

Regenerative Leadership for Regenerative Intelligence

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Vice President and
Research Director

October 2024

BOLD

AT

WORK

**Are you a better boss
than a bot?**

Job interview →



CEO Apologizes After Telling Employees Not To Ask About Bonuses and 'Leave Pity City'

The CEO and President of furniture company MillerKnoll delivered a harsh message to employees during a town hall.



Wayfair CEO says laying off workers has turned out great

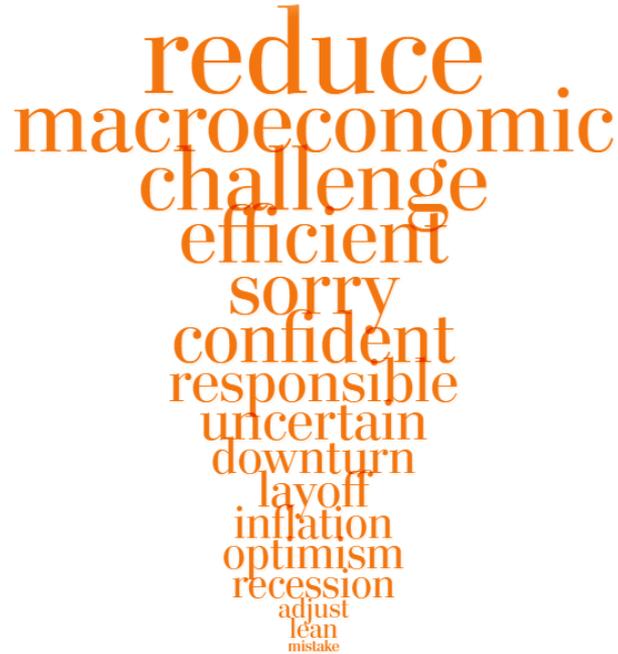
Grace Eliza Goodwin Feb 22, 2024, 12:08 PM EST

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Steve Conine (left) and Niraj Shah (right). Lucas Jackson/Reuters

Deeply, truly, very sorry: How tech CEOs talk when they lay off workers



Appears
in **38**
layoff
memos

24
23
20
19
17
13
12
10
10
9
9
8
5
5
3

By [Hamza Shaban](#), [Luis Meljar](#) and [Leslie Shapiro](#)

March 21 at 5:40 p.m.





New chat. There have been recent layoffs at my company. What would be a nice message to send to my teammates to cheer them up?

I'm sorry to hear about the recent layoffs at your company. Here's a message that you could send to your teammates to cheer them up:

"Dear team,

I know that recent events have been difficult for all of us. It's never easy to see our colleagues and friends go through tough times. But I want to remind you all that we are a strong and resilient team, and we will get through this together. Let's take a moment to support each other, and remember that we are all here for one another. We will come out of this even stronger.

Best, [Your Name]"

