

THANK YOU

NEW LEADERSHIP CIRCLE

**Lauren Bartek Alina Anabel Anna Chantal
Chantelle Catherine Julia Jennifer Laura Maciek
Maja Marek Nadia Patrycja Paulina Reinhold
Sandro Sybille Tianhui Ola Patrycja Bilge Chantal**





WELCOME

TO THE NEW LEADERSHIP CIRCLE

Shaping human-centered workplaces

powered by

**SHAKE
UP THE
WORK
PLACE!**

The Future of Work
Ecosystem

X

**WE
CONNECT
COLLABORATE**

Unispace Studio

WHAT HUMAN-CENTERED LEADERSHIP MEANS TO ME...

ENABLING OTHERS

PEOPLE-FIRST CULTURE

strength-focus leading

Embrace Diversity

Being authentic & inviting authenticity & diversity among employees

revealing your own humanity (struggles, flaws etc.)

BEING EMPATHETIC

PUTTING THE NEEDS AND EXPERIENCES OF PEOPLE ON PAR WITH PROFITABILITY

YOUR HOSTS



Bilge Apak
ShakeUpTheWorkPlace



Ola Potrykus-Majewska
ShakeUpTheWorkPlace



Chantal Landis
WeCoCo



Patrycja Pielaszek
WeCoCo

SHAKE UP THE WORK PLACE!

The Future of Work
Ecosystem



INTERVENTIONS

WORKPLACE EXPERTS

COMMUNITY

SHAKER ACADEMY

Connecting the ecosystem to facilitate crucial dialogues
& co-create transformative solutions.

WE CONNECT COLLABORATE

Bringing community-led culture to life through activation, education and innovation.

4 QUALITY
EDUCATION



5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



10 REDUCED
INEQUALITIES



17 PARTNERSHIPS
FOR THE GOALS



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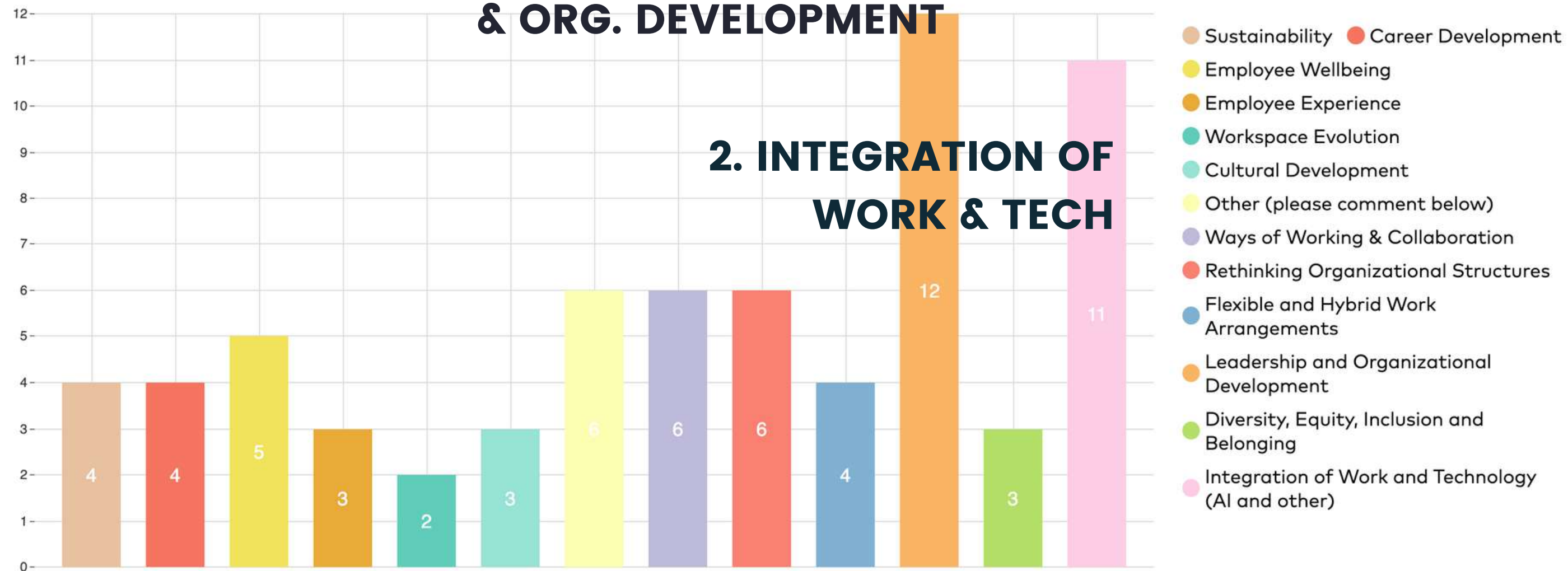
PASSION LED US HERE

