BetterUp

Five insights on how to craft future-ready leaders with AI

ICYMI: Takeaways from our live event with Stanford Professor and Researcher, Jeff Hancock Ph.D., Mark Cousino, Vice President of Learning at Kyndryl, and Kate Niederhoffer, Director of BetterUp Labs.

Are your leaders future-ready?

In an era where GenAI is rapidly reshaping the workplace landscape, it is crucial to understand its potential for amplifying leadership and manager effectiveness. Explore what's at stake and how organizations can channel the transformative influence of GenAI to improve workforce readiness — from embracing change and enhancing productivity to future-proofing leadership performance and pipeline.

How can organizations use AI to develop future-ready leaders?

1. Guide leaders on how to build trust via transparency around AI

How leaders talk to their employees about AI is crucial in establishing trust on three dimensions. 1 - **Accuracy:** Is the output from AI accurate? 2 - **Benevolence:** Is AI good for humanity or not? 3 - **Security integrity:** is my privacy safe? Where does my data go?

2. Invest in AI literacy for leaders

Future-ready leaders should be well-versed in how AI can be used to augment decision-making processes, enhance team productivity, and personalize employee development. Organizations need to provide people with the AI training they need. Fortune cites that only **64% of workers think they're getting the AI they need, and 57% found the training inadequate.**[1]

3. Champion ethical AI use

When it comes to development, leaders are dealing with real human emotions and identity, which are core to people's sense of self — and mistakes carry heavy consequences. It's paramount that leaders **understand the biases that are built into AI systems and question whether decisions fit with company values.**

4. Leverage AI for leadership effectiveness

The group shared three opportunities. 1 - **Use AI to listen, summarize, and provide action items.** This creates efficiency because leaders can hold people accountable for what they committed to and agreed upon. 2 - **Ask AI to assist in predicting and anticipating the future** via simulation. 3 - **Leverage AI to understand better how people think or behave** to get a sense of people's sentiments.

5. Foster curiosity and creativity in leaders

The view that learning is a lifelong pursuit is a must for future-ready leaders. Organizations that support leaders in building skills like **curiosity, creativity, empathy, and authenticity** will reap the rewards. Technology isn't about replacing human interaction but supporting human connection.

Prepare your leaders for the future.

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