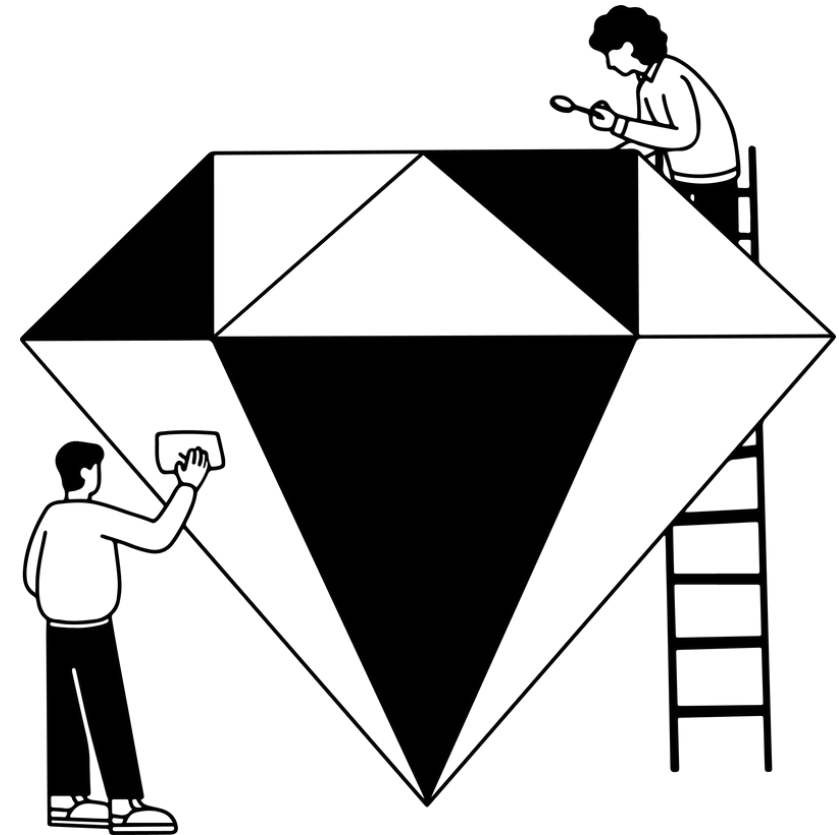# Effective Leadership in the age of AI

What influence does AI have
on the leadership of employees

Selina Dehm

Nils Ehle

exeta **Change Orange**

Hello!

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60 minutes in focus: Our topics

Impact of AI

Significance for you as a leader
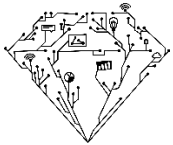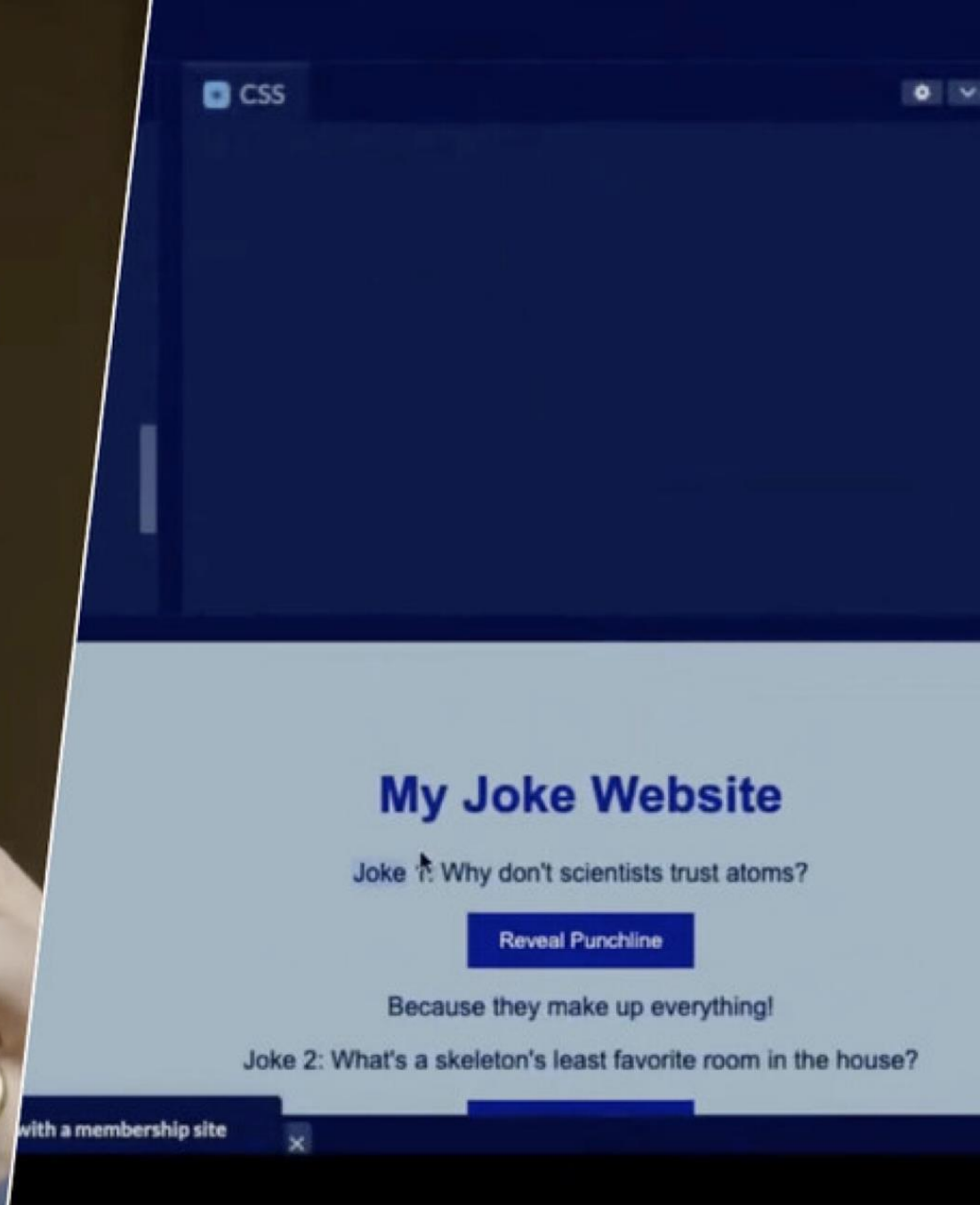
Competence model