YOUR KEY FOCUS AREAS



1. LEADERSHIP & ORG. DEVELOPMENT

2. INTEGRATION OF WORK & TECH



TODAY'S MENU

What we'll co-create:

01

Welcome
amuse
bouche

02

Food for
thought
impulses

03

Trending
dishes

04

À la carte

05

Sharing is
caring!

06

Dessert

WHAT?

did I learn

SO WHAT?

did I think

NOW WHAT?

will I do

HELLO

Please introduce yourself by answering the following questions:

1. **Who are you?**
2. **What do you love about what you're doing?**

1min



BARTOSZ LAMPERSKI

Design Principal / Client Lead
Unispace



ShakeUpTheWorkplace X WeCoCo





PROF. DR. LAUREN HOWE

University of Zurich
Center for Leadership in the Future of Work



ShakeUpTheWorkplace X WeCoCo



OLA POTRYKUS-MAJEWSKA

ShakeUpTheWorkplace



PATRYCJA PIELASZEK

WeCoCo



FUTURE LOADING



“All of us are smarter than any of us”





KEEPING UP

With The World (of work)

ShakeUpTheWorkplace X WeCoCo

A recent study by Gartner shows that

83%

of HR leaders are expected to do more
as compared to three years ago.

Sounds familiar? 🤔

“AI's impact will be as big as the Industrial Revolution, empowering one to do the work of many”



GLENN HARVEY

The A.I. Revolution Will Change Work. Nobody Agrees How.

By Sarah Kessler June 10, 2023
 The tally of how many jobs will be “affected by” world-changing technology is different depending on who you ask.

“The problem with biased AI and how to make it better”



How To Bridge The AI Anxiety Gap At Work And Seize Job Opportunities

Workers are willing to embrace AI technology and believe it will improve their careers and promotions. AI can increase flexibility and job opportunities.

“Expect a role reversal: we'll soon be the ones assisting machines, not vice versa”

