTRIC LEADERSHIP

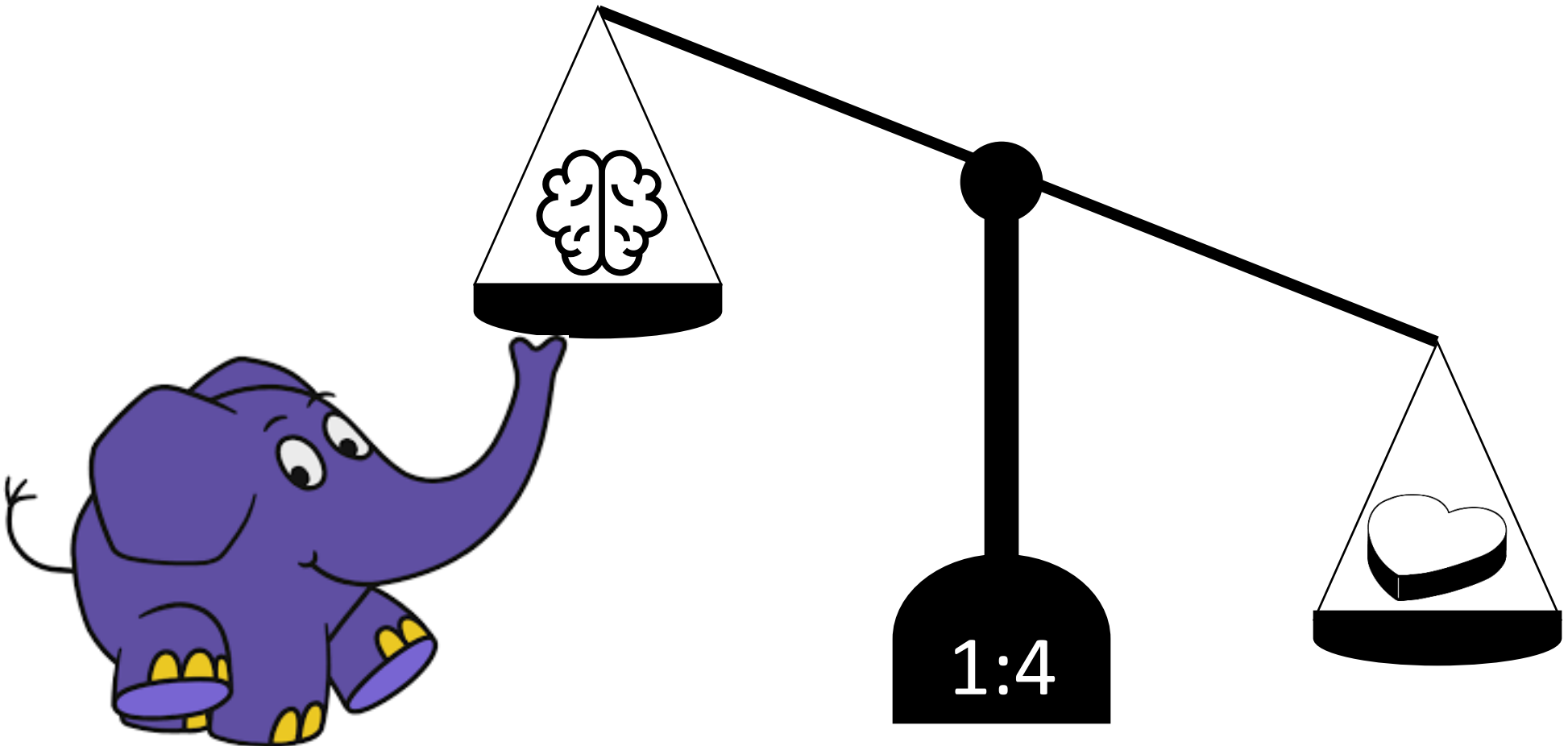
Leadership with heart: Harnessing the elephant within us