What to do

exeta **Change Orange**
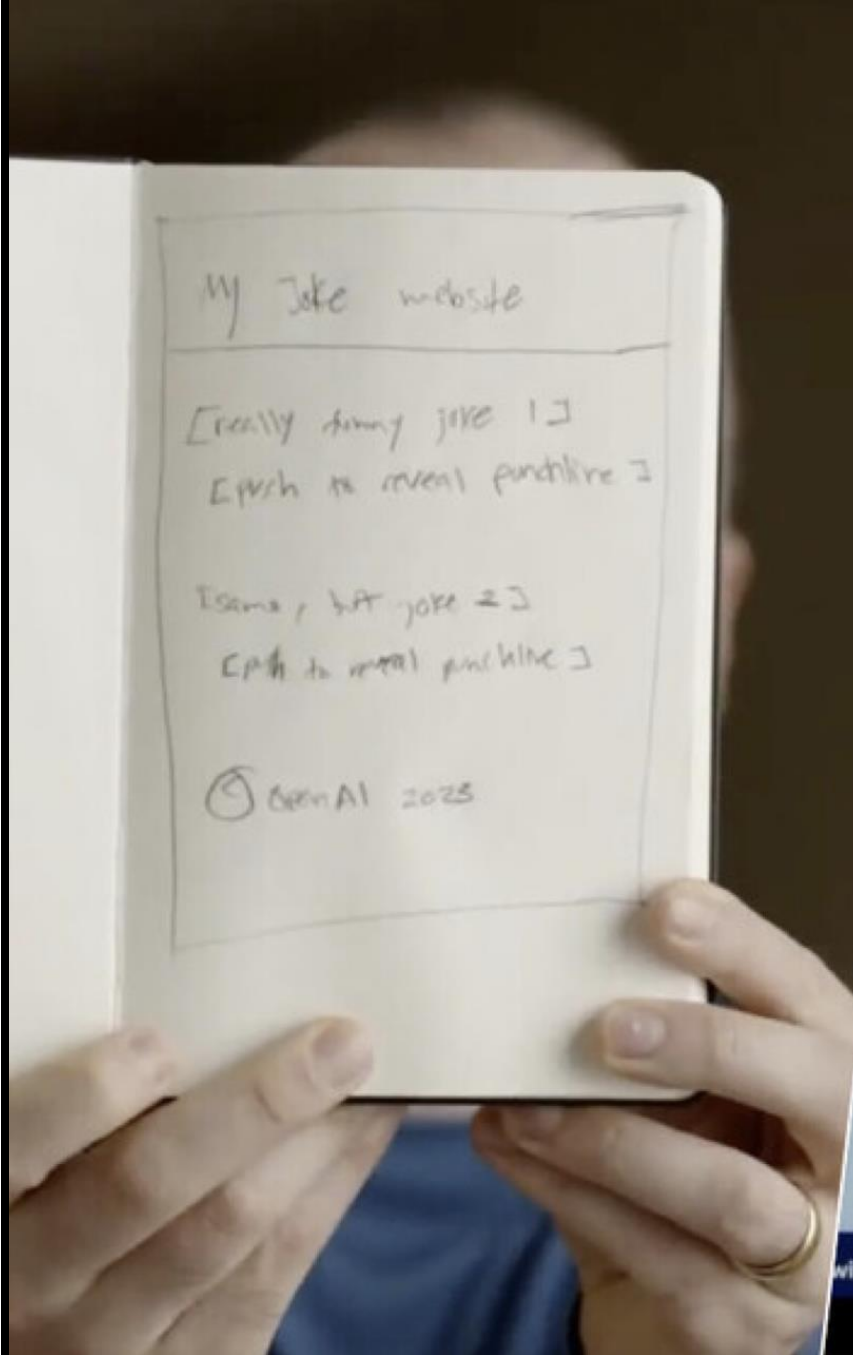
„Software Is Eating the World, but AI Is Going to Eat Software"

Jensen Huang
CEO Nvidia

Mentimeter: Private and corporate use

March 2023
"iPhone Moment" for AI
1.85 billion users*

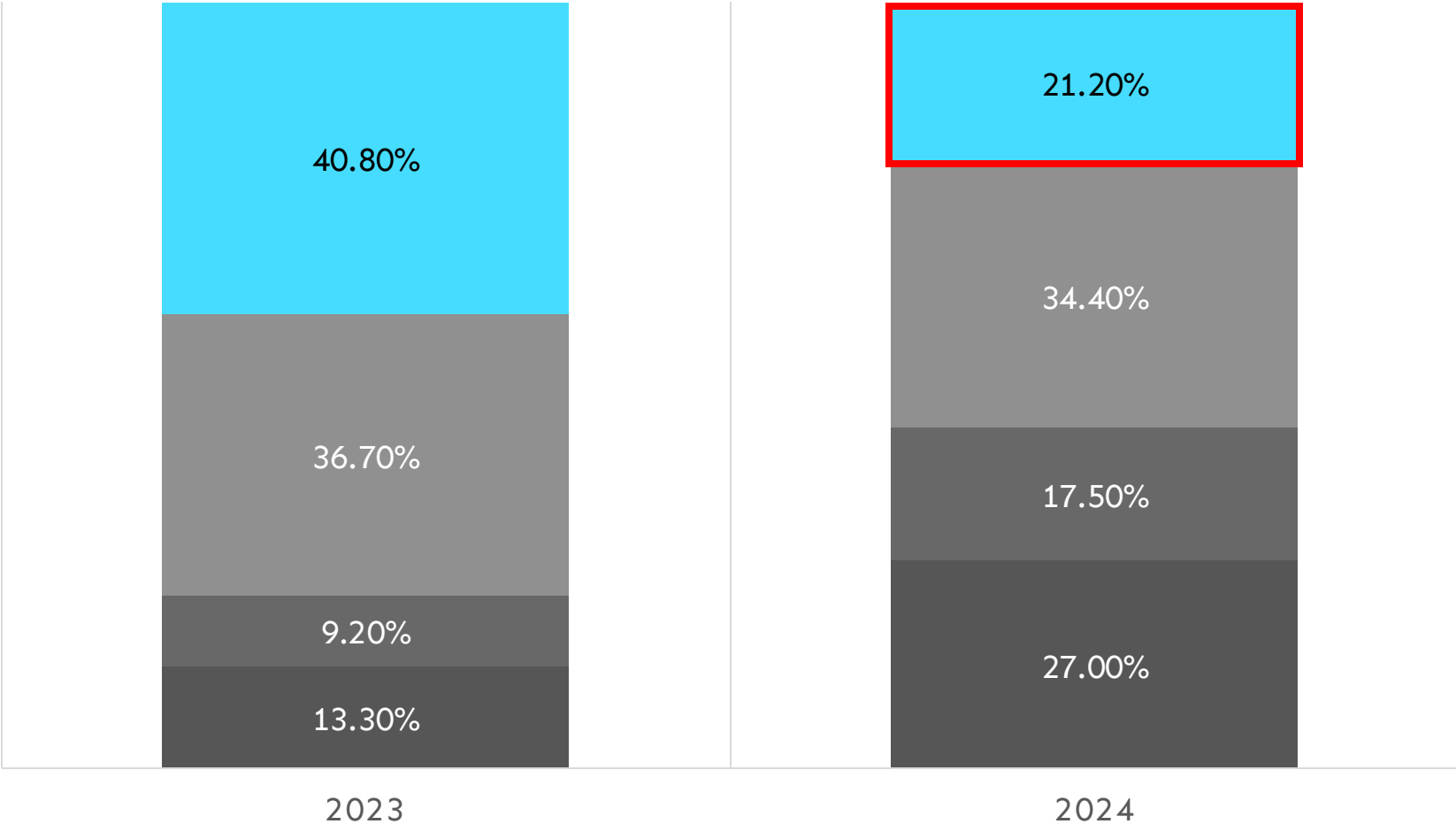# Self Assessment: I specifically use AI applications to increase my own productivity
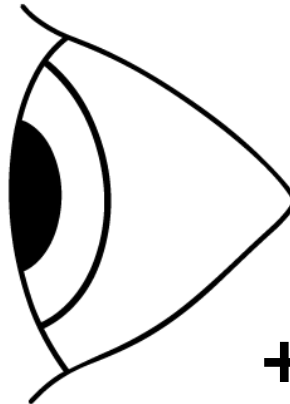

https://www.menti.com/al4anvcymvj5

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

■ in use ■ planned ■ discussed ■ not an issue

2023
- 40.80%
- 36.70%
- 9.20%
- 13.30%

2024
- 21.20%
- 34.40%
- 17.50%
- 27.00%

AI will make the working environment...