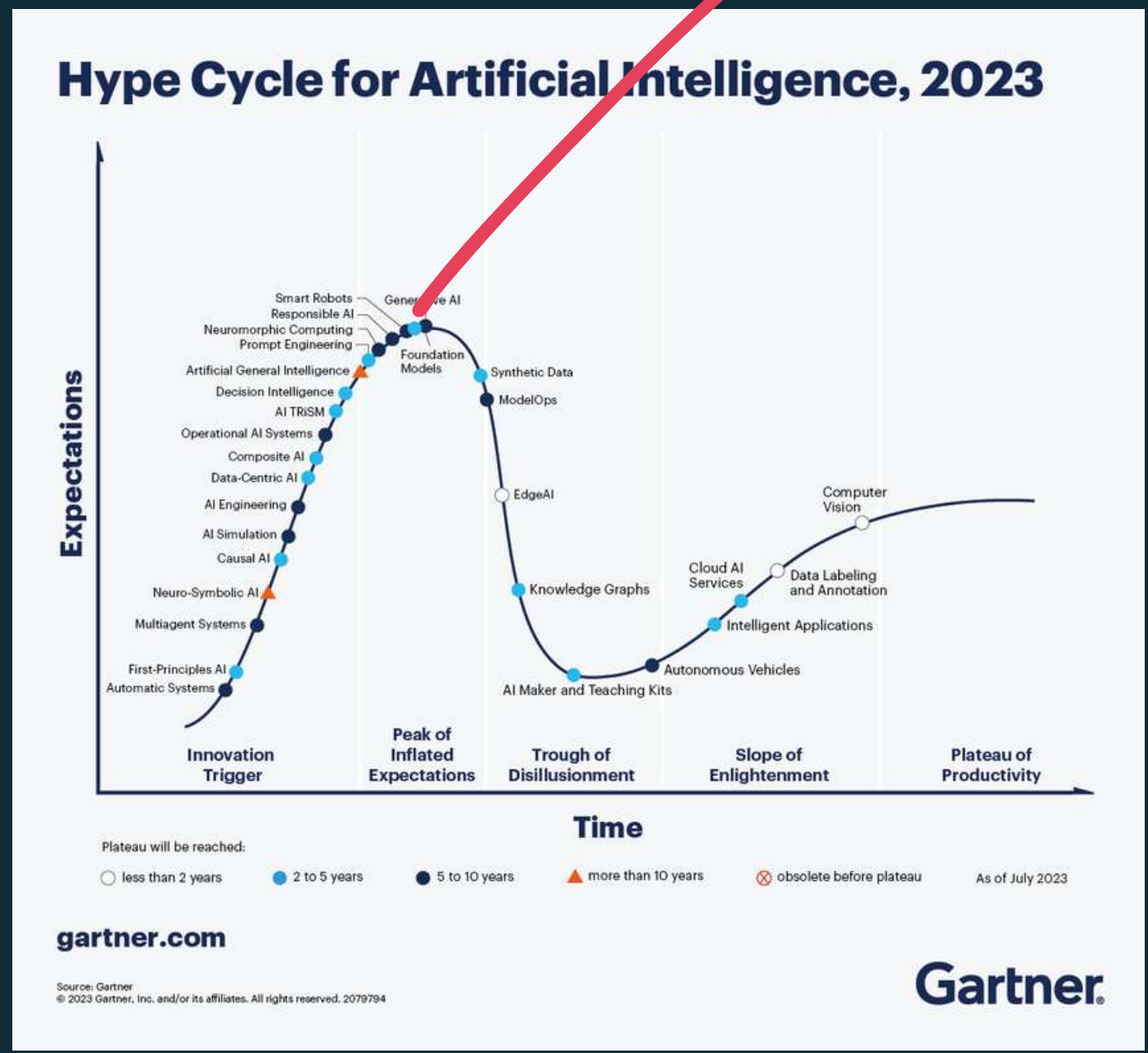


Lehel Kovács

Your employer is (probably) unprepared for artificial intelligence

