

# Maximizing the Space In Between \*

**By Dr. André Martin**

**\*A Conversation About Leadership, Development, and the Future**

# My Career Timeline

OD  
Consultant



Enterprise  
Associate



CLO &  
Head of  
Engagement



CLO &  
VP Talent &  
Culture



CLO,  
VP Talent  
Development  
& Change



CLO,  
VP People  
Development



Culture Strategist,  
Board Member,  
, Operating Advisor



PEAKSPAN



**\*And, a moment of gratitude to all of you.**

**\$20t**

Boost to the  
global GDP  
by 2030.

**\$300**

**b**

Work hours  
saved  
globally  
each year.

**>50 %**

# of  
employees  
that use AI  
weekly at  
work.

**60 %**

# of  
employees  
who fear  
their roles  
will become  
redundant.

**Hi. Ai.**



**“With the onset of A.I., we  
are living in the most  
creative era in the human  
history.”**

*-Michael Ioffe, Arist*



**“With the onset of A.I., we <sup>may</sup> will live in the most creative era in human history.”**

*-Michael Ioffe, Arist*

# Technology leadership (like work) is in the space between no longer and not yet?



**JCE CBEAM JC**  
**rnnd**

**JCE CBEAM JC**  
**CQQD**





**MISALIGNMENT IS SOMETIMES REAL AND SOMETIMES AN ILLUSION**

# **The Hard Facts\***

**82% of employees and 90% of managers feel unprepared for the “future of work”.**

**-Gartner**

**\*Over ½ of talent development budgets are expected to be cut**

# **The Hard Facts\***

**44% of workers core skills are  
expected to change by 2027.**

**-World Economic Forum**

**\*An estimated 30% of jobseekers are looking for new role right now due to AI.**

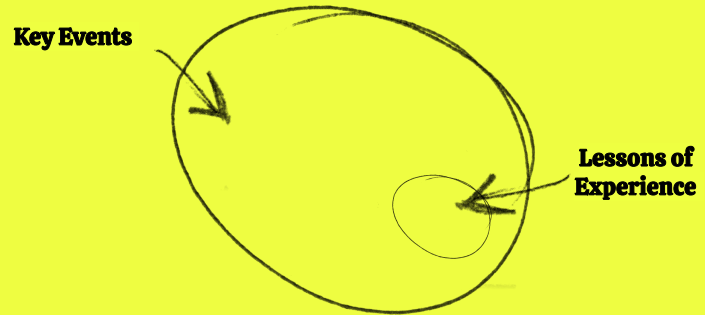
# **The Hard Facts\***

**Employees who engage in continuous learning are 2.9X more likely to be promoted.**

**-LinkedIn**

**\*Yet, 60% of employees are dissatisfied with the training they are offered.**

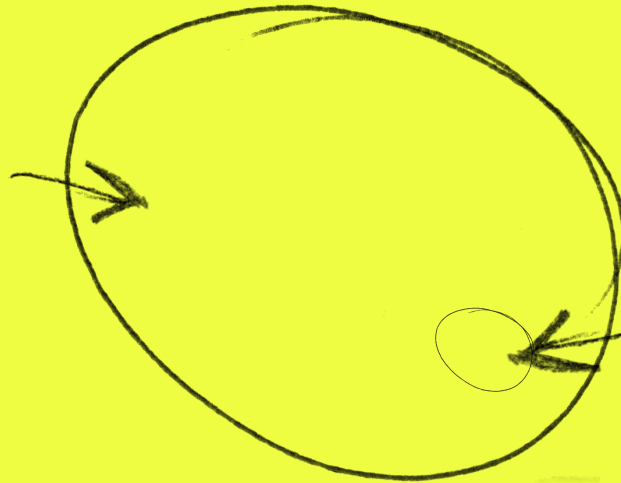
# Myth: You will continue to grow as fast as the company\*