... more human.

-92M jobs by 2030*
Artificial Narrow Intelligence

+ 170M jobs by 2030*
Human General Intelligence
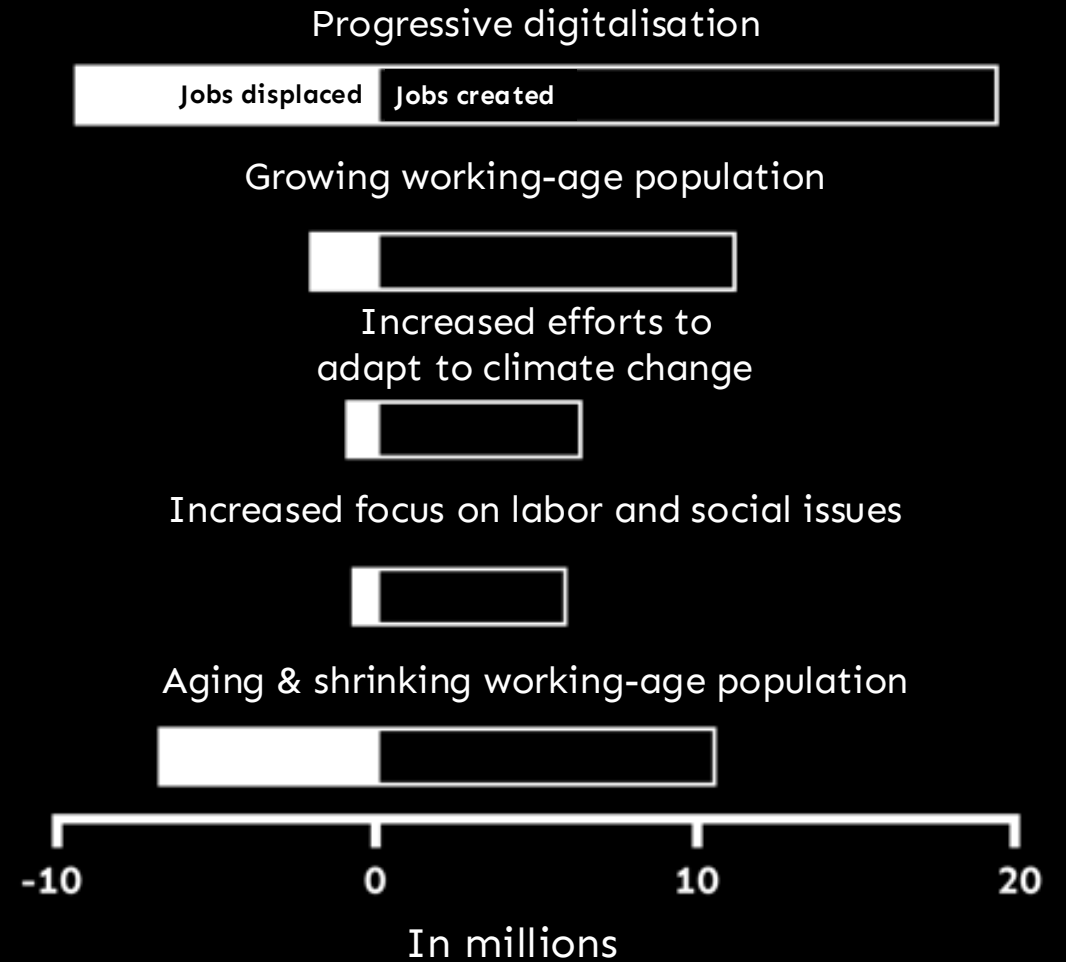
+ 7% Jobs by 2030

