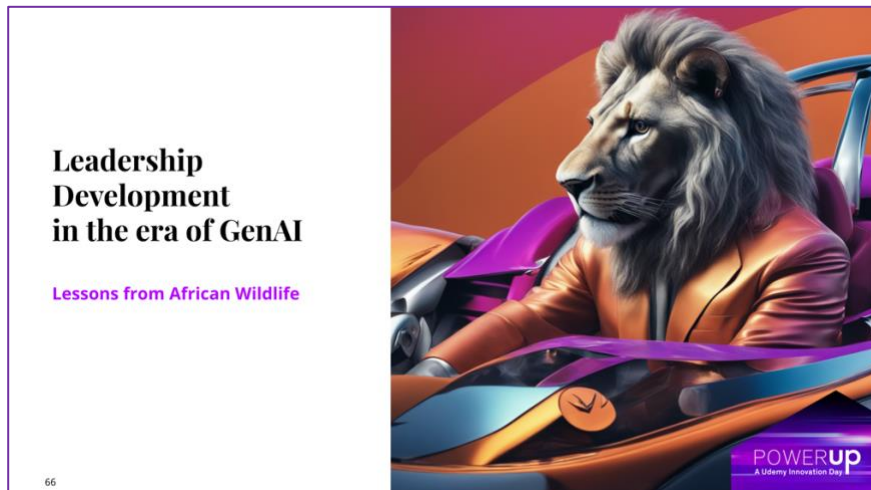


Thank you for attending my talk at the PowerUp event on April 25th, 2024

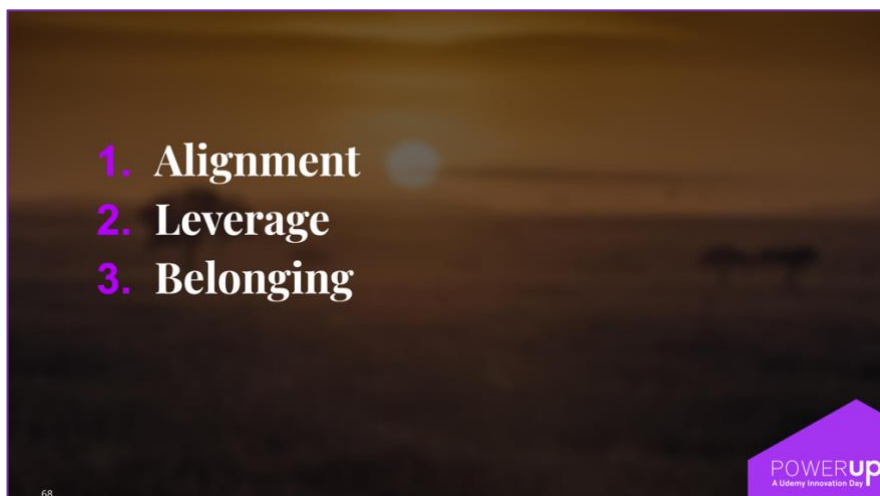
I compiled a summary of my talk and recommendations.

*When I speak of GenAI you should also consider any other form of AI that might be applicable for your industry and people.*

Please reach out to me with comments, feedback, and questions.



The 3 core elements of Leadership Development in an era of GenAI are



## 1. Alignment



African Wild Dogs don't need a strategy meeting before they go hunting.  
They are always aligned.

GenAI will disrupt almost everything - and can only be utilized if leaders involve everyone, address fears, and act now.

What Leadership Development must address:

### 1. Collaborative leadership & building trust within teams

Managers need to learn how to empower their people and allow (at least some form) of collaborative leadership to find the best approaches for GenAI.

Managers must learn how to build a high trust level within their teams and between the manager and the team. And how to maintain it!

Otherwise, employees will fight against any GenAI or AI project.

### 2. Acting with confidence (despite fears & uncertainty)

Many managers hesitate when they don't seem to have all the information. In most GenAI-projects there will never be a state of 'all information gathered'. They must be able to assess risks, and act despite having fears and uncertainty. Their behavior directly impacts their people and their openness (or not) to embrace or fight GenAI.