**\*They can, but it is rarely automatic...and less likely the longer you are at a company.**

# **What the future will demand\* is well beyond what we are prepared to do.**

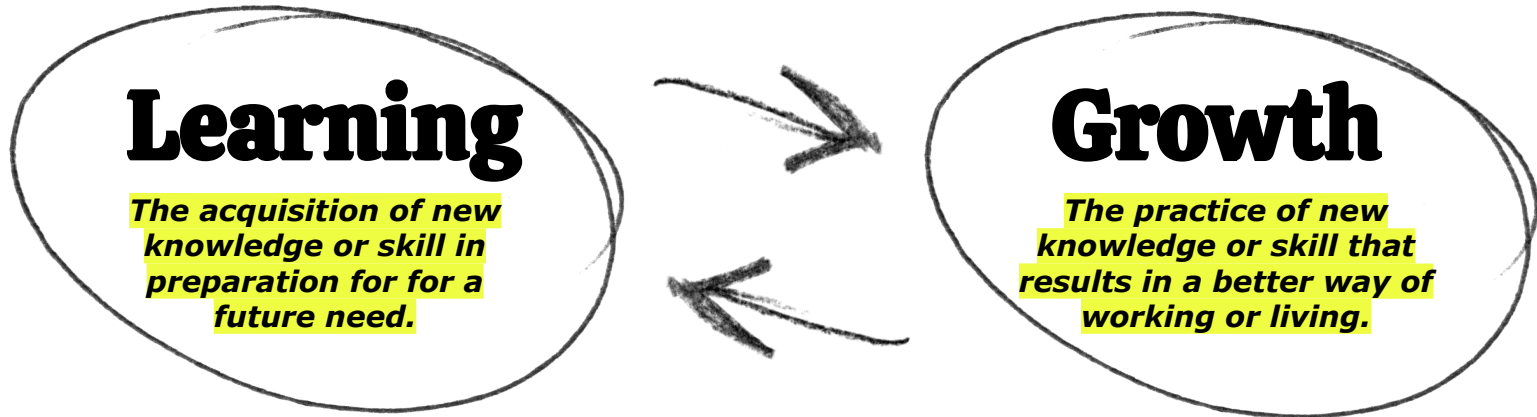
**What the Future  
Will Ask of You \***



**What You Excel at  
Right Now**

**\*Our capacity to learn will be our greatest asset...or our Achilles heel.**

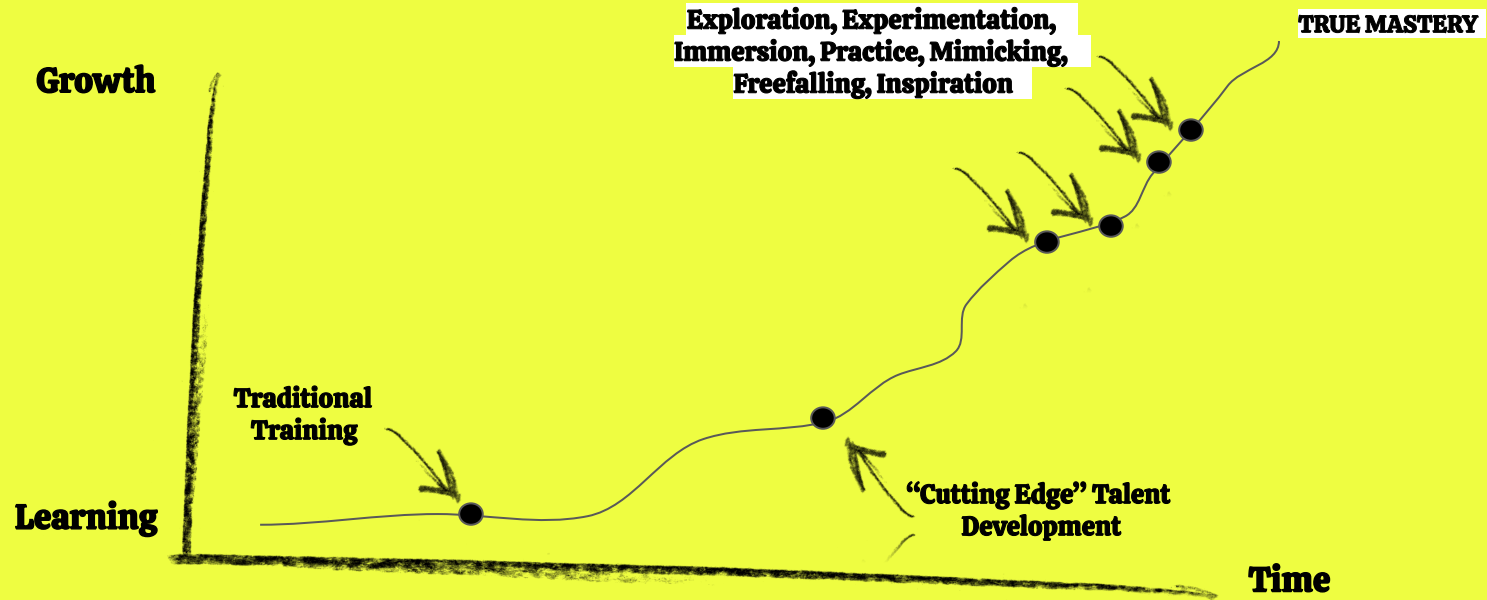
# A(i) thought.