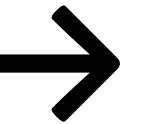
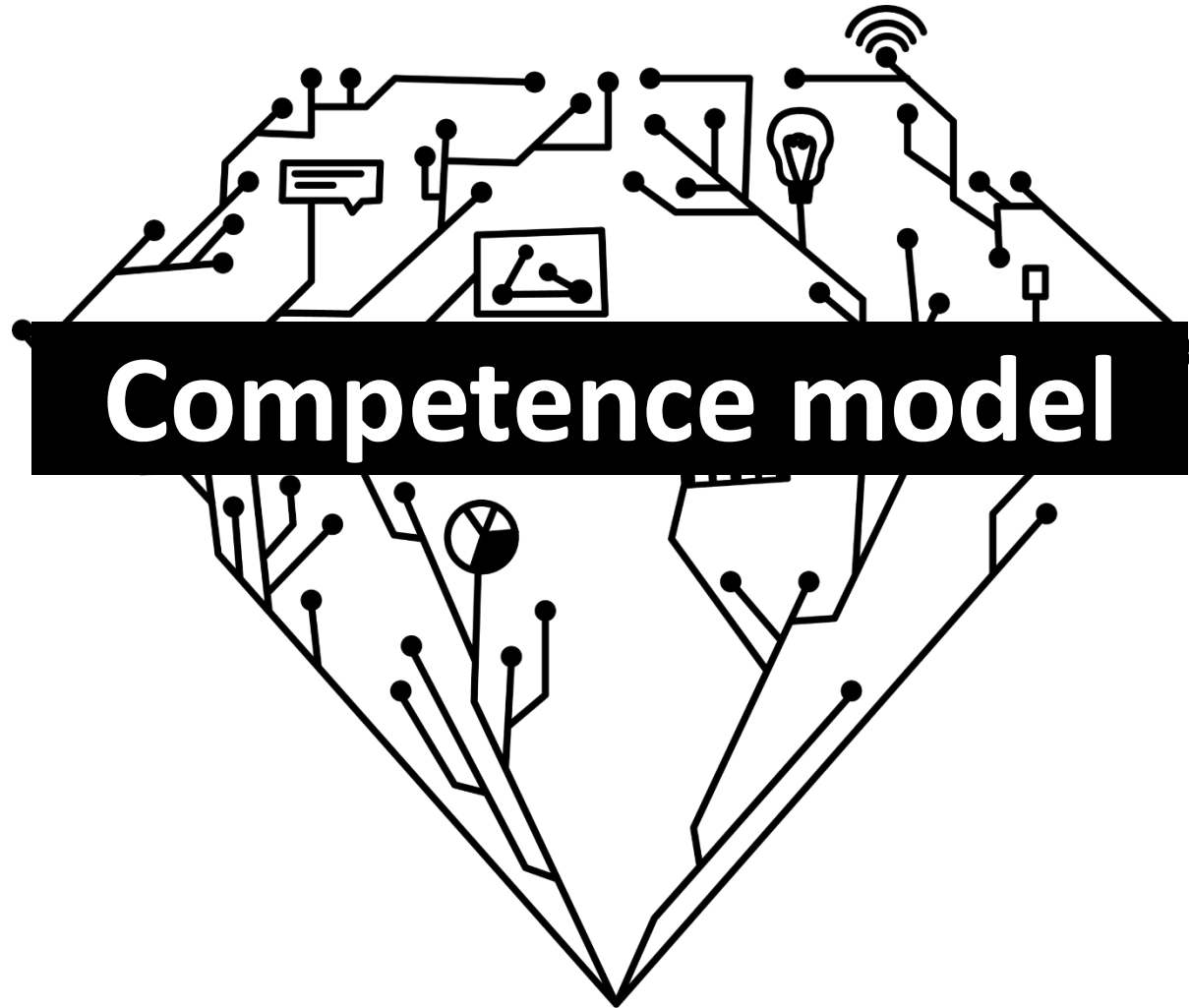
Fun Fact



Leadership with heart: Harnessing the elephant within us

Fun Fact





The 7 skills of the modern leader in the age of AI

EI, Empathy

Understanding the individual person and focusing on them as part of an employee-centered leadership approach.

Adaptability & openness

Respond flexibly to new situations, be tolerant of alternative views and actively promote diversity in global and cultural contexts.