That is bad news for your earnings—and the broader economy

We are here



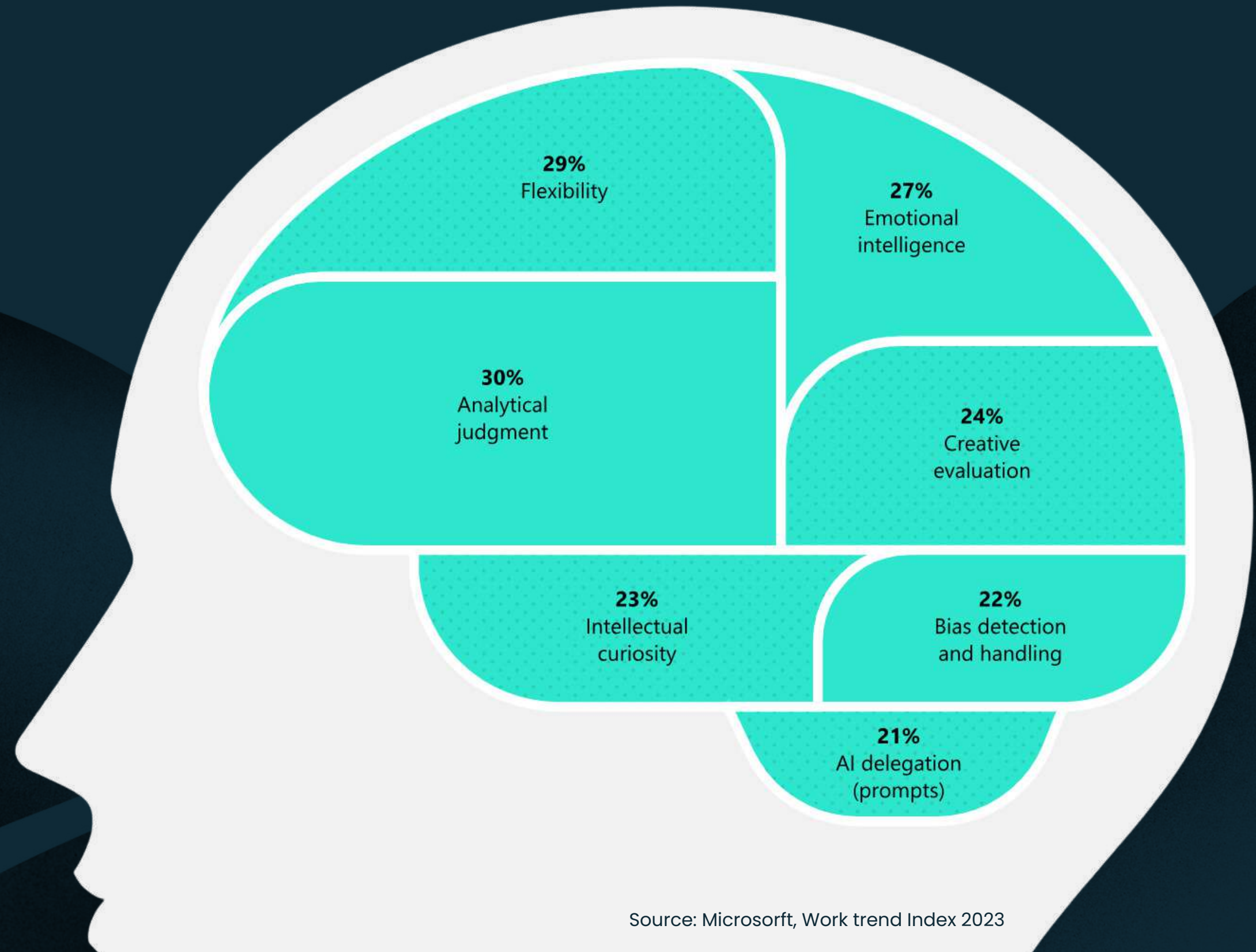
WHAT SKILLS ARE NEEDED FOR THE AI-POWERED FUTURE?



