

Leadership Development in the Era of AI

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AI has become an integral part of our daily work life

44%

of workers' core skills
are expected to change
in the next 5 years

(Source: WEF The Future of Jobs Report 2023)

On average,

57%

of people globally
expect AI to change the
way they do their
current job

(Source: [humanresources](#), 2023)

By 2028, at least

15%

of day-to-day work
decisions will be made
autonomously through
agentic AI, up from 0%
in 2024

(Source: [Gartner](#), 2025)

How long it took apps to reach 100M users



(Source: [Visual Capitalist](#), 2023)

How long did it take for ChatGPT ?

2 MONTHS



Tech and AI adoption speed is no longer a matter
of years
- it's a matter of months and weeks.

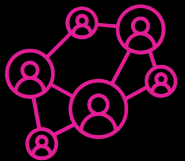
The race is on and comes along with a new reality (of leadership)



Remote, hybrid, global



Data-based



Network-oriented



Agile roles and upskilling

Leaders must bridge skills gaps and ensure workforce readiness in the AI era

63%

of employers cite skill gaps as top transformation barrier

(Source: [WEF](#), 2025)

+87%

increase in demand for AI & big data skills expected

(Source: [WEF](#), 2025)

47%

of executive believe their workforce is unprepared for the future

(Source: [cnbc](#), 2023)

New paradigms for leaders

“AI will not replace leaders. But leaders who understand AI will replace those who don’t.”

(adapted from Tom Davenport)



What leadership skills do we need going forward?

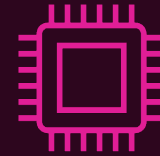
The leadership playbook has fundamentally changed



**Adaptability &
continuous
learning**



**Inclusive
leadership**



**Innovation & tech
savvy**

Only 22 % of tech roles in Europe are held by women, McKinsey reported in 2023.

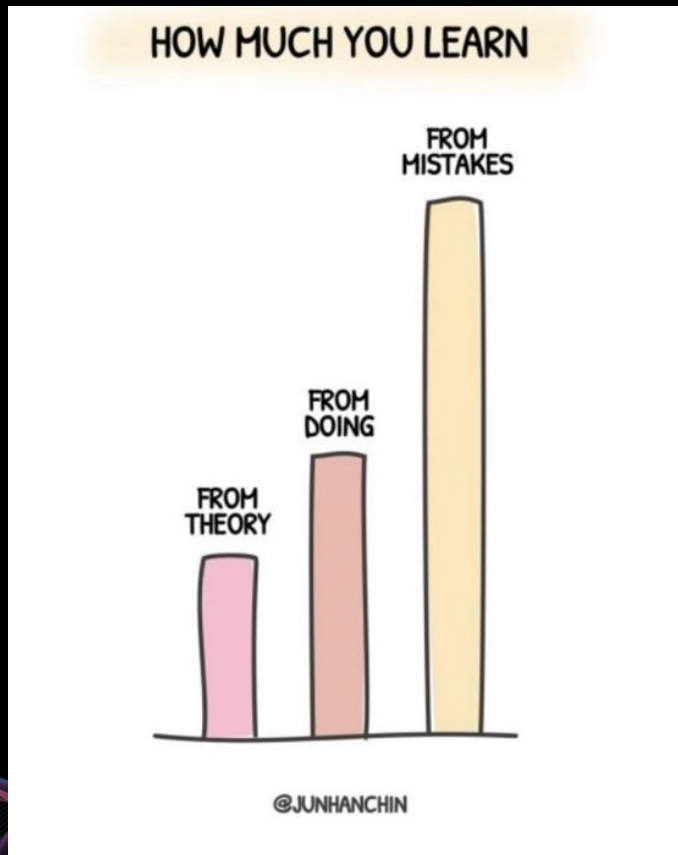
(Source: McKinsey, 2023)

True leadership today isn't about command and control. It's about **unleashing potential by empowering more women** to lead, code, and innovate in tech roles.

**Be bold -
(y)our time has come!**



Bottom line



Leaders must **actively reskill** to become future-ready and **serve as role models** for continuous learning and transformation within their teams.

Learn.
Unlearn.
Relearn.

“The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.”

(Alvin Toffler)

... and now?



Shift from Static to **Dynamic Learning**



Use **AI to Enhance** Leadership Decisions




Embed **Digital and Human** Skills



Reverse Mentoring



Hybrid Approach



IF YOU WERE WAITING FOR A SIGN
THIS IS IT. LITERALLY.

START NOW and make it day