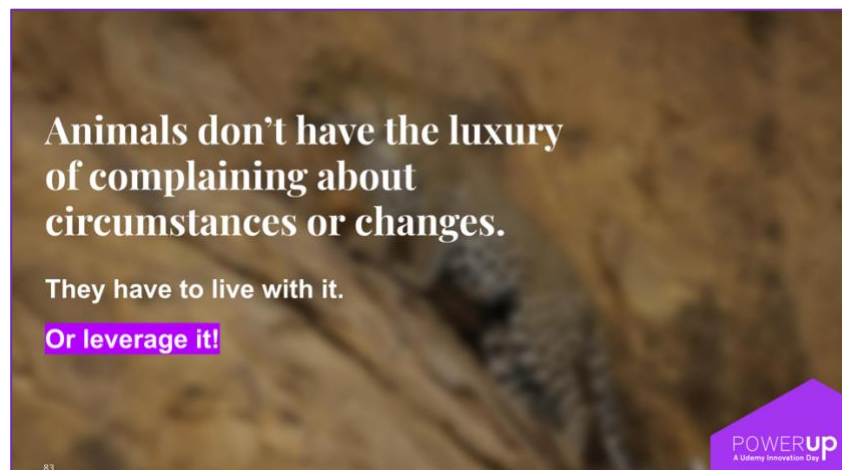
### 3. No micro-management

It's been a no-go for ages. Managers can't micromanage an AI, and they also mustn't micromanage their people trying new ways of working using AI and GenAI.

### 4. Involving everyone

In AI and GenAI projects, the best ideas might come from people managers might expect the least from. Since GenAI will impact a majority of people, and most people fear GenAI, everyone must be involved—at least informed transparently and regularly.

## 2. Leverage



### Which skills must Leadership Development focus on?

#### 1. Critical, creative, and unbiased thinking

- Humans are biased (and AI can be biased too). To leverage the opportunities of AI, managers must be able to think unbiased and assist their people in challenging the way how they (used to) think.
- Those who question everything will leveraging the opportunities GenAI provides the best.

#### 2. Resilience and persistence

- AI is changing literally every day. What seemed to be impossible yesterday, might be one click away today. Therefore, with GenAI, the journey is never complete. But most people, including managers, want to get things finalized, tick them off, and move on to the next thing. With AI you must always come back and evaluate again.
- Many AI initiatives will fail. According to a [PWC study](#) only 35% of employees believe their manager tolerates small failures. But small failures are the only way to find new ways. Managers must learn to establish and live with a healthy failure culture.
- Power of compound interest: Small + big gains with AI = massive impact  
AI can have a huge impact, even if it looks small from the outside. Managers must understand the power of compounding interest, of exponential growth when leveraging GenAI correctly.

#### 3. Learn how to work strategically

- About 80% of managers get promoted because they were great at their expert work. Many remained an expert, and management was rather a part-time job. Managers must

learn what management and leadership really is and move away from being an expert.  
We address this in our [BOOTCAMP for New Managers](#).

- For GenAI we want them to work strategically - but almost no one ever learned what strategic thinking really is. We must train managers how to think and act strategically.

### GenAI as Leverage in Leadership Development

1. Train managers on how to use GenAI for 'first level' coaching support.
2. Train managers on how to use GenAI as sparring partners, for ideation, to gain new ideas on both expert and management work.
3. Use GenAI for tailor-made learning and individualized learning paths for managers.

### 3. Belonging



To make GenAI initiatives successful, the people involved must

- feel safe
- feel that they belong to a 'tribe'
- feel that their contribution is wanted and valued

