

New Year, New Gear

Shift Your Team into Overdrive

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Why This Webinar?

- Uncertain talent landscape
- Talent engagement and retention

Our goal: Provide insights into the leadership trends shaping 2025 and help you shift your team into overdrive.





Charlotte



Detroit

Accelerate

**2,500 leaders
developed**

**10,000 direct
reports impacted**



Select

**12,000 candidates
evaluated**

**2,000 successful
hires**

**1,300 scorecards
built**

Leadership Trends for 2025 Overview

What We'll Cover:

1. Economic & Talent Trends
2. Talent Cuts
3. Fractional Leadership
4. AI: Balancing Tech & Touch
5. Return to Office: Building Trust
6. Emotional Intelligence: The Key to Navigating Change



Trend #1 – Economic & Talent Trends

Confidence Index High, Talent Pool Low

Key Challenge: Companies have confidence in growth but can't find the right talent. **Solution:** Leverage existing talent through leadership development.

- Focus on internal promotions and skill-building.
- Implement **leadership effectiveness** programs.
- Ensure **goal cascading** to keep everyone aligned with company objectives.

Call to Action: Develop your leaders to meet future challenges.



Trend #2 - Talent Cuts For Recruiters

Talent Cuts Continue; Recruiters Out

Key Challenge: Ongoing layoffs and reduced recruitment capacity. **Solution:** Hiring Managers need to be more involved in recruiting.

Call to Action: Training Hiring Managers on recruiting and hiring



Trend #3 - Fractional Leadership Is Growing

Fractional Leadership:

- LinkedIn - profiles 2000 professionals in 2022 to 110,000 in 2024.
- BLS - 57% rise in fractional jobs from 2020 to 2022.
- Global Pool of Fractional Executives - over 500,000 global fractional executives.



Call to Action: Scorecard in place and ensure culture fit.

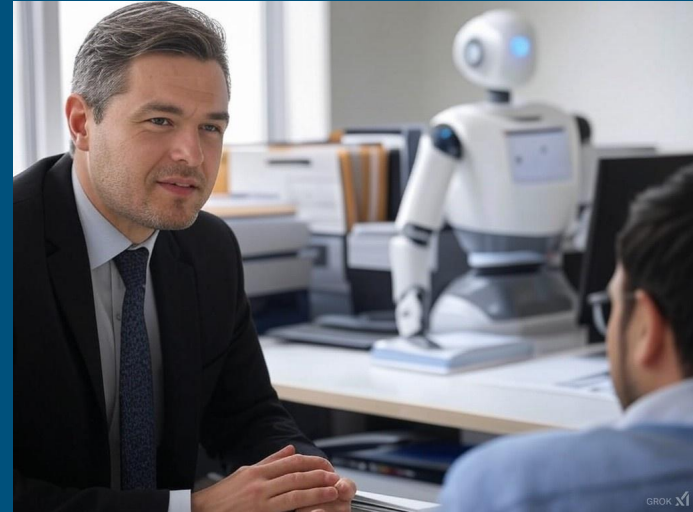
Trend #4 - AI: Balancing Tech & Touch

Key Challenge: Companies are increasingly leaning on AI, but there's a risk of over-reliance.

Solution: Balance technology with human touch.

- Use AI to automate repetitive tasks, but maintain human decision-making.
- Ensure leaders remain empathetic and engaged with their teams.

Call to Action: Don't lose sight of the human element in leadership.



Trend #5 – Return to Office: Building Trust

The Great Return to Office

Key Challenge: Employees are back in the office, but trust and engagement need rebuilding.

Solution:

- In-person one-on-ones to rebuild trust.
- Regular effective feedback.
- Address office logistic challenges to make the return smoother.

Call to Action: Focus on Emotional Intelligence development



Trend #6 – Emotional Intelligence (EQ)

Families & Employees Torn Apart from Social Tensions

Key Challenge: Social issue polarizations have caused tension in teams.

Solution: Develop **Emotional Intelligence (EQ)** to:

- Navigate difficult conversations.
- Build empathy and trust within teams.
- Improved decision making.

Call to Action: Invest in EQ to strengthen people interactions.



Summary & Key Takeaways

Summary of Trends:

1. Economic & Talent Trends: Leverage internal talent.
2. Talent Cuts: Recruiting a challenge.
3. Fractional Leaders are here.
4. AI: Balance Tech and Touch.
5. Return to Office: Maintain culture.
6. Emotional Intelligence: The Key to Navigating Change.



Final Message: Focus on essential leadership approaches (the basics) to address the key trends for 2025.

Call to Action

Next Steps:

- Give us your feedback.
- Schedule a consultation with your behavior expert.
- Visit our Leadership Academy to develop your leaders.

Shift your team into overdrive in 2025



Questions

**Give Us Your Feedback and Get A
Sample The Job Scorecard™**



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