

Practicing Human-Centered Leadership in the Future of Work

Is lack of engagement jeopardizing your organization's future?

Now more than ever — employee engagement is vital to company performance and survival. The global market has faced massive disruption over the past two years. From the way we work to supply chain operations, all industries have undergone vast transformations. As we move forward, our collective actions will determine how organizations innovate, adapt, and advance their business operations to succeed.

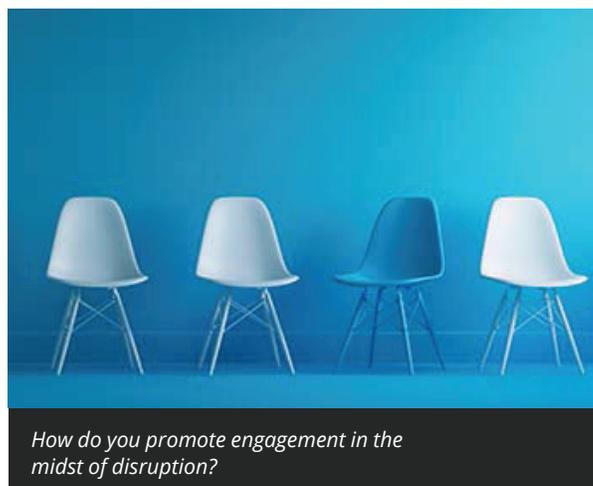
How can you implement change across your organization to thrive in the new economy?

Responding to disruption wholly as a business can be challenging. Several studies have found that, in these times, employee engagement is imperative for success and leaders play a crucial role in mobilizing individuals and galvanizing each department to participate.

WHAT PEOPLE NEED NOW

Over the past two years, many workers have experienced constant uncertainty causing commitment to their company to wane. Many feel exhausted from the continuous change leading to a lack of motivation and reduction in participation. If a workplace fails to provide employees with reasons to engage, many will look for ones that do — or choose to walk away completely.

During times of crisis, people look to leadership for a plan of action and a hopeful vision of the future to which they can contribute. According to a recent GALLUP meta-analysis, there are four universal needs that followers have of leaders: **trust, compassion, stability, and hope.** ¹ These traits signal to employees that there is a solid foundation on which to stand and a clear way forward. So, how can you demonstrate these traits and ensure employees remain engaged and continue working toward a bright future for themselves and the organization?



How do you promote engagement in the midst of disruption?

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“In times of crisis, there are two directions human nature can take: fear, helplessness, and victimization – or self-actualization and engagement.” ¹

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CHRO's IN THE SPOTLIGHT

“Organizations globally are experiencing workforce disruption at an unprecedented scale and speed. This is propelling CHRO's into the spotlight of this human crisis. Their role has never been more stressful, vital, and visible.” ²

ACTIVITIES THAT INSPIRE ENGAGEMENT

Several studies that look at employee engagement and performance throughout the pandemic have discovered a few key activities that demonstrate trust, compassion, stability, and hope — thereby driving resilience and growth in the new economy.

◆ REINVIGORATE YOUR PURPOSE

Generational shifts and changing times have highlighted the fact that people want to align themselves with an organization that stands for something.^{3,4} Could your organization benefit from rethinking and recommunicating its purpose?

◆ INCREASE COMMUNICATION

Lack of communication can compound a sense of uncertainty and instability. But honest conversations and open dialog foster a sense of belonging and can reduce the spread of misinformation.^{3,4}

◆ DEMONSTRATE GENUINE CARE

Organizational policies can either promote or undermine employee wellbeing. Do you know what your employees need and value? Don't guess, ask. Inviting honest, continuous feedback and cultivating empathetic conversations allows employees to feel both heard and cared for.³

◆ CULTIVATE SHARED WORKFORCE RESILIENCE

People find energy in teamwork. By moving from competition to collaboration and also encouraging resourcefulness and innovation, you can build a better sense of a shared resilience that can spur motivation, engagement, and growth.²

◆ FOCUS ON ACCELERATED LEARNING

Recent rapid changes have left many feeling unprepared and lacking the necessary skills for high performance in the new economy. Accelerated learning can fill these skill gaps, provide a sense of proactivity and progress, strengthen resilience, inspire innovation, and renew both individual and team commitment.²

“The No. 1 imperative of leaders today is unlocking the potential of their employees.”¹

WHERE DO YOU GO FROM HERE?

Berkley Executive Education training is a short-time commitment with long-term gains.

Our programs can be *life changing* - and sending a group of colleagues to a program together can provide the following benefits:

- Receive leading-edge, shared learnings, tools, and concepts
- Accelerate change within your organization with easier and faster implementation of newly acquired frameworks and skills
- Give and receive constructive feedback
- Enjoy a safe and guided environment to collaborate openly with one another
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1. www.gallup.com/workplace/297497/covid-employees-need-leaders-right.aspx%5C

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3. www.forbes.com/sites/forbesbusinesscouncil/2021/09/02/how-the-pandemic-is-re-defining-business-leadership/?sh=5d34e8053120

4. home.kpmg/xx/en/home/insights/2021/09/the-future-of-hr-lessons-from-the-pathfinders.html