Preparing leadership for the inevitable

The future is now
Preparing leadership for the inevitable: The future is now
Future challenges of today

Business issues and key questions

War on talent
- How can organizations attract, develop, and retain top talent today that can transcend future needs?
- With the ever-evolving workplace, how can organizations be agile and flexible to nurture high-potential leaders to position for success?

Generational shift
- What leadership strategies/programs need to be in place to ensure the new generation of leaders (Millennials) become effective leaders?
- How can organizations balance traditional leadership styles with new leadership styles for business success?

Work anywhere
- What leadership skills are critical to lead successfully in a virtual world?
- How can leaders manage the increased volatility and ambiguity that employees experience in a remote environment?

Organizations today are facing more challenges than ever before. The disruptions of COVID-19; Environmental, Social, and Governance (ESG) regulations; and “the Great Resignation” of employees are bringing the future of work into the present. These challenges and their accompanying complexities create a sense of urgency for executives to remain laser focused on the future, today. Across industries, executives are confronted with questions pertaining to leaders and leadership. KPMG is positioned to help organizations find solutions to these business questions.
The future business and personal landscape will be grounded in people connections, yet driven by disruptive technologies.

**Automated work and life**
Advanced technology is commonplace at home and in the workplace. Automation unknown today is implemented, and people must know how to use, teach, and coexist with the technology.

**Social climate**
Resource sustainability is key as human presence continues to strain resources. Operations beyond preservation, rather Eco-restorative, and innovation in energy is essential to global survival.

**Global people and operations**
Globalization is mixed into operations, trade, and where talent is sourced. There is a need to balance humanity, technology, and global stewardship across timelines, cost-effective locations, and labor laws.

**Advanced “EQ”**
The necessity for all humans to be inclusive, equitable, and collaborative is real. The future includes multiple generations (Alphas and Baby Boomers together), integrated cultures, and new talent hot spots (e.g., Africa).
Key future themes

Globalization continues with Asia dominating the world’s economies. Economic projections indicate growth of GDP in China and India will continue through 2030. Africa, however, emerges as the world’s second-highest-populated region, opening new opportunities for talent sourcing.

AI and “Big Data” are being used and fully integrated with daily work, operations, and decision-making. Organizations must embrace the unknown, adjust in real time based on real-time data, and change course as situations evolve rapidly.

Environmental solutioning is a necessity in daily work. Initiatives, programs, and ways of working will always incorporate an element of restoring past damage while innovating to find new solutions.
Leaders of the future

To excel in the new and ever-changing workplace, a combination of types of leaders is needed. Not one leader will be all types; however, leaders need to have elements across all types to make them successful in a world unknown to us now.

The Gamer
Innovates so that improved performance and growth are sustainable. Envelops technological advances into strategic aims, structures, and processes. Explores solution generation opportunities with technology.

The Activist
Integrates life and work so that you have more impact in your work, life, and community. Leads through change so that the organization understands the why and how their role fits in with the master plan.

The Anthropologist
Builds an inclusive culture that is open, developing, and fair so that employees have a sense of belonging. Exemplifies cultural competence when crafting and solutioning with diverse teams.

The Translator
Creates a compelling vision so that employees willingly follow. Leads through change so that the organization understands the why and how their role fits in with the master plan. Manages changing employee expectations.
Capabilities of the modern leader

Investing in the right capabilities today will make sure you have leadership showing up at all levels in the organization.

Modern leader

1. **Accountable**
   Builds a coaching culture through delegated accountability and authority

2. **Self-aware**
   Achieves effective leadership through deeper levels of self-awareness

3. **Influencer**
   Sways decision makers and gatekeepers to get what you need for success

4. **Mentor**
   Develops others through apprenticeship, sponsorship, and mentoring

5. **Pragmatic**
   Brings order to chaos through fit-for-purpose systems, process, and technology

6. **Balanced**
   Integrates life and work harmony to be more impactful an successful

7. **Storyteller**
   Creates followship with a compelling vision through storytelling
Preparing your organization

Our world is changing; there are steps that can help your organization be prepared with leaders who will drive into the future. Not one “thing” will result in the perfect leader; rather, a combination of leader development, real-world experiences, and an enabling organization with the proper tools will position you for success.

Answer these questions for your future …

- What critical attributes do our leaders need?
- How will these leaders fit into our organization?
- What is the gap in our leaders and “high-potential employees” to our future?
- Will our organizational structure allow for the growth in leaders we need?
- How do we need to update the way we interact and operate across our organization?
- How will we incentivize and evaluate our leaders?
- Where do we need to improve our technology and/or tools to enable informed decisions for our leaders?
How can KPMG help you with your future workforce strategy

Backed by deep experience across all industries, KPMG helps organizations develop a talent strategy that embraces new technologies and new ways of working to build a better employee experience. We know how to leverage people analytics and the latest digital technology to develop a culture of innovation that supports effective leadership, upskilling, inclusion, high performance, career mobility, and talent acquisition.

Our Services

Organizational Strategies
- Organization Design
- Organization Architecture

Talent Strategies
- Leadership Development
- Talent Assessment
- People Analytics

Learning Services
- Learning Strategy and Transformation
- Learning Enablement and Analytics Platform

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