SKILLS FOR THE AI-POWERED FUTURE

40%

...of workforce will need to reskill as a result of implementing AI and automation over the next three years.





COPING

With The World (of work)

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NEW EMPLOYEE EXPECTATIONS

**"What factors impact
employee retention
and attraction?"**

NEW EMPLOYEE EXPECTATIONS

What's the biggest impact on retention and attraction?

52%

Flexibility



53%

Shared purpose



70%

Well-being



82%

Person-first experience



82%

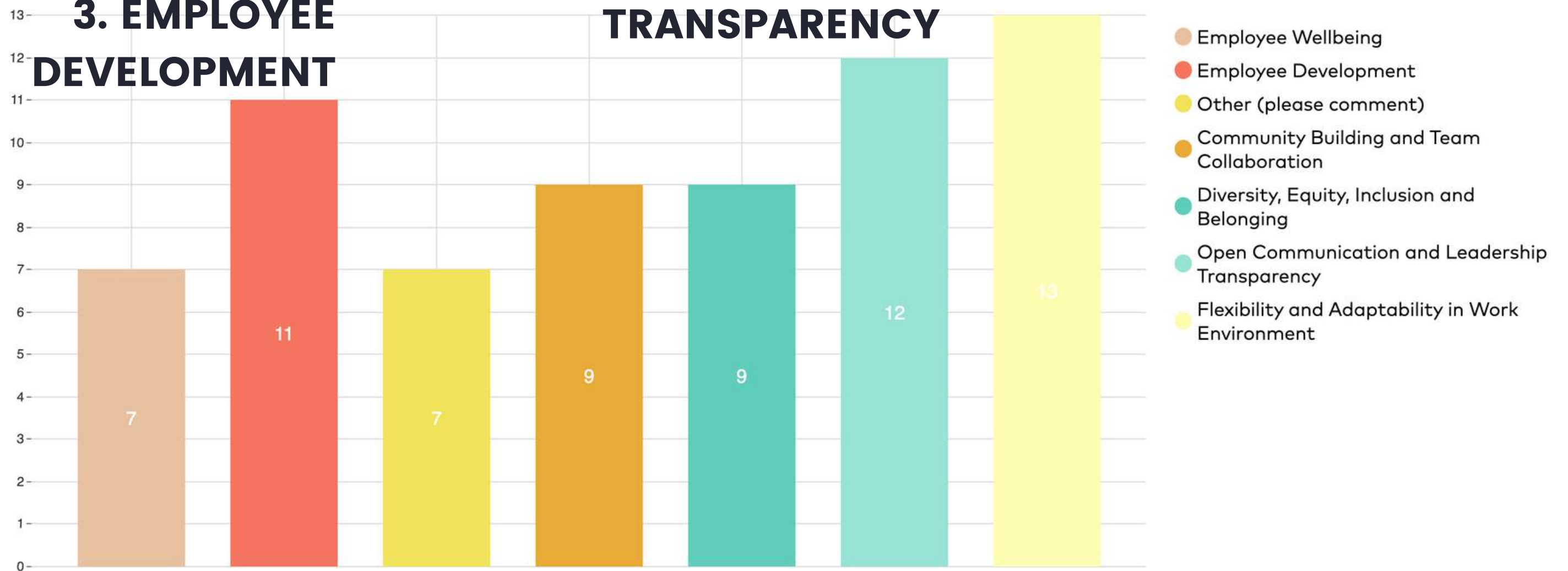
of employees say it's
important for their
organization to **see them as**
a person, not just an
employee.