Standard tasks

Automation
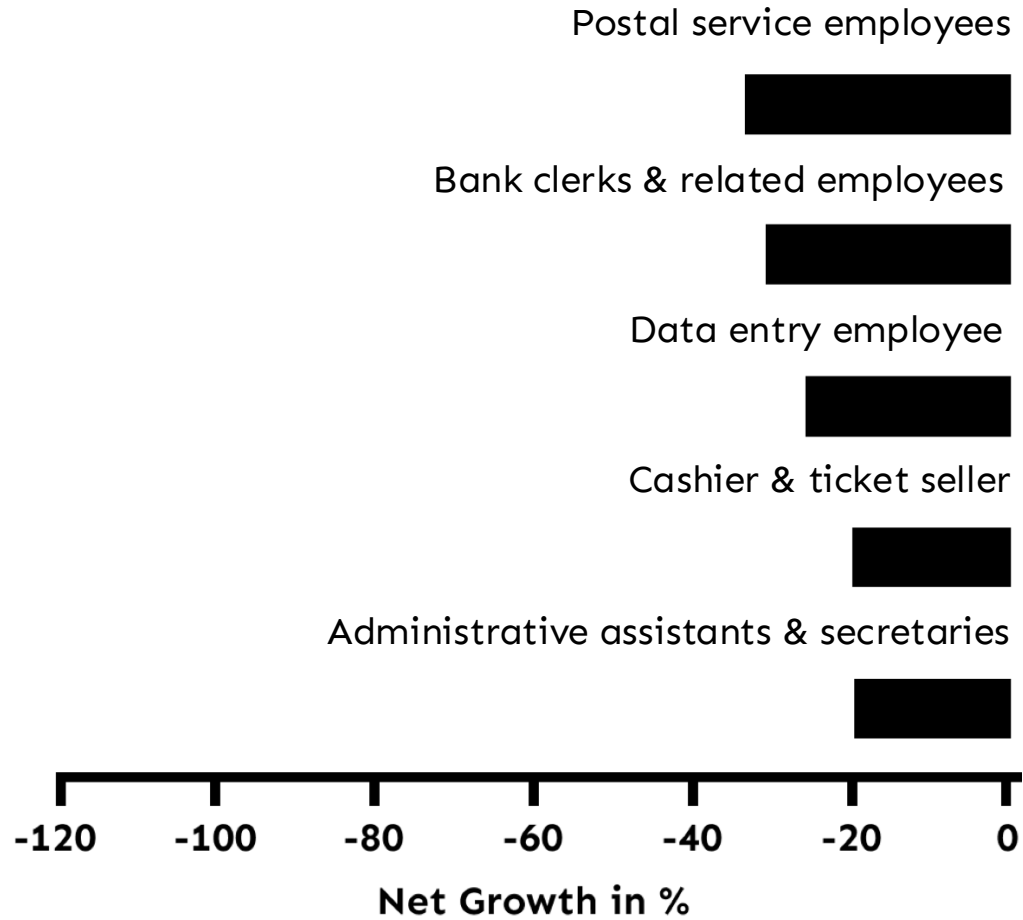
Creative work

"Trainer" of the AI

TOP 5

FASTEST GROWING AND DECLINING PROFESSIONS BY 2030

Impact of macro trends on the world of work*

Progressive digitalisation

| Jobs displaced | Jobs created |

Growing working-age population

Increased efforts to adapt to climate change

Increased focus on labor and social issues

Aging & shrinking working-age population

-10   0   10   20

In millions

Fastest declining professions*

Postal service employees

Bank clerks & related employees

Data entry employee

Cashier & ticket seller

Administrative assistants & secretaries

-120 -100 -80 -60 -40 -20 0

Net Growth in %

Fastest growing professions*

Big data specialists

Fintech engineers

AI and machine learning specialists

Software & application developers

Security management specialists
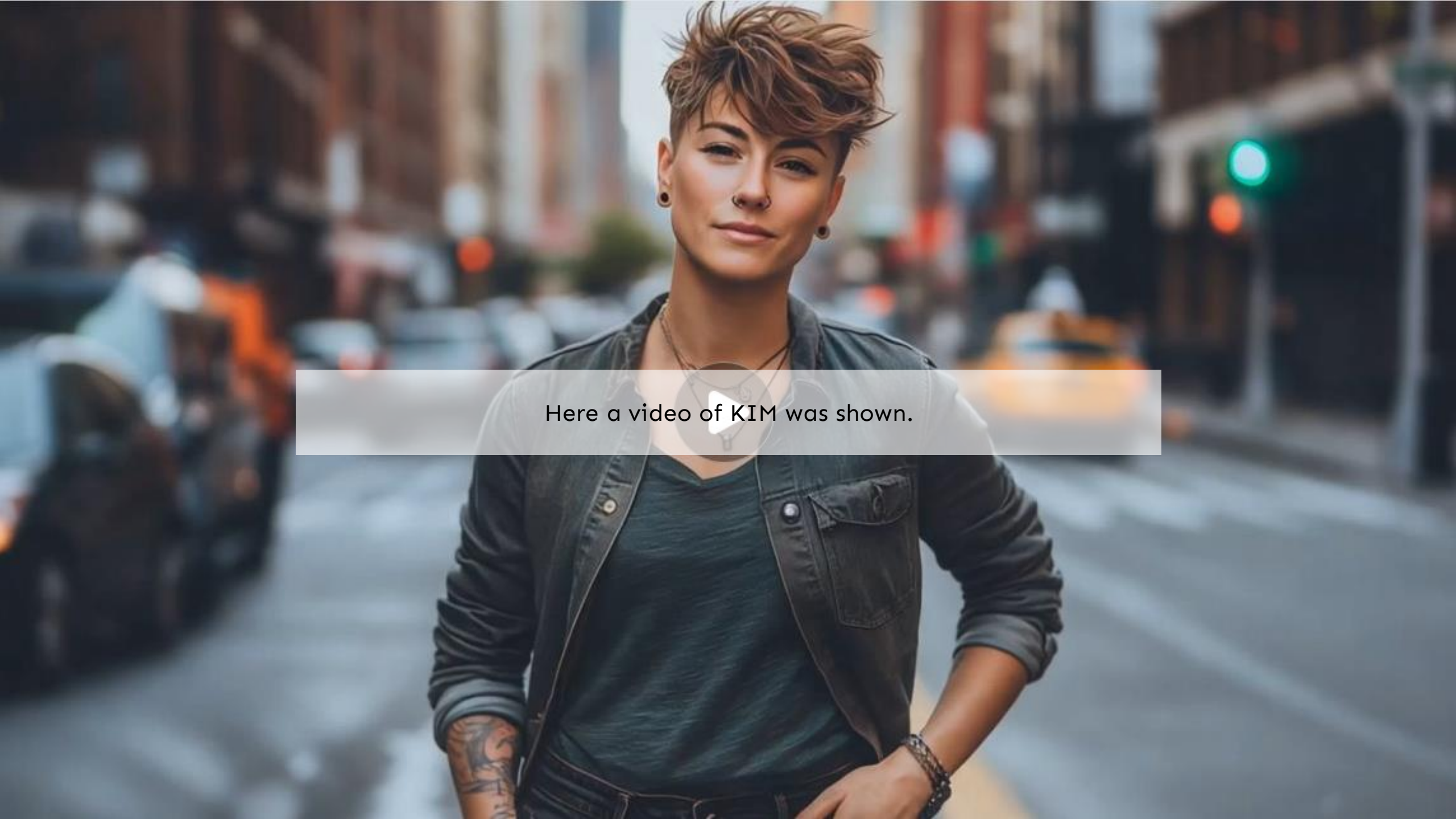
0 20 40 60 80 100 120

Net Growth in %
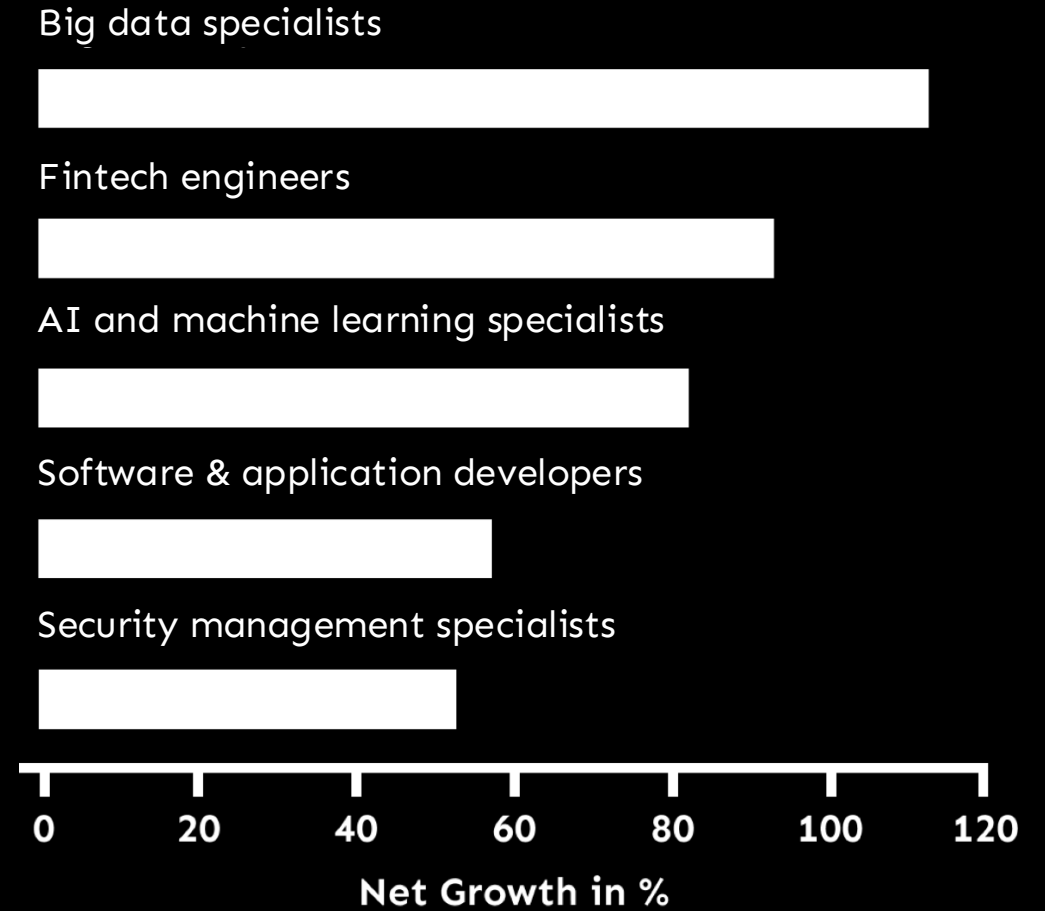
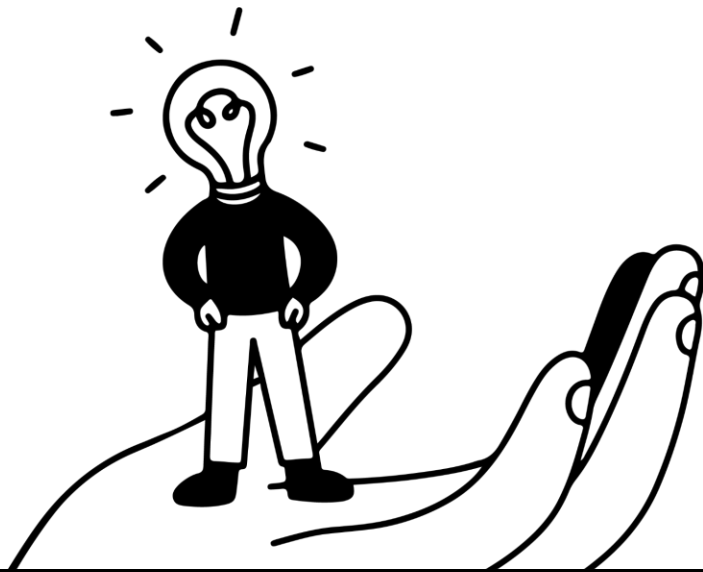# How KIM can support you as a new team member:

Hi, I'm KIM

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

Here a video of KIM was shown.

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%	**19%**	**167 BN €**

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

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

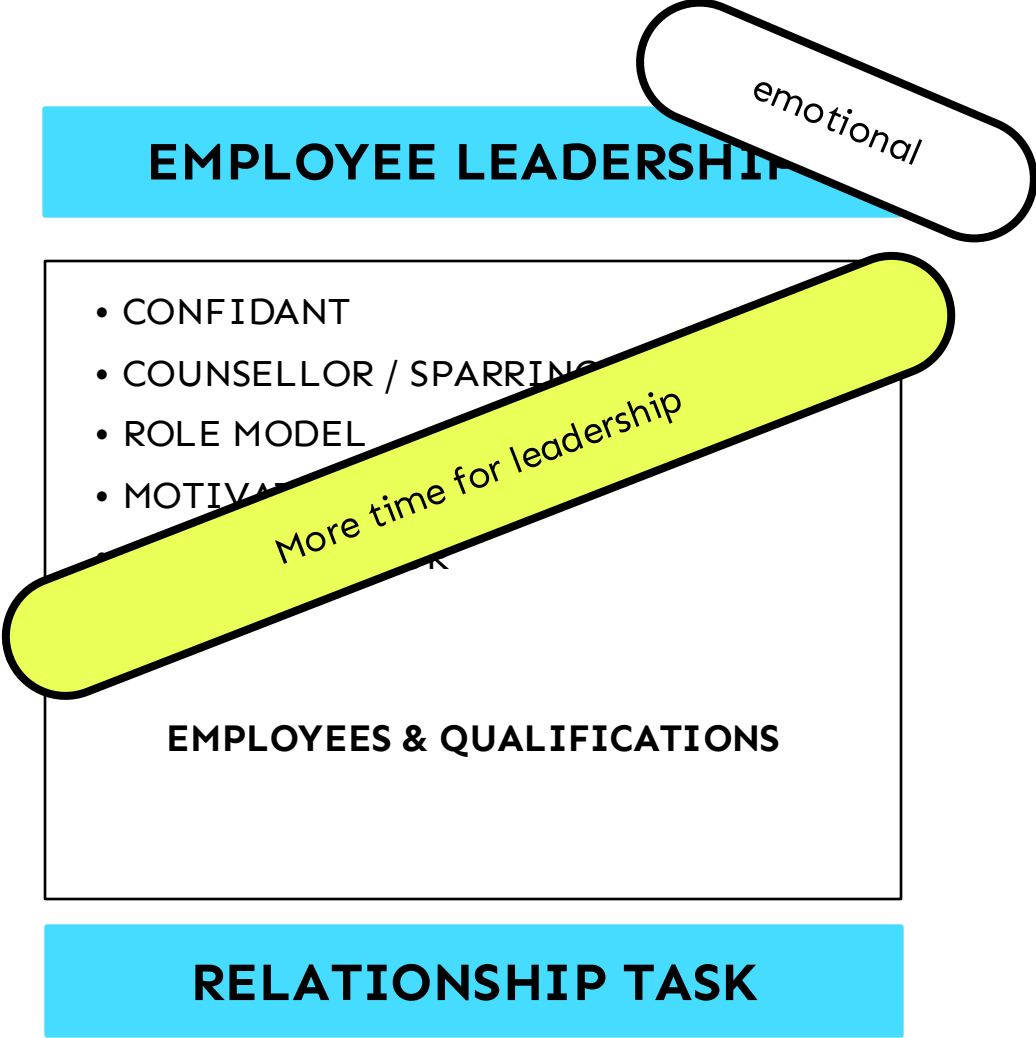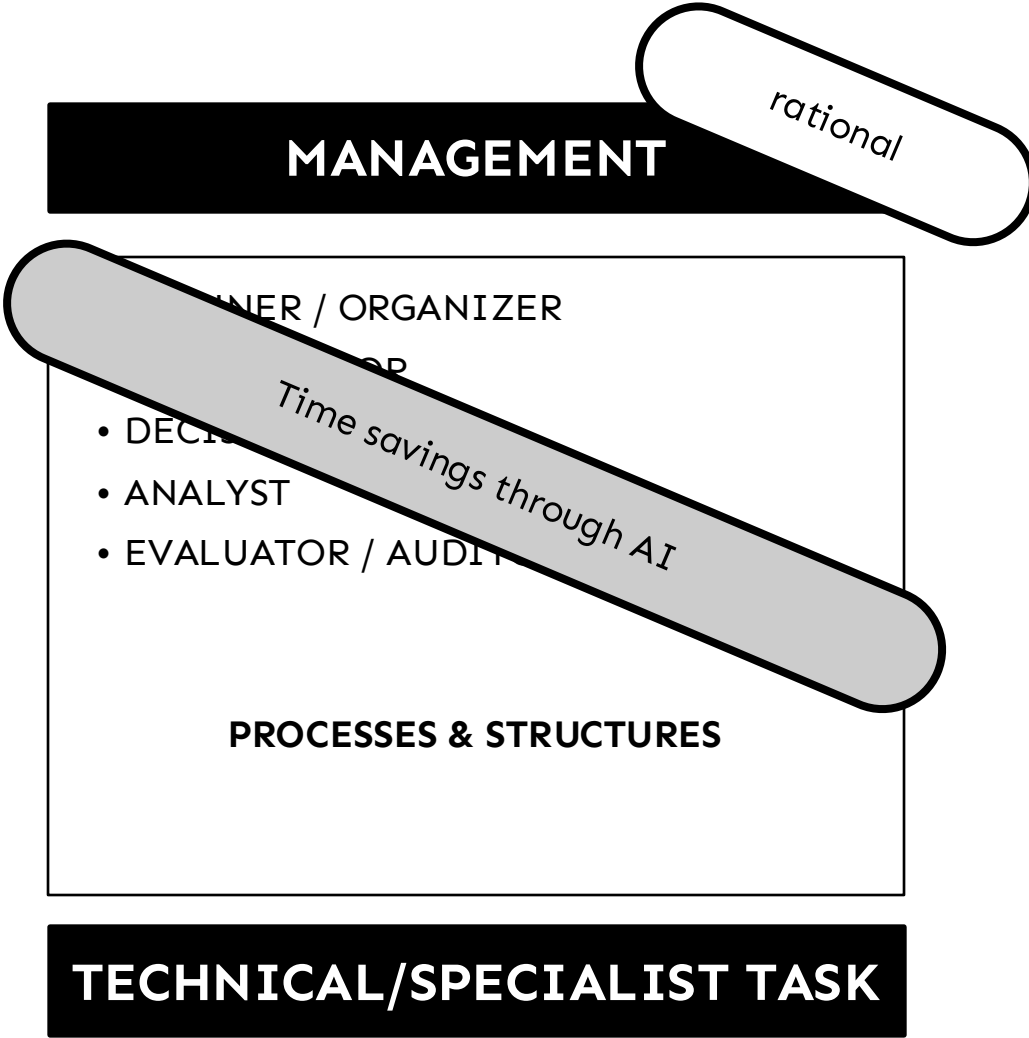productivity losses due to the lack of emotional attachment to the German economy.