Willingness to learn

Show curiosity for new things, use feedback and mistakes as opportunities for further development and exemplify a continuous willingness to learn.

Creativity & innovative capability

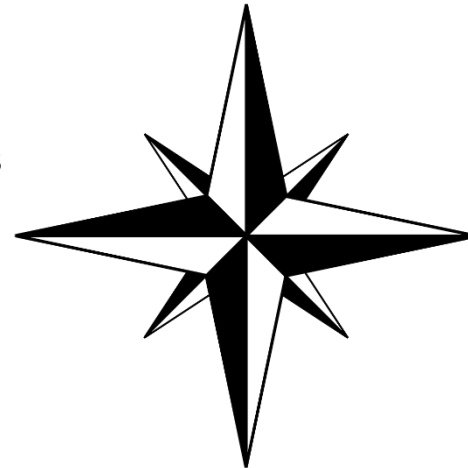
Think visionary, act strategically and develop innovative solutions for complex challenges through lateral thinking.

Enthusiasm for data & technology

Using data as a basis for decision-making, actively following technological trends and encouraging experimentation with AI solutions within the company.

Systemic thinking & design

Create framework conditions that enable business AI readiness and promote a healthy and productive working environment.



Courage to change

Remain authentic, exemplify a culture of error and radiate enthusiasm for solving major company problems.

