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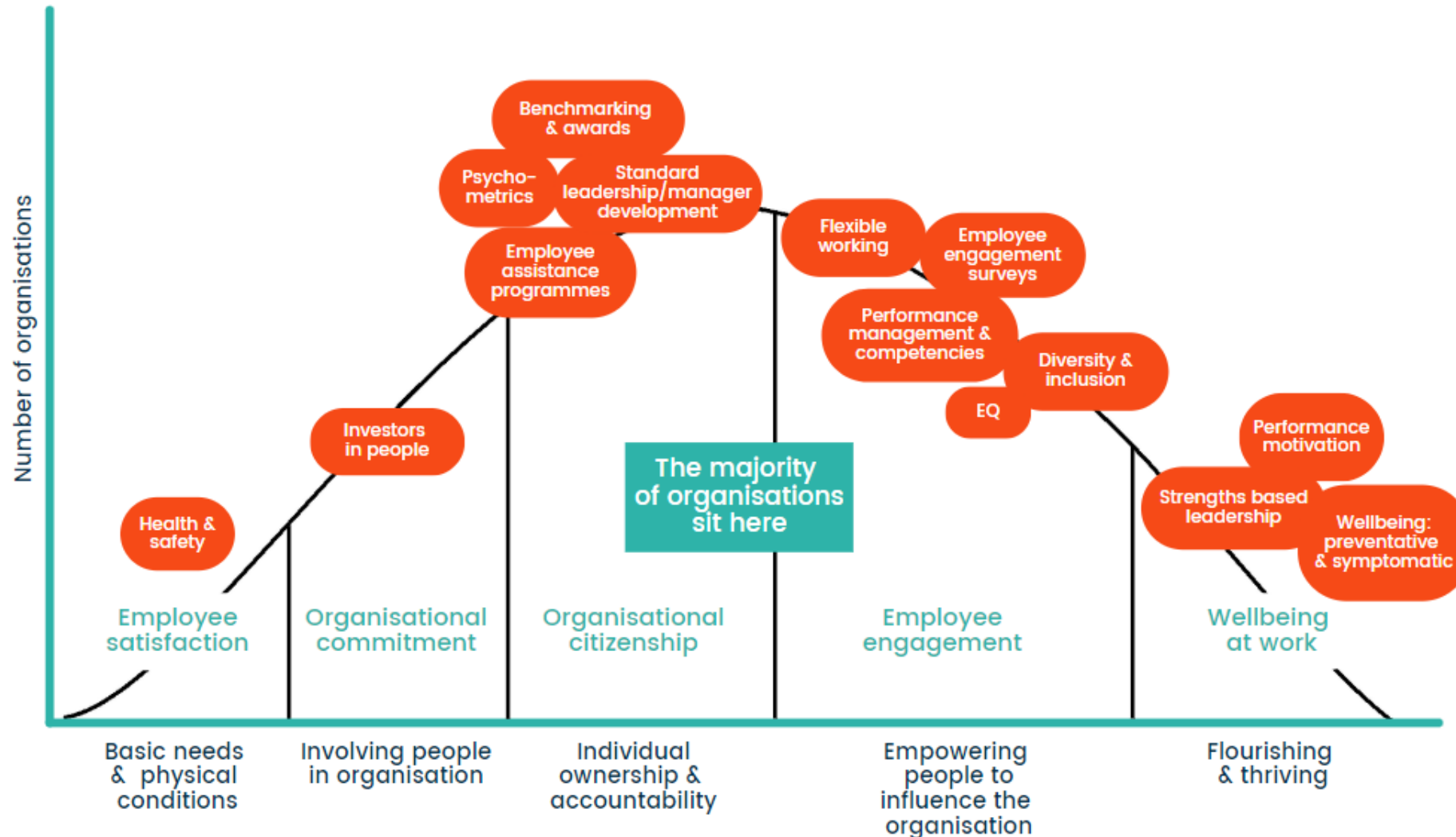
Human Leadership
right now: October 2022



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Transforming the world of work...? Really?



What do people really care about?



Company	Social Purpose Statement / What We Stand For
	To bring health through food to as many people as possible.
	To solve some of the world's greatest challenges.
	To organize the world's information and make it universally accessible and useful.
	To help people do more, feel better, live longer.
	To empower organizations to turn messages into meaningful relationships.
	To help people everywhere live longer, healthier, happier lives.
	To raise the good in food.
	To inspire and enable everyone to lead active outdoor lifestyles.
	To empower every person and every organization on the planet to achieve more.
	To help shape a better and healthier world. We also want to inspire people to live healthier lives.
	To make the world healthier and more sustainable through innovation.
	To build trust in society and solve important problems.

Mental health...

Pay, mental health and burnout are the top reasons Gen Z and millennials have left their jobs within the last two years

- ✓ Gen Z feel stress and are anxious regularly
 - ❑ Half of respondents say they feel stressed all or most of the time
- ✓ 46% of Gen Z feel burnt out due to the intensity/demands of their working environments

The Deloitte Global 2022
Gen Z and Millennial Survey

Now in its 11th year, the survey finds Gen Zs and millennials are striving for balance and advocating for change.



More initiatives...

Nap rooms
Cleaning services **arcades** **Yoga studios**
Wellness apps **Four day week**
Onsite barbers **Nine day fortnight**
Childcare **coaching apps**
unlimited holiday



Challenges for leaders

It isn't just the desire for remote work or higher pay that's driving workers to look for new roles

The McKinsey report, which surveyed more than 12,000 people in the US, Canada, UK, Australia, India and Singapore, reports that **41% said the lack of opportunity for upward mobility was the number-one reason why they left**

Further reasons were:

- ✓ Uninspiring or uncaring leaders

Followed by:

- ✓ Lack of meaningful work, unsustainable work expectations, lack of support and lack of flexibility

Authenticity

What is authenticity?





Inclusivity

**What opportunities do I have
to learn more about my team
and colleagues?**

Role-modelling

**What do I do to stay on track
with my performance and
wellbeing?**





Human connections


**What do I do to proactively
promote good relationships?**

We need to **really** see **each other**

- ✓ We need to get people talking
- ✓ We need more dialogue
- ✓ Connect and feel different,
as a human

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"Top, future-ready organisations know who they are and what they stand for; they operate with a fixation on speed and simplicity; and they grow by scaling up their ability to learn, innovate and seek good ideas regardless of their origin...

They are simply more human."

McKinsey, 2021

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