DDI Global Leadership Forecast 2021

Gallup Engagement Index Germany 2024

Gallup Engagement Index Germany 2024

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

AI revolutionises leadership

MANAGEMENT

rational

- ~~PLANNER / ORGANIZER~~
- ~~COORDINATOR~~

Time savings through AI

- DECISION
- ANALYST
- EVALUATOR / AUDITOR

PROCESSES & STRUCTURES

TECHNICAL/SPECIALIST TASK

EMPLOYEE LEADERSHIP

emotional

- CONFIDANT
- COUNSELLOR / SPARRING
- ROLE MODEL
- MOTIVATOR

More time for leadership

EMPLOYEES & QUALIFICATIONS

RELATIONSHIP TASK

EMOTIONAL INTELLIGENCE

➡️ # PERFORMANCE ENHANCEMENT AND WELL-BEING

Emotional Intelligence leads to improved performance and well-being

Employee-centric leadership

Empathy

Motivation

Self-management
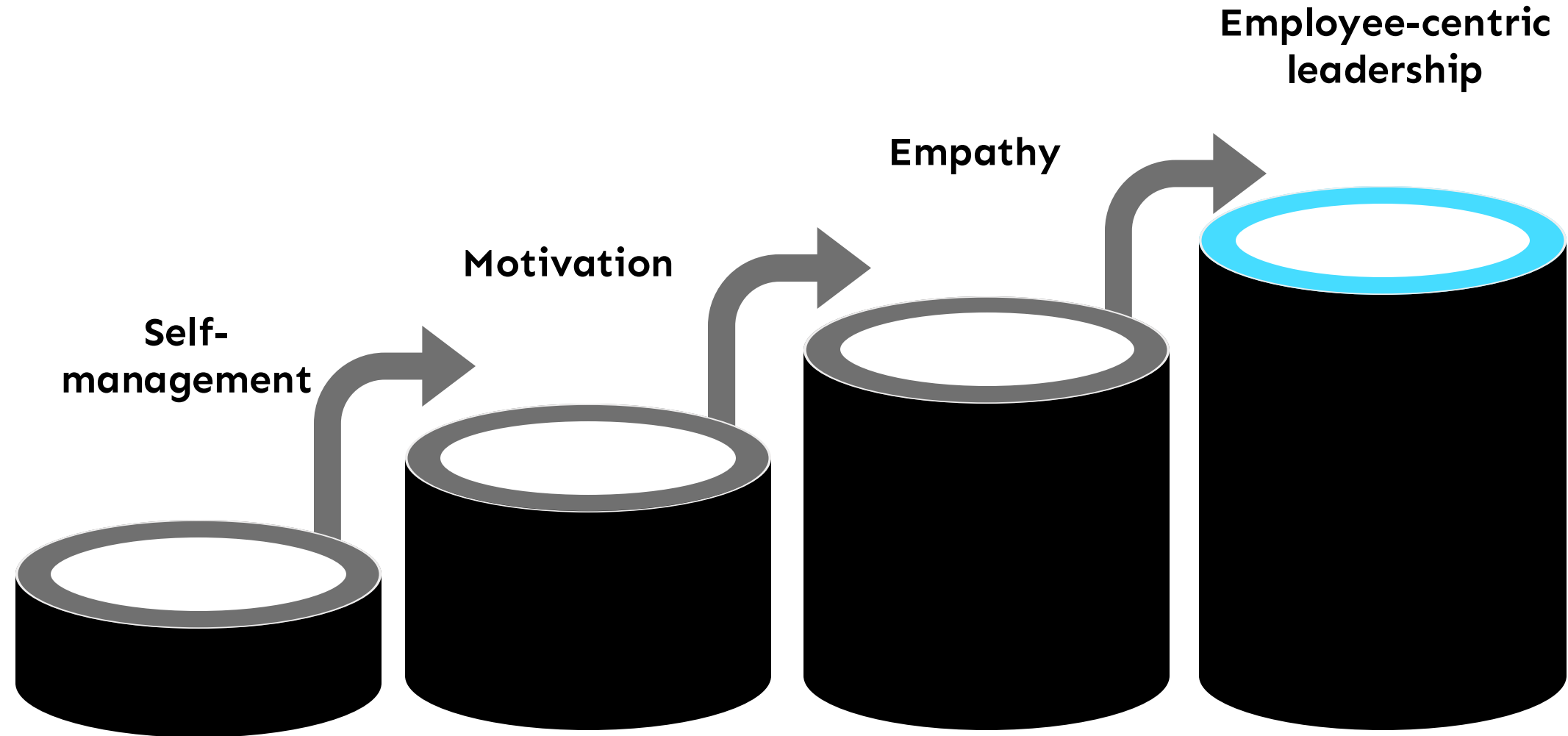
Traditional understanding of leadership