Quick Check: Leadership Readiness

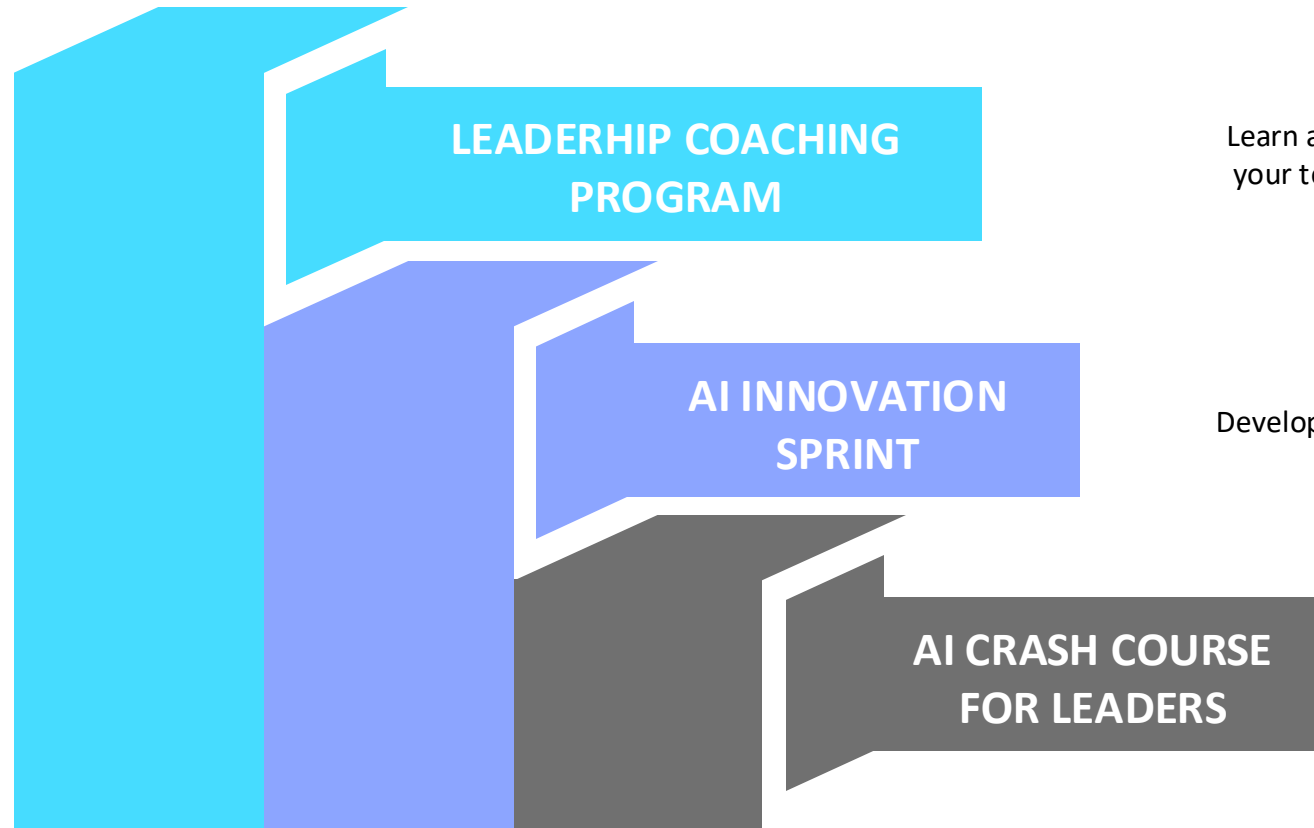


<https://www.menti.com/als9y8d9vqec>





Succeeding together: Developing your leadership potential



Individualize & Anchor

Learn and experience valuable tools with your colleagues and your team to achieve an employee-centric leadership culture in the age of AI.

exeta

Experience & Implement

Develop ideas for specific AI use cases with our AI experts and a cross-disciplinary team from your organization.







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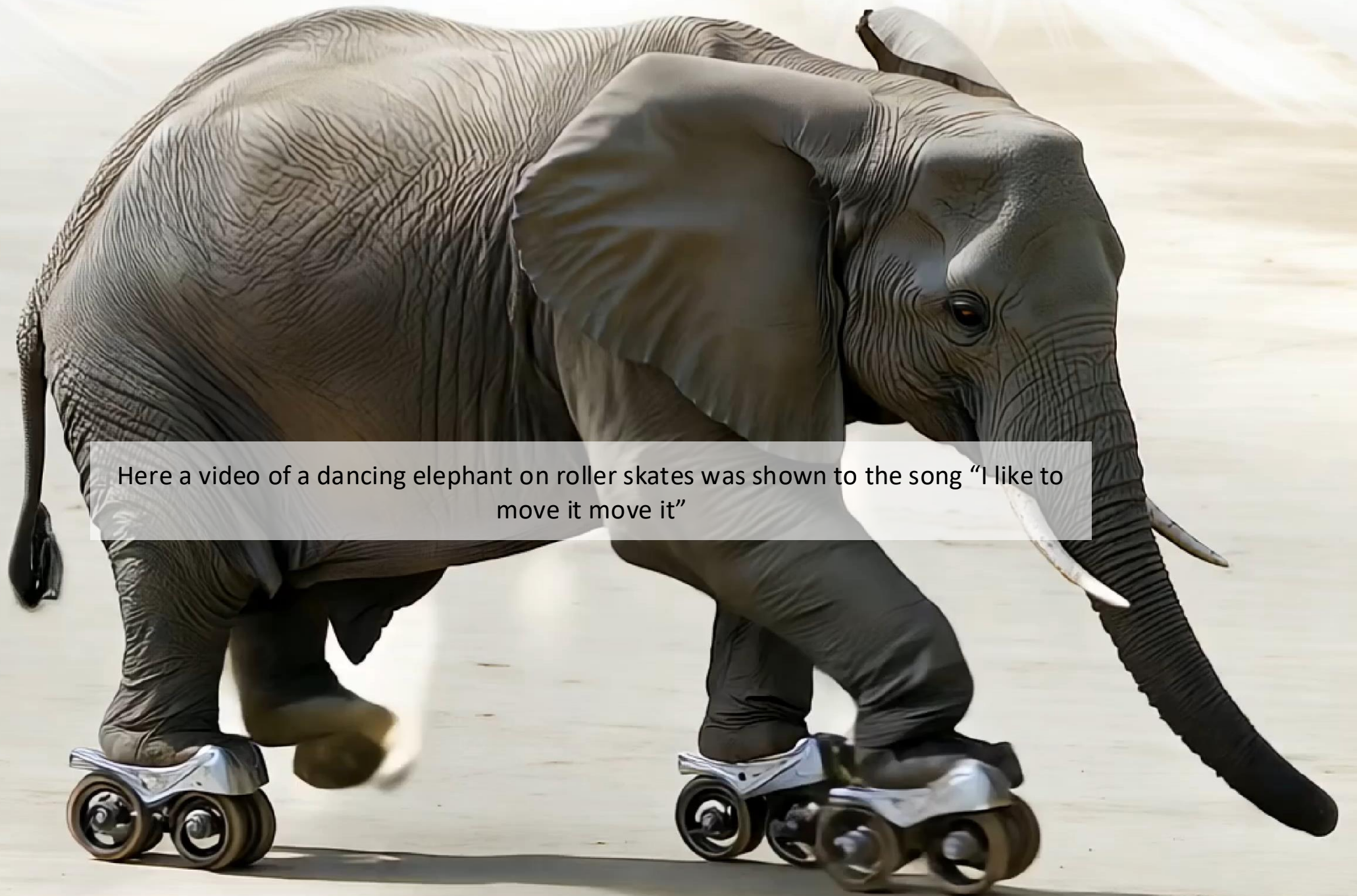
Learning

