



Breaking The Old Rules of Leadership: Employee Expectations Have Changed!

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Keynote Speaker

LeadingAge® CA

**EXECUTIVE
CONNECT**



Aligned
at Work®





Changing Workforce Expectations

- 🌀 With a partner at your table, discuss some of the workforce expectations that you've seen change in the past 3 to 5 years.
- 🌀 2 minutes total, 1 minute each to discuss



OLD RULES

- ❖ Profit above People!
- ❖ Work is a place that you go to, and a vocation that you do.
- ❖ Dedicate your life to the company.
- ❖ The boss is the boss; only their opinion matters.
- ❖ Hide your vulnerability at work, or it will be used against you.
- ❖ You have one chance, in one role, to make it here.
- ❖ Put your head down and get the work done, at all costs.

NEW RULES

- 🌀 People and Profit are balanced.
- 🌀 Work is something you do, from anywhere in the world.
- 🌀 Build a life where work and life are in harmony.
- 🌀 Leaders walk the talk and lead by example; your opinion matters.
- 🌀 You are safe here, psychologically, physically, and emotionally, to be yourself.
- 🌀 If this role isn't a fit for your skills and strengths, let's try something else.
- 🌀 Lift your head up. Align your work with our greater purpose in the world.



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Your Ghosts of the Past and Present

- 🌀 With a table partner, discuss a Ghost from your Past or Present who had impact on you.
- 🌀 2 minutes total, 1 minute each to discuss



A photograph of four business professionals (three women and one man) sitting around a table in a modern office setting, engaged in a discussion. The image is slightly blurred, focusing on the text overlay.

The Top 6 Things Employees Want in the Their Next Job

- Ben Wigert, Director of Research & Strategy,
Workplace Management – GALLUP

The Top 6 Things Employees Want in Their Next Job

- 64% - Significant increase in pay and benefits (^23 pts in 7 yrs.)
- 61% - Greater work-life balance and better personal wellbeing (^8 pts.)
- 58% - Ability to do the work they do best, that plays to their strengths
- 53% - Greater stability and job security
- 43% - COVID 19 vaccination policy that aligned with their beliefs
(survey occurred during federal vaccine mandate)
- 42% - Expected organization to be diverse and inclusive of all kinds of people, in actions, not just statements.

<https://www.gallup.com/workplace/389807/top-things-employees-next-job.aspx> -- January 2022 survey





Employees Seek Personal Value and Purpose
at Work. Be Prepared to Deliver.
- Chris Howard, Chief of Research, GARTNER



Employees Seek Personal Value and Purpose at Work. Be Prepared to Deliver.

- 🎯 Gartner surveyed 3500 employees in October 2021.
- 🎯 65% said the pandemic made them rethink the place that work should have in their lives.
- 🎯 62% said the pandemic made them long for a substantial change in their lives.

<https://www.gartner.com/en/articles/employees-seek-personal-value-and-purpose-at-work-be-prepared-to-deliver>

Great Resignation

Great Reshuffle

GREAT PAUSE: THE TIME IS NOW!







HONOR THE PEOPLE



HEALTHY, SAFE ENVIRONMENT



ALIGN POSITIONS AND PEOPLE



DO AS I DO LEADERSHIP

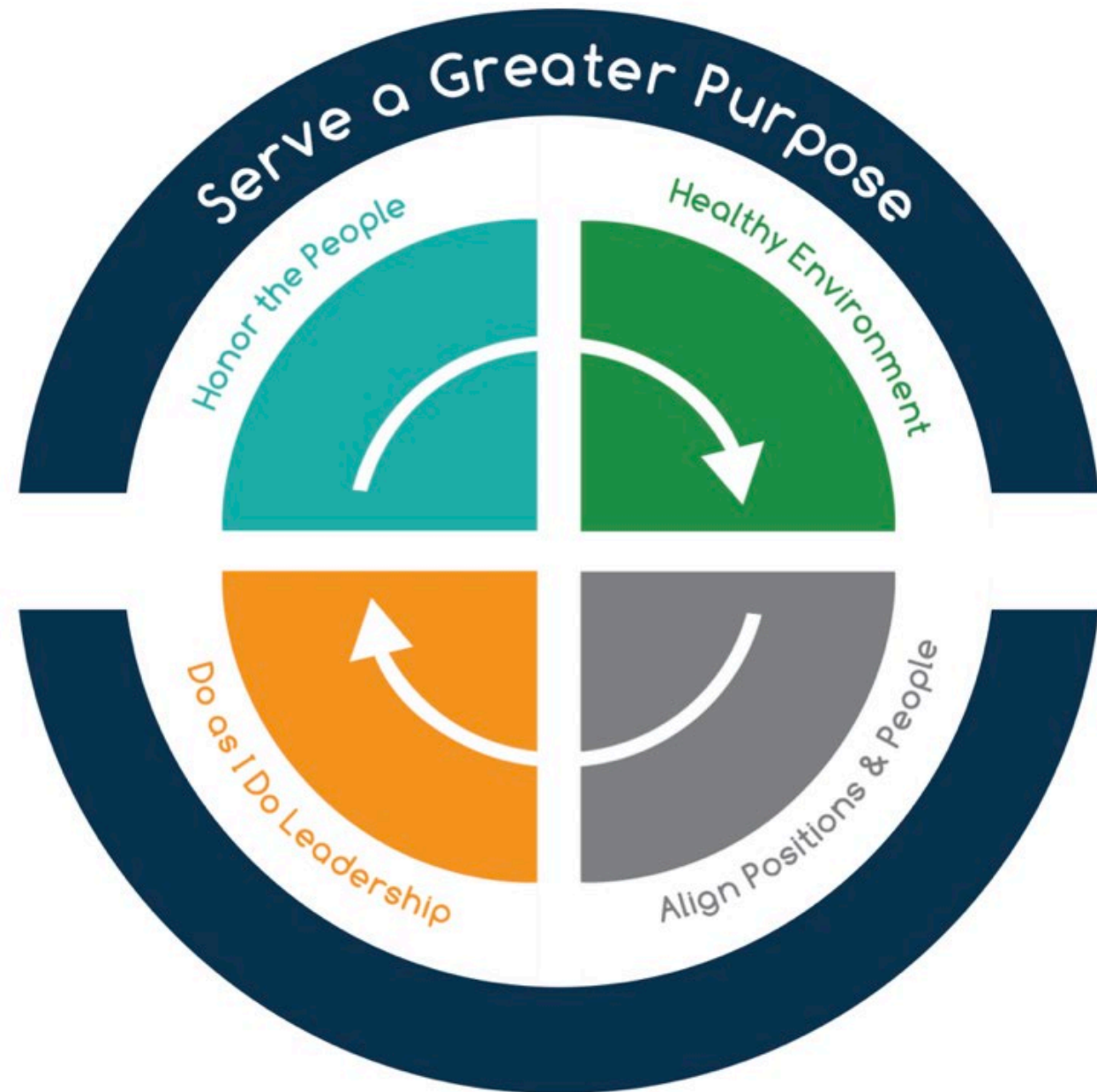


SERVE A GREATER PURPOSE



Lead Inclusively

The Aligned Leader Model





How was our session today?

Take two minutes to share your feedback & get our Resources Guide for Inclusive Leaders.



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 Aligned at Work

 support@alignedatwork.com

or go to talk.ac/lauriebspeaks