Dominant

Huge ego

Reigns

Leadership through fear and power

Untouchable

Modern understanding of leadership
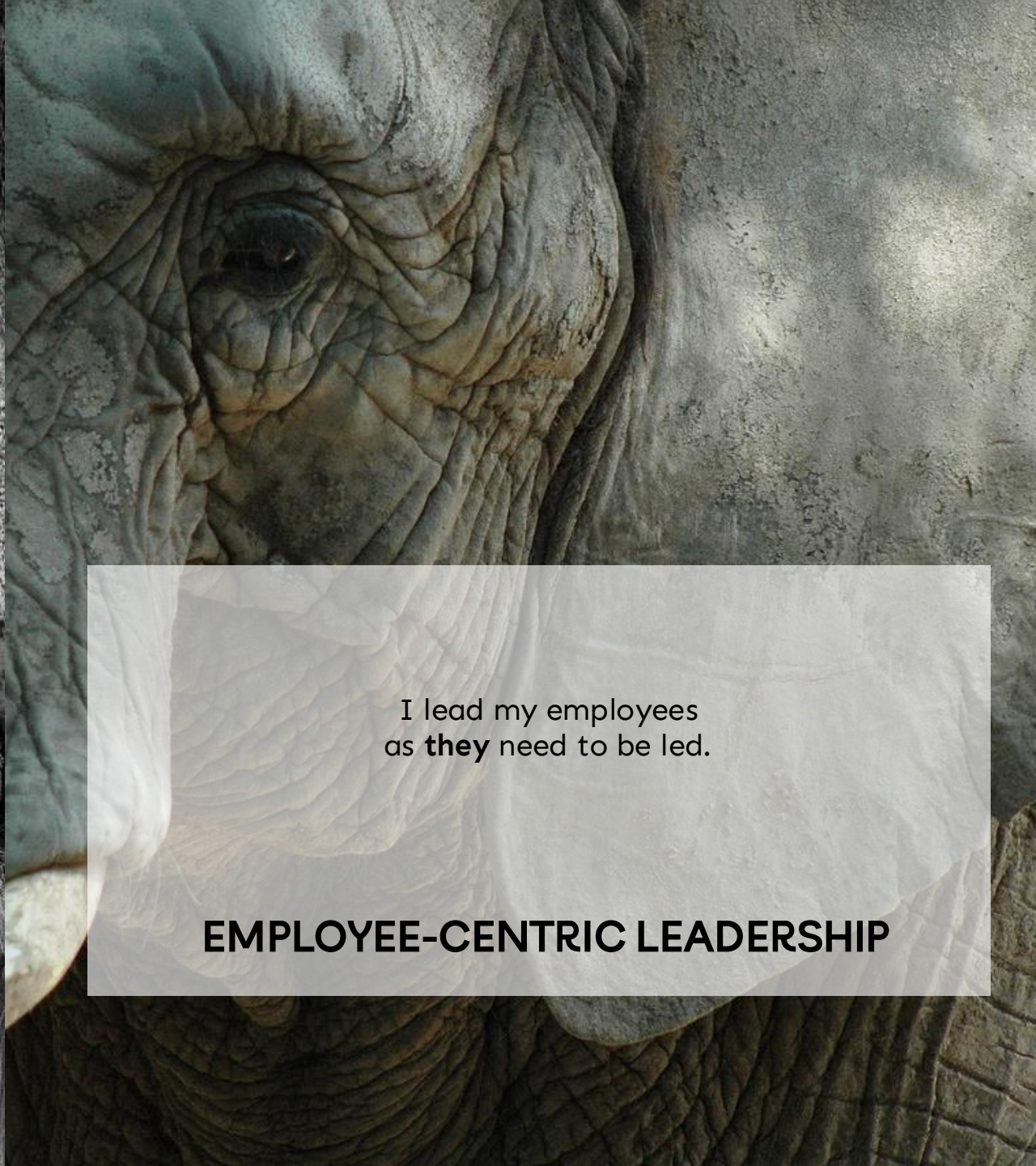
Powerful and gentle

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.
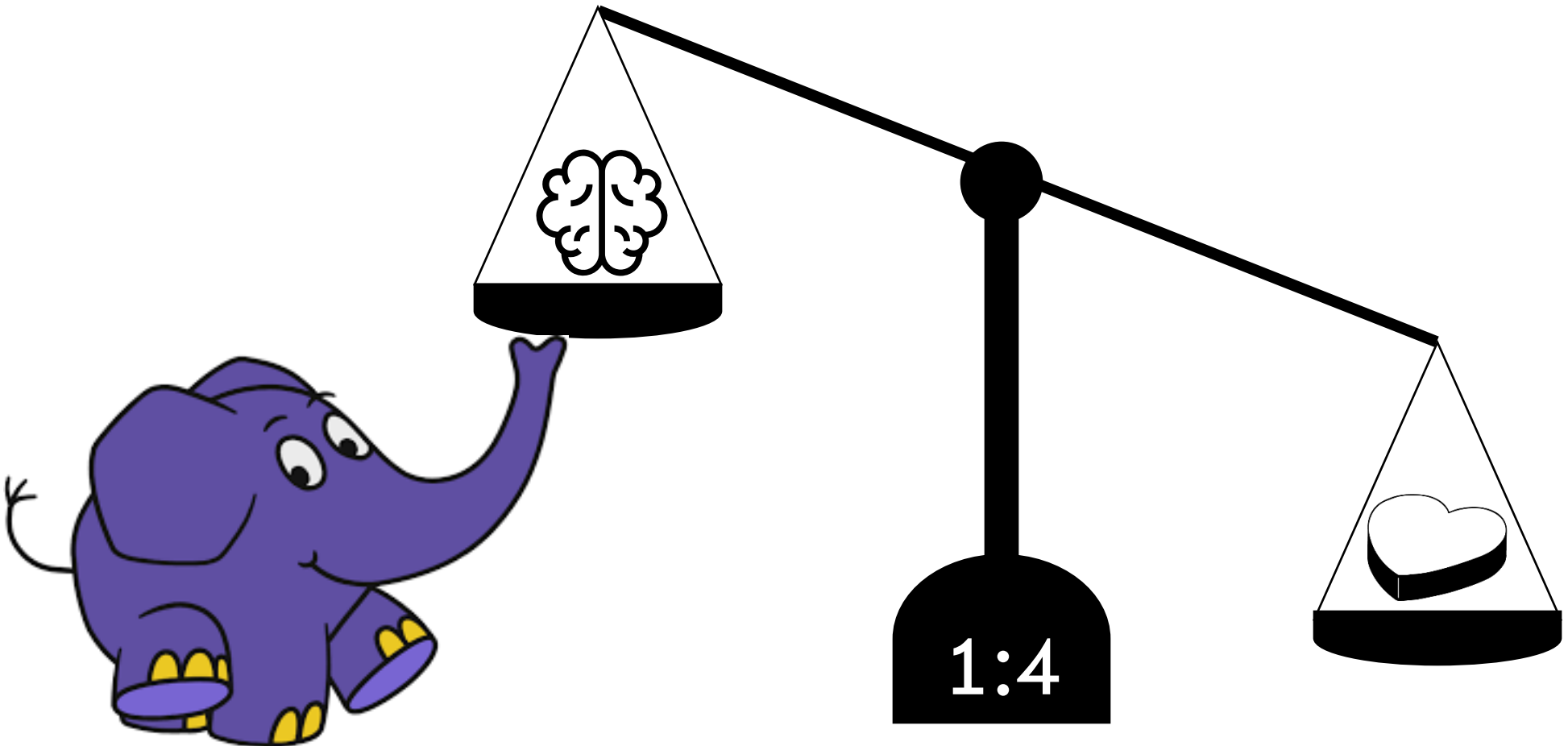
EMPLOYEE-CENTRIC LEADERSHIP
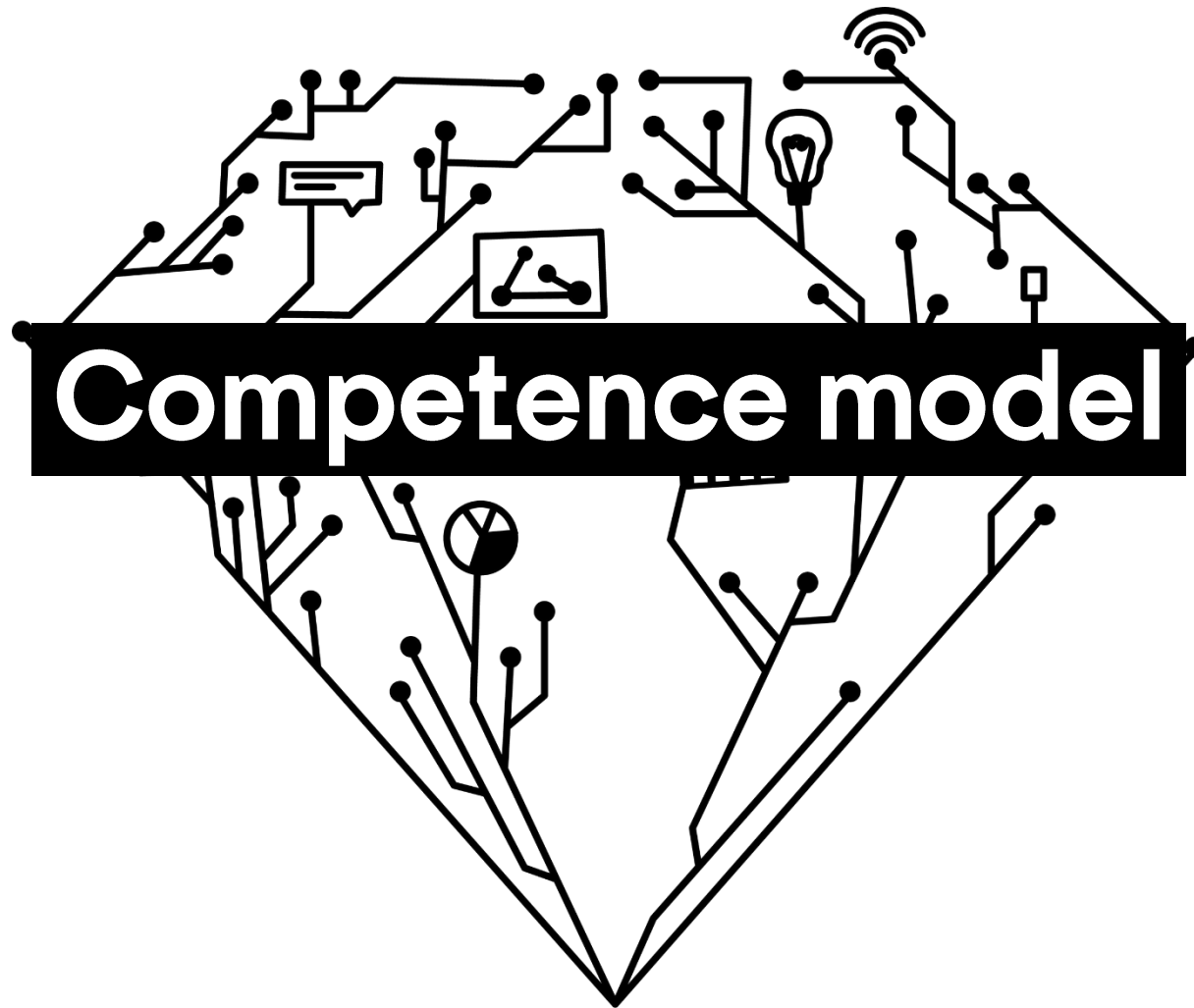
Leadership with heart: Harnessing the elephant within us