YOUR VOICE

2. OPEN COMMUNICATION AND LEADERSHIP TRANSPARENCY

1. FLEXIBILITY AND ADAPTABILITY IN WORK ENVIRONMENT

3. EMPLOYEE DEVELOPMENT



13 CHARACTERISTICS OF HUMAN-CENTERED LEADERS



management30.com



THE HUMAN DEAL

"I FEEL INVESTED"

Shared Purpose

"I FEEL AUTONOMOUS"

Radical Flexibility

"I FEEL VALUED"

Personal Growth

"I FEEL CARED FOR"

Holistic wellbeing

"I FEEL UNDERSTOOD"

Deeper connections.

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“

Empathy is a muscle, so it needs to be exercised.

—Satya Nadella, CEO Microsoft

How many employees feel their leaders' expressions of empathy are empty of meaningful deeds?

21%

31%

41%

TOP 3 REASONS WHY TOXIC CULTURE HAS MORE BURNOUT CASES

A toxic culture is a strong driver of disengagement, attrition, employee stress, burnout, and sickness.

01

Lack of employee recognition and support

02

Inflexible work environment

03

Absence of autonomy and empowerment



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**The annual cost of
burnout is up to **15-20%**
of payroll budgets.**

Source: Workhuman

Sustainable Humans



Source: Linda Jarnham, Flow2Thrive



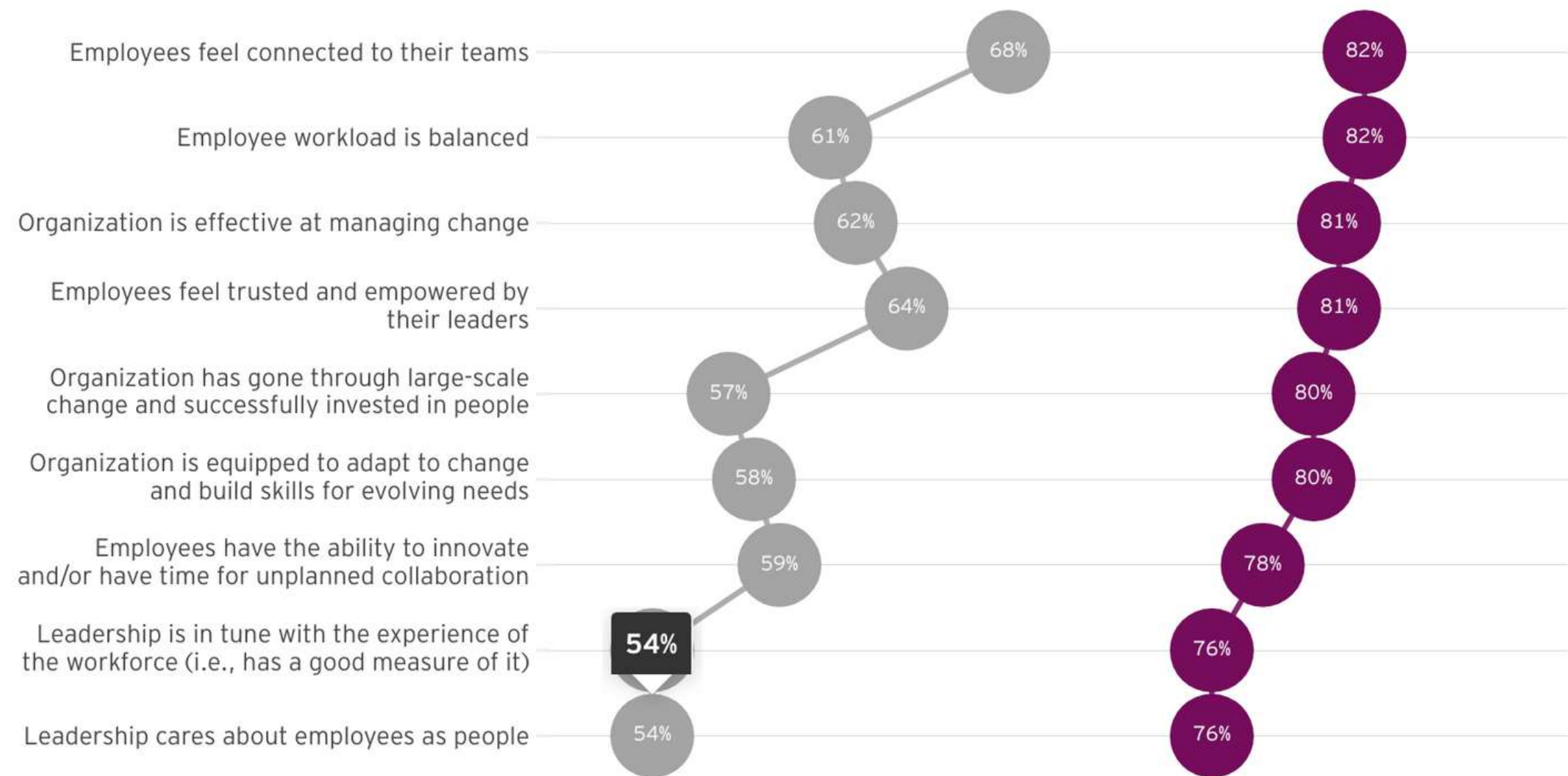
Source: Inner Development Goals

Why focus on NEW LEADERSHIP?

