

Next Generation Leadership

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In partnership with BDO EATON SQUARE



PARADIGM SHIFTS IN THE WORKPLACE

We have never been here before

Impact of Pandemic

- Employees difficult to hire and retain
- Hybrid and remote here to stay
- Employees burnt out
- 4 day work week

Multiple Generations

- People living longer
- Careers span 70 years
- Different needs and expectations
- Global workforce

World Economy

- Inflation
- Cost of living
- Uncertain future
- Political polarisation & War



Long term labour shortage

- Low birth rate
- · Hire to grow not the way
- Wage increases

New Model of Management

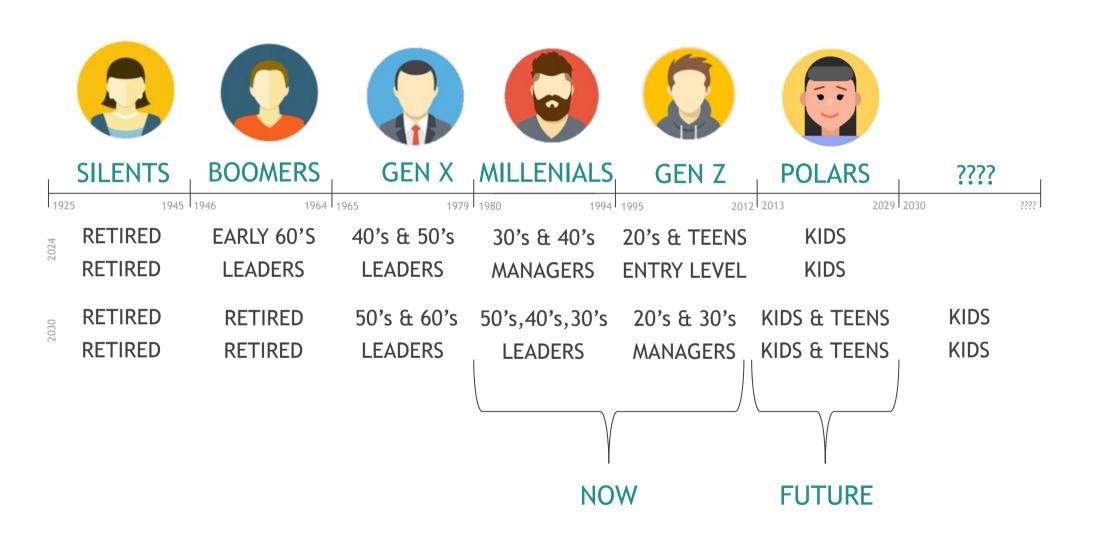
- Flattened structures, dynamic networks
- Contingent workforce
- Real time communication
- Leadership styles
- Higher expectations of growth

Artificial Intelligence

- Speed of deployment & Automation
- Impact on current systems
- Is it all snake oil

THE CURRENT & FUTURE GENERATIONS

Where do we need to concentrate?



PROBLEMS COMPANIES ARE FACING

Mass generalisation

BOOMERS COVIDEERS GEN X Flexibility, great pay and less stress **MILLENIALS** AVOCADO ENTITLED BUNCH Work life balance, fair pay and value alignment GEN Z THE CONSCIOUS PESSIMISTS Worthwhile to society, helping others & **Authentic Selves POLARS**

PROBLEMS COMPANIES ARE FACING

THE CONSCIOUS PESSIMISTS

Worthwhile to society, helping others &

safety

Problems & Solutions

POLARS

BOOMERS People taking the mick Genie is out of the bottle **Beyond Work Underlying Problems - Stress** Keeping up with the Jones **COVIDEERS** Skills Mapping & Mobility **GEN X** Flexibility through performance Flexibility, great pay and less stress You're not that important Fair pay & Work Life Rear View Mirror Praise & Progress **Bad Parenting MILLENIALS** AVOCADO ENTITLED BUNCH **Clear Expectations Instant Gratification** Work life balance, fair pay and value Technology Management Training alignment Reassurance & Structure **GEN Z** Authentic Selves & Equality Everything is Political, no silence Worthwhile to Society, Helping Others

CHARACTERISTICS PROBLEMS SOLUTIONS

Everything is online

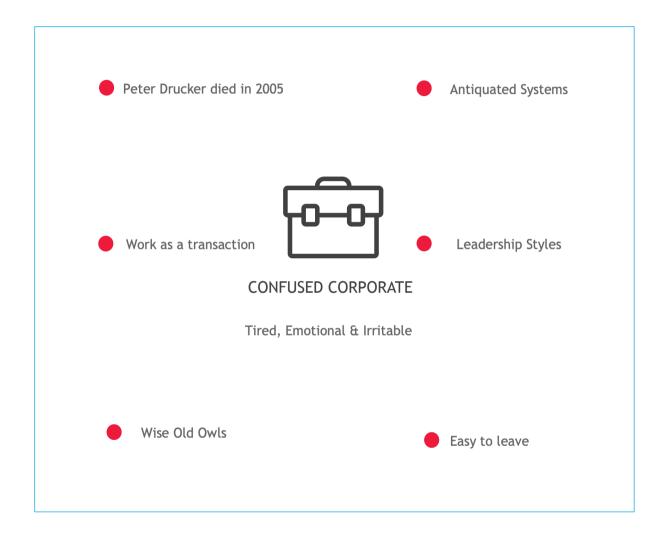
Pessimistic & Depressed

Safe Spaces & Whole Life

Flexibility

LETS NOT FORGET ABOUT YOU LEADERS

We need to change our ways



THE NEW EQUATION: NET BETTER OFF A new model for sustainable performance

NET BETTER ORGANISATION HEALTH. INDIVIDUAL NEEDS. **OFF** EMPLOYEE ASKS. PROFESSIONAL NEEDS.

THE NEW EQUATION: NET BETTER OFF

A new model for sustainable performance

INDIVIDUAL NEEDS.

ORGANISATION HEALTH.



INDIVIDUAL NEEDS.

PROFESSIONAL NEEDS.

+

ORGANISATION HEALTH.

EMPLOYEE ASKS.

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Not Another HR System

We don't do payroll or time and attendance or HR records. We just concentrate on leaving the organisation and individual Net Better Off.



Not another wellness programme.

We dont do meditation or head massages. We concentrate on the individuals career, things that actually matter.