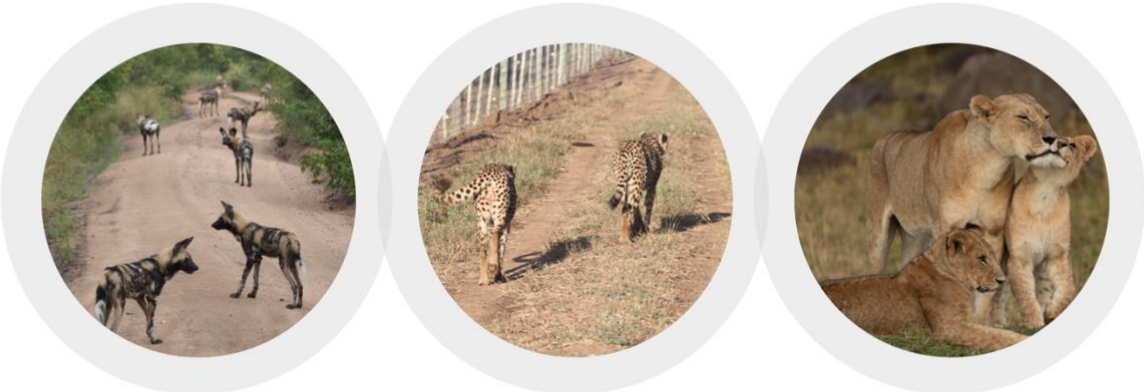
This includes our leaders!

They must not see GenAI as a **threat to their jobs**.

Our leaders need to become experts in fostering relationships within and beyond their teams.

Leadership Development can help them and train power skills like

- Team building (and the value thereof)
- Relationship building (virtual, hybrid, on-site)
- Communication
- Listening
- Networking



Align and train everyone for a future with GenAI

Leverage what exists & what GenAI will bring

Care for your people & make them feel they belong

Axel Rittershaus - [www.targetter.com](http://www.targetter.com)

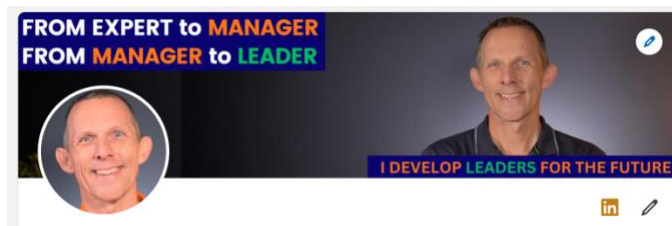
POWERup  
A Udemy Innovation Day

## InspirACTIONAL talks by Axel

Do you want me to speak at your event? Contact me 😊 and we can discuss the options for a virtual and on-site talk.

Send an email to [axel@targetter.com](mailto:axel@targetter.com).

## Connect with me on LinkedIn



<https://www.linkedin.com/in/axelrittershaus>

## My signature leadership program for new managers: *BOOTCAMP for New Managers*









English Version:

<https://www.targetter.com/bootcamp>

German Version:

<https://www.targetter.de/bootcamp>

Some of my recommended courses on Udemy Business

 <p><b>AI 101 fundamentals for managers &amp; leaders (100% business)</b> <a href="https://www.udemy.com/course/ai-for-managers/">https://www.udemy.com/course/ai-for-managers/</a></p>	 <p><b>Talent Management: Find &amp; promote the best new leaders</b> <a href="https://www.udemy.com/course/talent-management-blueprint/">https://www.udemy.com/course/talent-management-blueprint/</a></p>	 <p><b>Change Management for leaders: Lead like a lion</b> <a href="https://www.udemy.com/course/change-management-leaders/">https://www.udemy.com/course/change-management-leaders/</a></p>
 <p><b>OKR Goal Setting 101 - Achieve more goals than...</b> <a href="https://www.udemy.com/course/okr-101-set-and-achieve-your-goal/">https://www.udemy.com/course/okr-101-set-and-achieve-your-goal/</a></p>	 <p><b>Leading &amp; Working in Hybrid Teams/Remote Teams - 10...</b> <a href="https://www.udemy.com/course/hybrid-teams/">https://www.udemy.com/course/hybrid-teams/</a></p>	 <p><b>Resilient like a lion - build &amp; boost a resilience mindset</b> <a href="https://www.udemy.com/course/resilience-master/">https://www.udemy.com/course/resilience-master/</a></p>

All my Udemy courses in English: <https://www.targetter.de/udemy-courses/>

All my Udemy courses in German: <https://www.targetter.de/udemy-kursuebersicht/>