Employees and employers have divergent views on talent, culture and leadership

% agree with each statement

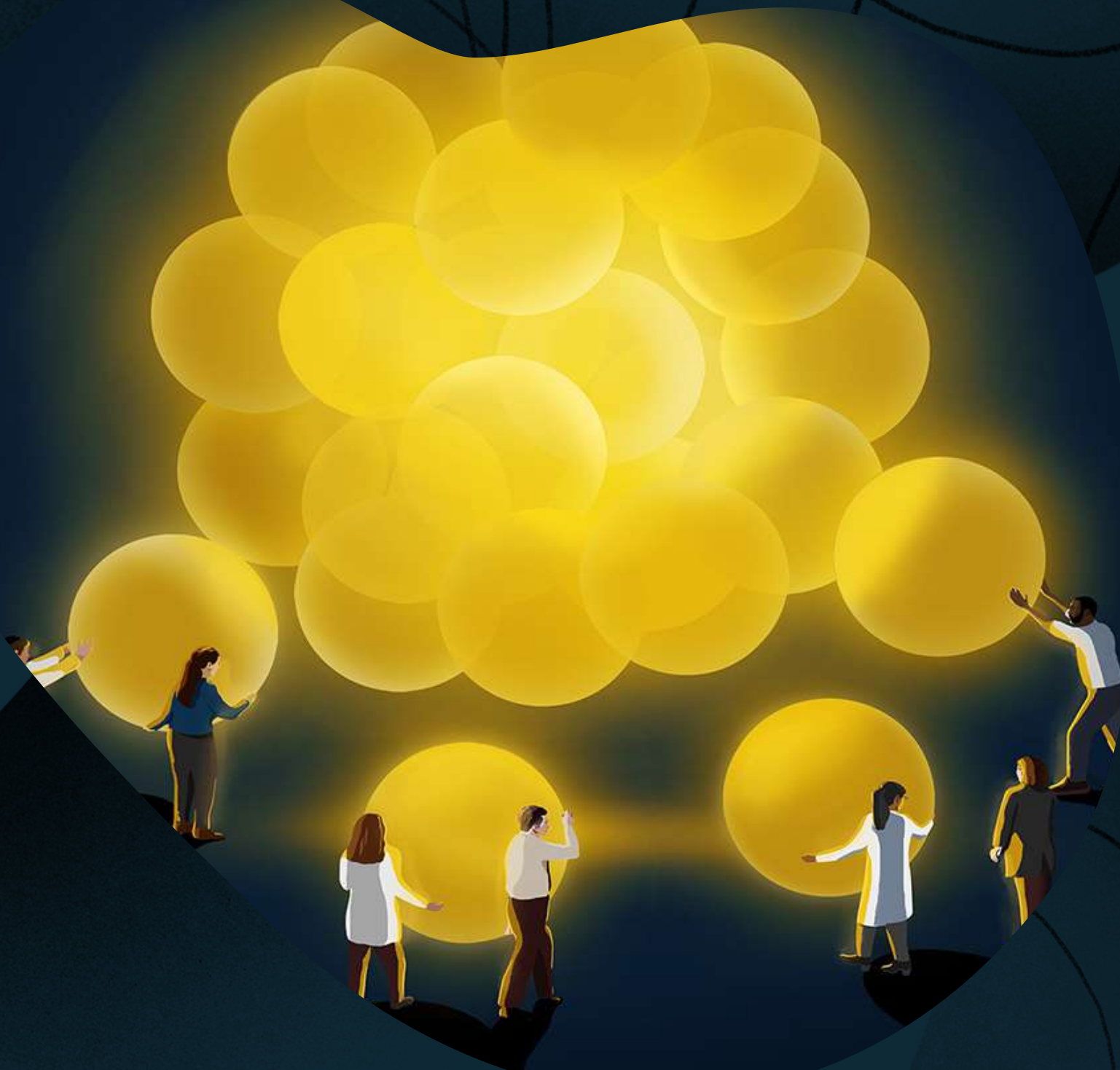
● Employee ● Employer





**As machines get better at being
machines, humans have to get better
at being more human.**

Andrew J. Scott, London Business School



SOLUTIONS LOADING



5 CHALLENGES

1

How can leaders balance the need for efficiency and productivity with the growing importance of employee well-being and mental health in the workplace?

2

How can leaders foster a sense of connection and community to maintain a human-centered approach to leadership?

3

In an age of information overload, how can leaders facilitate effective communication and decision-making without overwhelming their teams?

4

Considering the risks of over-specialization and siloed structures, what strategies can be implemented to promote cross-functional collaboration and the integration of technology?

5

As diversity and inclusion become increasingly vital, how can leaders actively ensure that their organizations embrace a variety of perspectives and experiences to drive a human-centered culture?

GROUPS

1

Alina Scholten
Catherine Schwab-Wildi
Jennifer Oakham
Sandro Jörg
Tianhui (Nina) Grosse