Expand your understanding of AI, from the fundamentals and technologies to the ethical and legal aspects.

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Succeeding together: Developing your leadership potential

Learning	Experience & Implement	Individualise & Embed
<p style="text-align: center;">AI CRASH COURSE FOR LEADERS</p> <p>Expand your understanding of AI, from the fundamentals and technologies to the ethical and legal aspects.</p> <ul style="list-style-type: none"> • AI-Fundamentals • AI for Business - Facts and Trends • AI case studies and ethical / legal considerations / EU Data Act • AI product lifecycle • Strategies for AI implementation • Leadership culture in the age of AI • Indiv. Exploration of AI use cases <p> 1-2 Days</p> <p> 6 to 12 Participants</p>	<p style="text-align: center;">AI INNOVATION SPRINT</p> <p>Develop ideas for specific AI use cases with our AI experts and a cross-disciplinary team from your organisation.</p> <ul style="list-style-type: none"> • Exploration of AI use cases for a business unit of your company • Use of design thinking for a sound understanding of the problem and of the customer/user • Problem/solution mapping with our 'AI Innovation Poker' • Development of initial prototypes and implementation plans <p> 2 Days</p> <p> 6 to 30 Participants</p>	<p style="text-align: center;">LEADERSHIP COACHING PROGRAM</p> <p>Learn and experience valuable tools with your colleagues and your team to achieve an employee-centred leadership culture in the age of AI.</p> <ul style="list-style-type: none"> • Leadership check • Individualised program • Three program modules: self-leadership, team leadership, leadership in the organisation • Mix of methods: training courses, workshops, 6-week programs, 1:1 coaching sessions <p> Min. 6 Months</p> <p> From 12 Participants and up</p>



Here a video of a dancing elephant on roller skates was shown to the song "I like to move it move it"

LET'S MOVE IT

Book an appointment



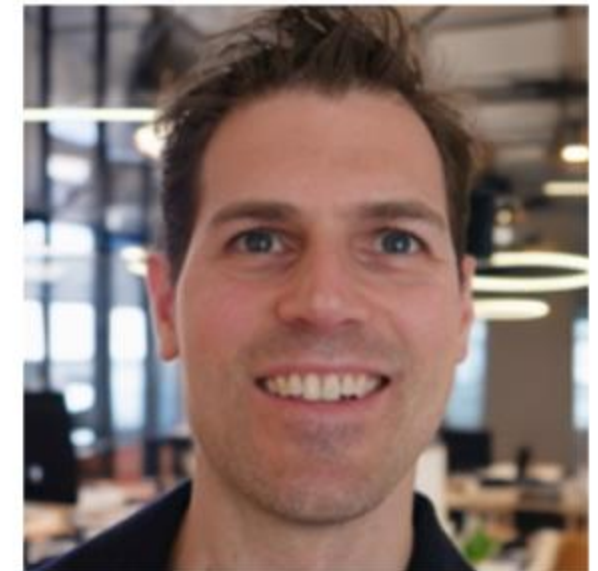
<https://meetings-eu1.hubspot.com/selina-dehm>



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