

HOW 'MIGHT' A FUTURE LEADER EVOLVE?

Leading through change is becoming increasingly difficult. Today's leaders must develop new skills and qualities to navigate the future of work. But what are these qualities?

We asked C-suite executives, Board advisors, employees, and even generative AI that very question. What we heard was captivating —so we decided to visualize the feedback as a 'future leader' character.

SAY HI TO KAI



I THINK BIGGER – AND LEARN FAST

WHAT WE HEARD: "The future leader would learn fast, motivate and inspire. They'd really understand their customers and employees, innovate to overcome challenges and ultimately drive business success."
– Board interviewee

OUR INSIGHT: Understanding the full business landscape is a gamechanger. 76% of leaders told us that having the mental capacity to effectively manage whatever comes—like technological change or climate crisis—will be critical in the future.

I CAN SEE WIDER, DEEPER AND BEYOND

WHAT WE HEARD: "Leaders will need the ability to glimpse into the future, using their foresight to make quick, informed decisions."
– GenAI prediction

OUR INSIGHT: Foresight is a crucial skill – 63% of the CEOs we've assessed as successful Enterprise Leaders have a very clear, well-articulated strategic vision.

I AM TRUE TO MYSELF AND OPEN WITH MY EMOTIONS

WHAT WE HEARD: "The future leader sees people as humans, not staff. Showing your honest emotions—especially when listening to your people—is crucial."
– C-suite interviewee

OUR INSIGHT: 92% of leaders with strong emotional self-awareness have teams with high energy and high performance.

I CAN ADAPT TO ANY ENVIRONMENT

WHAT WE HEARD: "The future leader's adaptability would be superhuman. They've got to be ready and willing to change course instantly to build their vision."
– Board interviewee

OUR INSIGHT: Nearly 66% of leaders listed agility and openness to change as critical, while over a third stressed the need for organizational agility in a disrupted world.

I EMBRACE THE NEW AND TAKE CALCULATED RISKS

WHAT WE HEARD: "What's key for future leaders is that they're more resilient, more agile and less risk-averse. They can't be afraid to make mistakes, that's what helps continual learning."
– CEO interviewee

OUR INSIGHT: Failure can be an asset in leadership, providing unique lessons and laying the groundwork for future success, so experimenting and taking (calculated) risks are welcome. Accepting and growing from failure can also make a leader come across more human to stakeholders.

I HAVE MULTIPLE ARMS, SO I'M BETTER CONNECTED

WHAT WE HEARD: "They'd need extra hands for sure – enabling them to juggle lots of things, to multi-task. Hands go to work, lift people up, direct, and rally people around."
– C-suite interviewee

OUR INSIGHT: 57% of leaders believe CEOs need to rely more on their team because leadership is a team sport. Kai's multiple arms enable collaboration, shared responsibility and mutual support.

I AM DEDICATED, DELIBERATE AND MINDFUL

WHAT WE HEARD: "The future leader will be committed to a bigger purpose – one that's ethical and serves all stakeholders, not just shareholders."
– Board interviewee

OUR INSIGHT: 74% of leaders said having a genuine sense of mission and purpose was a vital trait—and it makes leaders more resilient too.

LEADERSHIP IS EVOLVING. ARE YOU?

Kai's attributes can speak to many elements crucial to an organization's performance and growth. If future leaders share Kai's traits, they'll unleash the potential of their people and organization. Leaders like Kai help bring out the best in everyone.

We're here to help you lead through change.



SCAN THE QR TO READ OUR EXECUTIVE SUMMARY ON THE FUTURE OF LEADERSHIP

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