Fun Fact

4:1

Leadership with heart: Harnessing the elephant within us

Fun Fact

1:4

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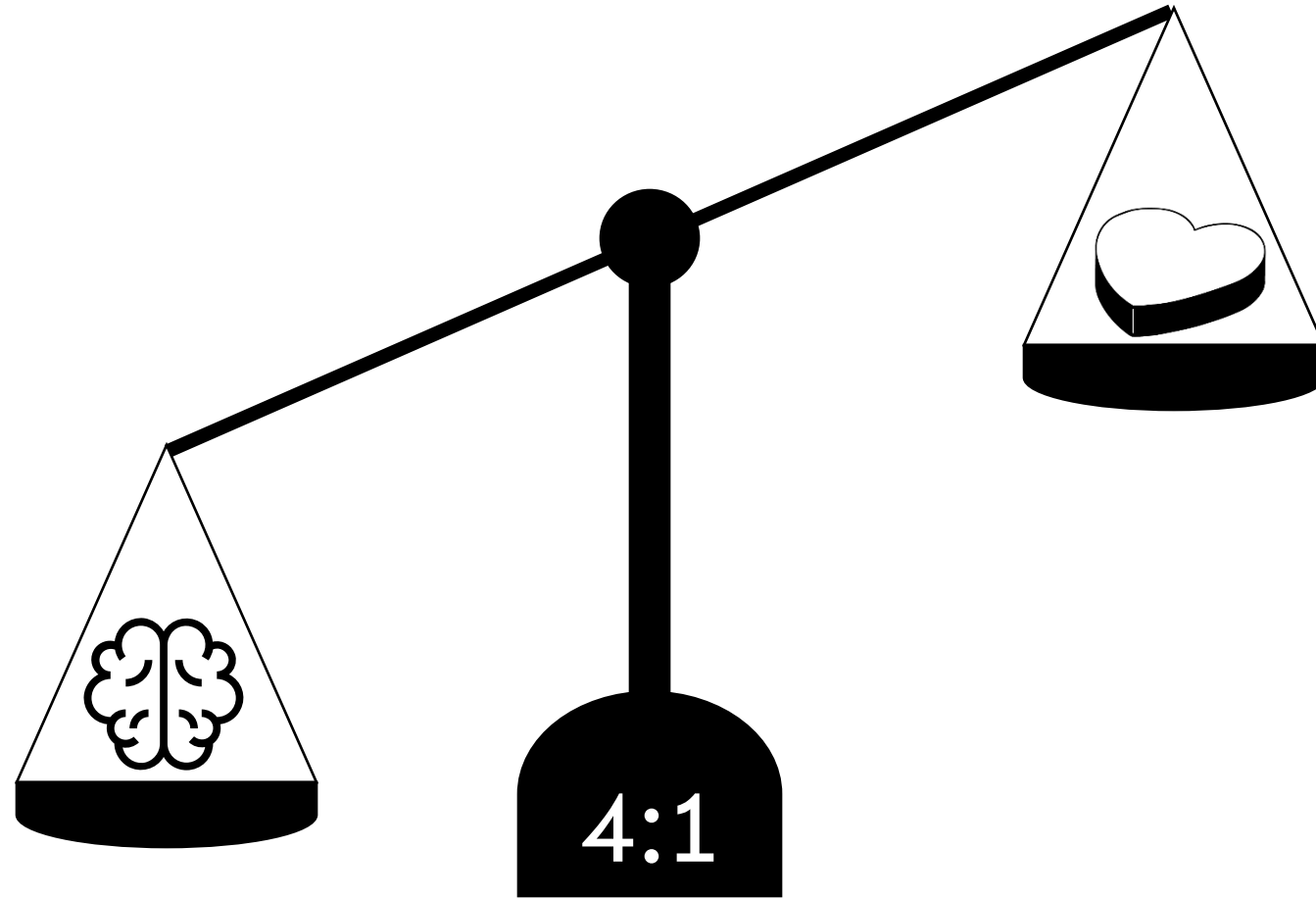
The 7 skills of the modern leader in the age of AI

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

What to do

Succeeding together: Developing your leadership potential

LEADERHIP COACHING PROGRAM

AI INNOVATION SPRINT

AI CRASH COURSE FOR LEADERS

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.

Change Orange

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

exeta   Change Orange

Succeeding together: Developing your leadership potential

Learning	Experience & Implement	Individualise & Embed

AI CRASH COURSE FOR LEADERS

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

- 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

🕐 1-2 Days

👥 6 to 12 Participants

AI INNOVATION SPRINT

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

- 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

🕐 2 Days

👥 6 to 30 Participants

LEADERSHIP COACHING PROGRAM

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

- Leadership check
- Individualised program
- Three program modules: self-leadership, team leadership, leadership in the organization
- Mix of methods: training courses, workshops, 6-week programs, 1:1 coaching sessions

🕐 Min. 6 Months

👥 From 12 Participants and up

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

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