2

Anna Borsi
Marek Zimolag
Patrycja Lis
Paulina Mika-Clemons
Reinhold Zahn

3

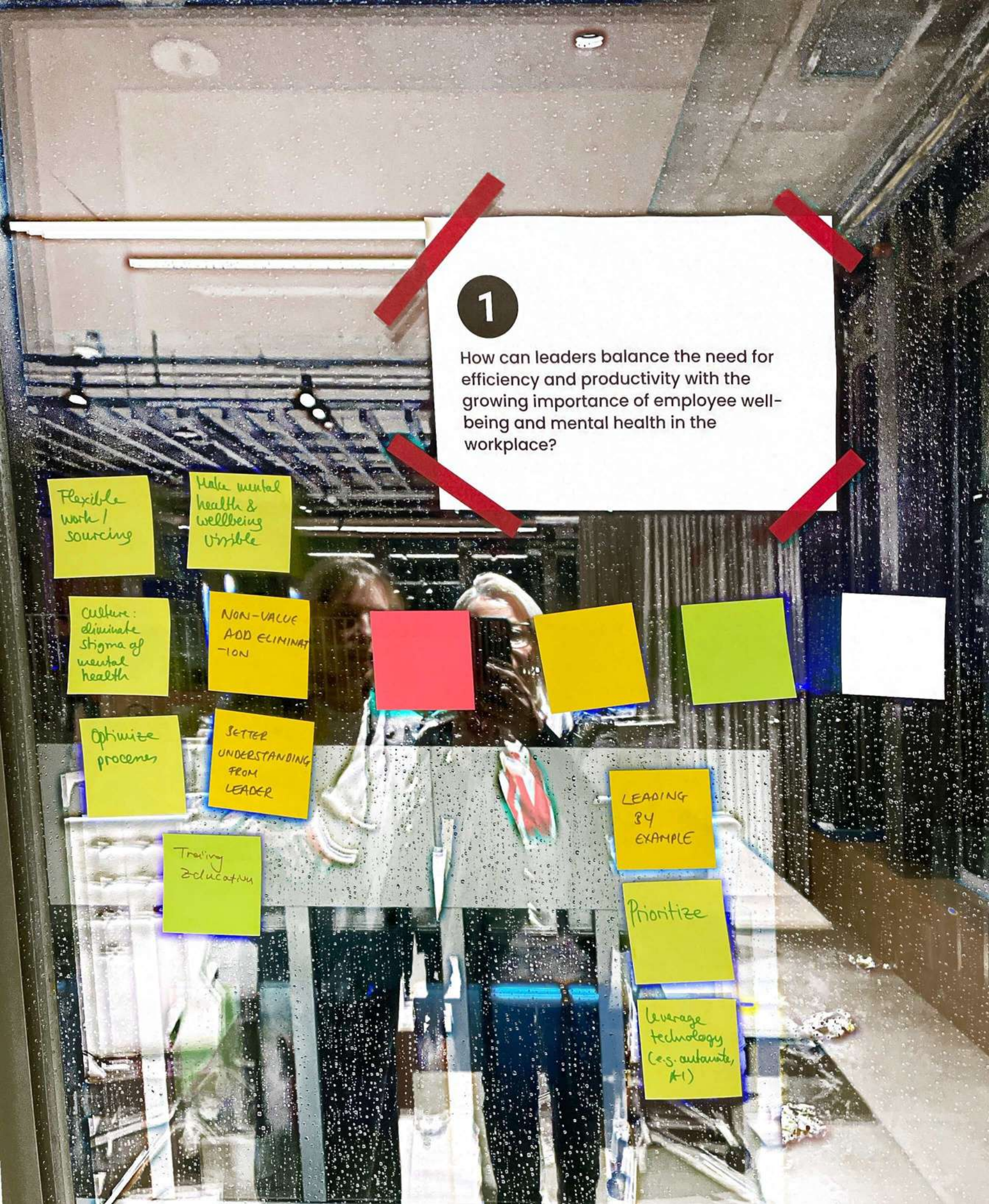
Anabel Gaetan
Bartek Lamperski
Chantal Landis
Maciek Sikorski
Marco Meister

4

Chantal Schmelz
Lauren Howe
Maja Mozer
Sybille Martin

5

Bilge Apak
Chantelle Brandt-Larsen
Julia Khalil
Laura Simkiss
Nadia Fischer



1

How can leaders balance the need for efficiency and productivity with the growing importance of employee well-being and mental health in the workplace?

Flexible work / sourcing

Make mental health & wellbeing visible

Culture: eliminate stigma of mental health

NON-VALUE ADD ELIMINATION

Optimize processes

SETTER UNDERSTANDING FROM LEADER

Training Education

LEADING BY EXAMPLE

Prioritize

Leverage technology (e.g. automation, AI)



2

How can leaders foster a sense of connection and community to maintain a human-centered approach to leadership?

in conversations

Developmental Culture

create space

active listening

regular feedback

be a role model

VISION

communication

2

3

In an age of information overload, how can leaders facilitate effective communication and decision-making without overwhelming their teams?

emotions
- understood

two
sides

key
communic.
in writing

clarity on
critical vs
nice to have
info /
channels

Rules of
Communic.

Limit + length
of
Communic.

Personal
Communic.

3

4

Considering the risks of over-specialization and siloed structures, what strategies can be implemented to promote cross-functional collaboration and the integration of technology that nurtures employee well-being?

INVESTING
IN ACTIVITIES
THAT FACILITATE
CULTURE
DEVELOP.

make
time for
leaders
(x-functional)

intranet
(internal
social-
media)



5

As diversity and inclusion become increasingly vital, how can leaders actively ensure that their organizations embrace a variety of perspectives and experiences to drive a human-centered culture?

5

Human-Augmented
Capacity
- Empathy
- Compassion
- Core
- All can't
blind spots

Accountability
- Justice
- Transparency

Representation
- Negative board
model
- Role models

SHARING IS CARING

MY NAME

WHAT DID I LEARN?

SO WHAT DID I THINK?

NOW WHAT WILL I DO?



MY 1 ACTION

ShakeUpTheWorkplace X WeCoCo

LET'S GET BETTER AT BEING HUMANS



AND RE-CONNECT IN 2024

THANK YOU

for shaping human-centered workplaces together with us!



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X

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Unispace, November 30, 2023