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Uniting people through Human Leadership

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Current context

- New ways of working
- Challenges
- De-globalisation
- CSR/ESG/DEIB
- Mental health/wellbeing
- Polarisation of views/skills/innovation



Greater need to dial up the human and help everyone
keep their human switched on

Human Leadership

A human leader is an authentic and inclusive role-model who creates meaningful connections with, and between, others

Organisations that focus on the human experience are **twice as likely** to outperform their peers over a three-year period

McKinsey, 2020

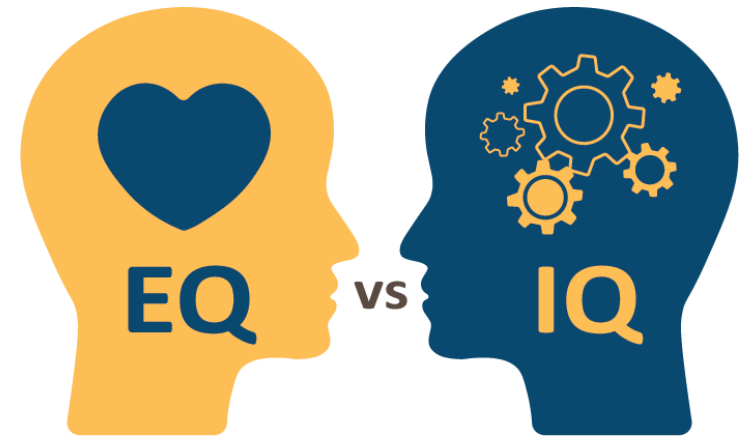
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Emotional intelligence (EQ)

- ✓ **58%** of job performance comes down to EQ
- ✓ **90%** of high performers have high EQ
- ✓ People with high EQ make **\$29k more** annually

Dr Travis Bradberry, 2014

A 40-year study of PhDs at UC Berkeley found that EQ was **400% more powerful than IQ** when predicting who would have success in their field



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Authentic

Knowledge/skills/strengths/purpose/values/motivation

Greater consistency
in behaviour

+

Knowledge of who they are
and how they will react

=

Greater trust



Inclusive

Being curious without judgement

Listening to understand

+

Giving people a voice

=

Belonging

Companies with a diverse workforce are
**35% more likely to experience
greater financial returns**
than their respective non-diverse counterparts

Forbes, 2021



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Role-model

Demonstrating a balance of focus: performance/wellbeing

Being transparent and honest on boundaries

+

Creating a pathway for others to follow

=

Integrity

Leaders must determine what integrity is and **model it within their organisation** through their adherence to consistent processes, compliance, accountability and ethical behaviour

Forbes, 2022

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Human connector

Connecting others and developing respectful relationships

Trust + Belonging + Integrity = Uniting people

Are we losing the art of meaningful human connection?

As AI becomes smarter and more humanlike, our societies, our economies and our humanity will undergo the most dramatic changes we've seen since the Industrial Revolution

I, Human: AI, Automation, and the Quest to Reclaim What Makes Us Unique, by Tomas Chamorro-Premuzic



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