# Study the “Masters of Craft” and how they became the best in the world



**Where do we  
want to learn  
and grow as a  
community?**

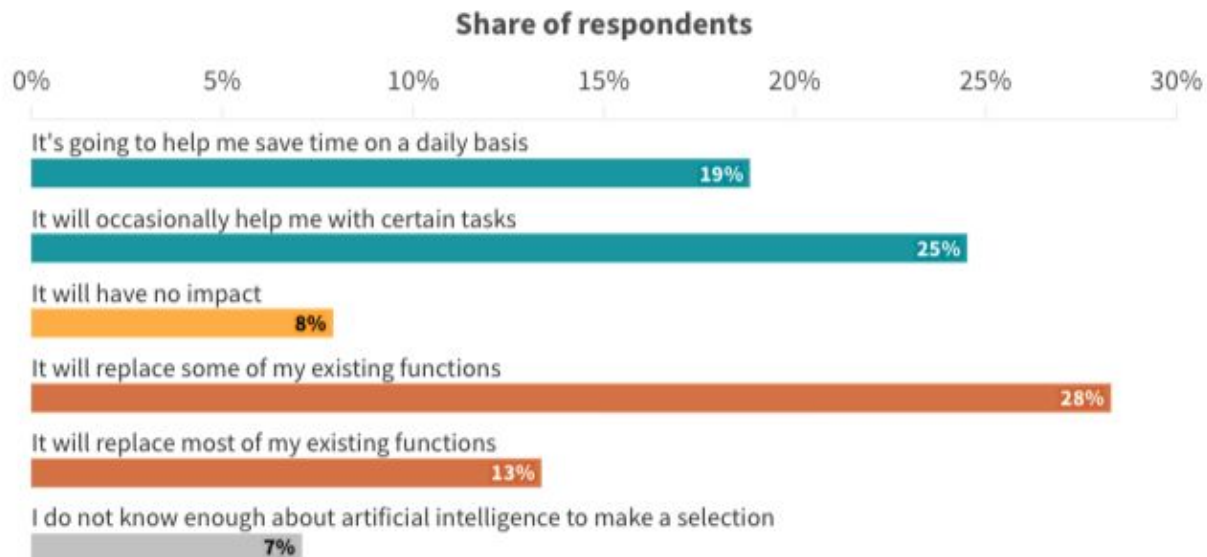


**What role will AI  
play in your  
job/work over the  
next 2-3 years?**



LIVE MENTIMETER RESULTS WILL GO HERE

*What role, if any, do you think artificial intelligence will play in your work over the next 2-3 years?*



Source: ADP Research Institute People at Work 2024. Based on survey conducted in 2023.



**Which of the  
following skills  
will be important  
for you to develop  
in the next 5  
years?**



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## Employees are most focused on training in AI and big data, while employers place emphasis on analytical thinking

Ranking	Employee reskilling priorities	Employer reskilling priorities
1	<b>AI and big data</b>	Analytical thinking
2	Creative thinking	Creative thinking
3	Analytical thinking	Leadership and social influence
4	Leadership and social influence	<b>AI and big data</b>
5	Technological literacy	Curiosity and lifelong learning

Question: "Which of the following skills do you think would be important for you to receive training/reskilling efforts in over the next five years?"

Source: Oliver Wyman Forum Generative AI Survey, October–November 2023, 16 countries, N=15,227. Compared to organizations' training and upskilling priorities over the next five years (World Economic Forum)



**What leadership  
skill is most  
important to  
develop to  
prepare for the  
future of work?**



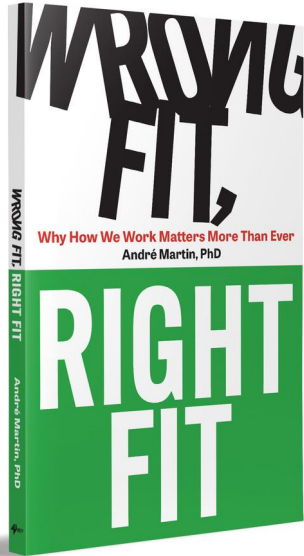
**Harvard Business Publishing**  
Corporate Learning

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## Top Ten In-Demand Leadership Skills for the Future of Work



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2. Buy the book for yourself or someone struggling at work: <https://www.wrongfitrightfit.com>
3. Want to talk about the future of talent development, hit me up at: [andre@joyful.co](mailto:andre@joyful.co)