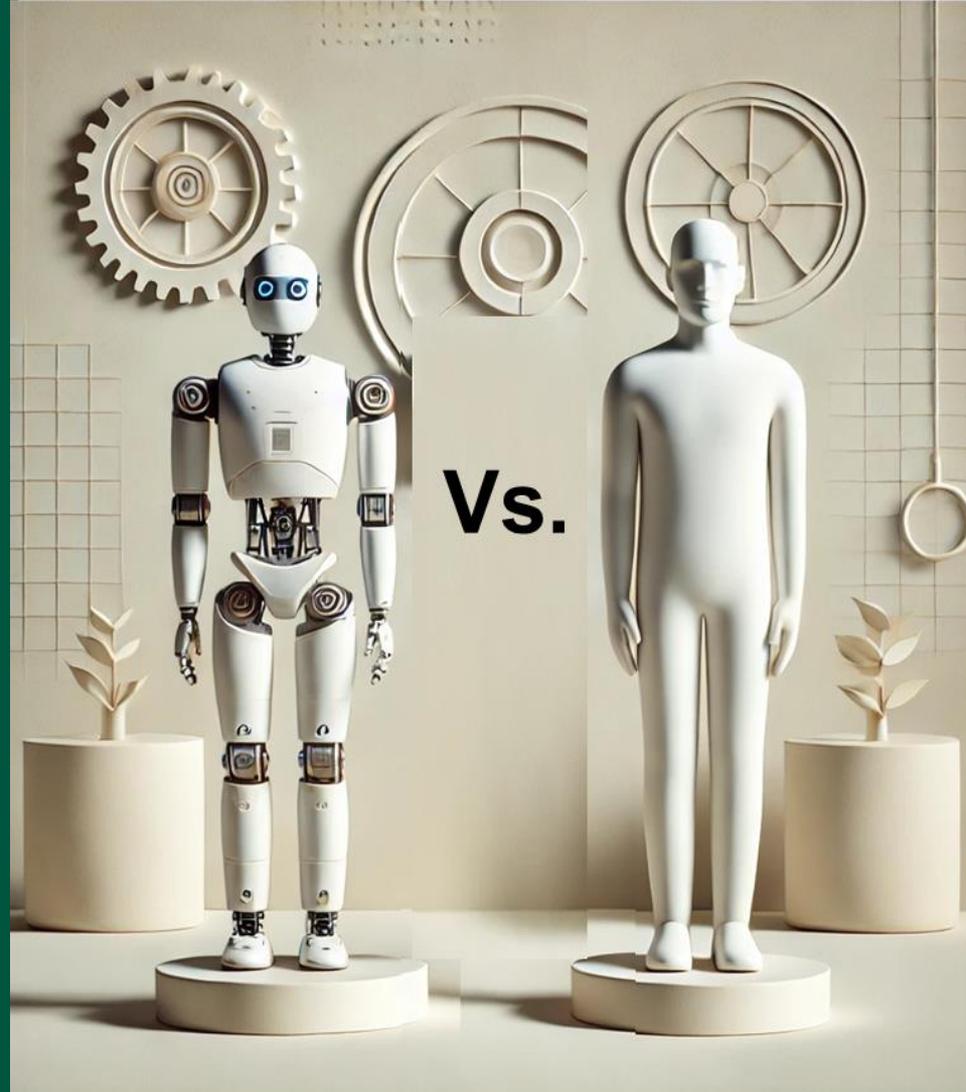


64%

of employees would
trust a robot more
than their manager

(in 2019!)

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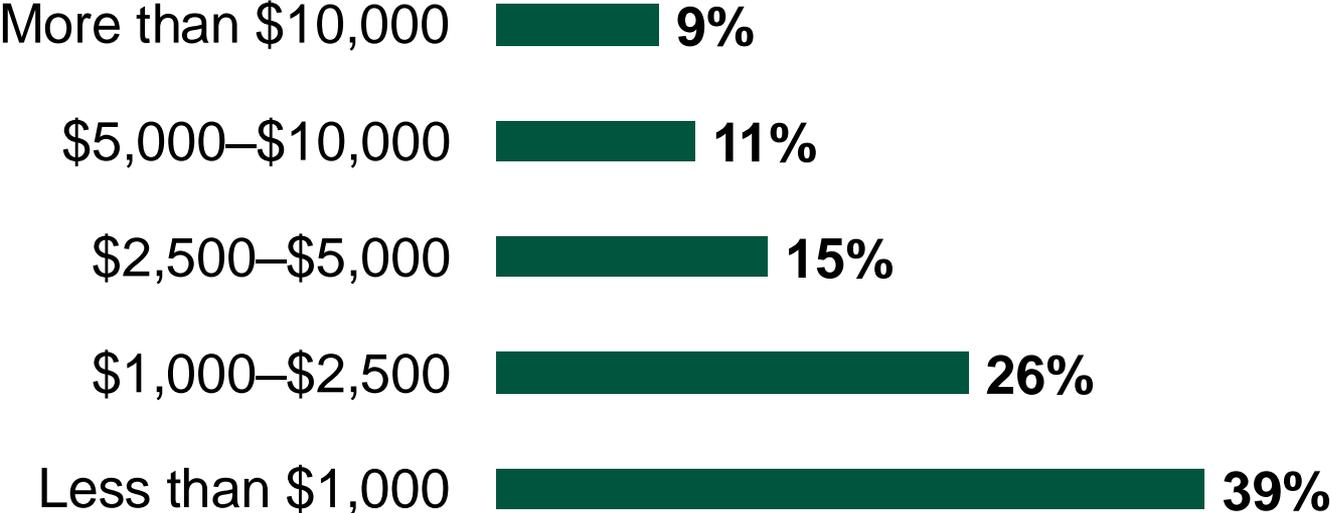


**How much is your
organization spending on
bots and AI seats?**

Now how much are they spending on leaders?

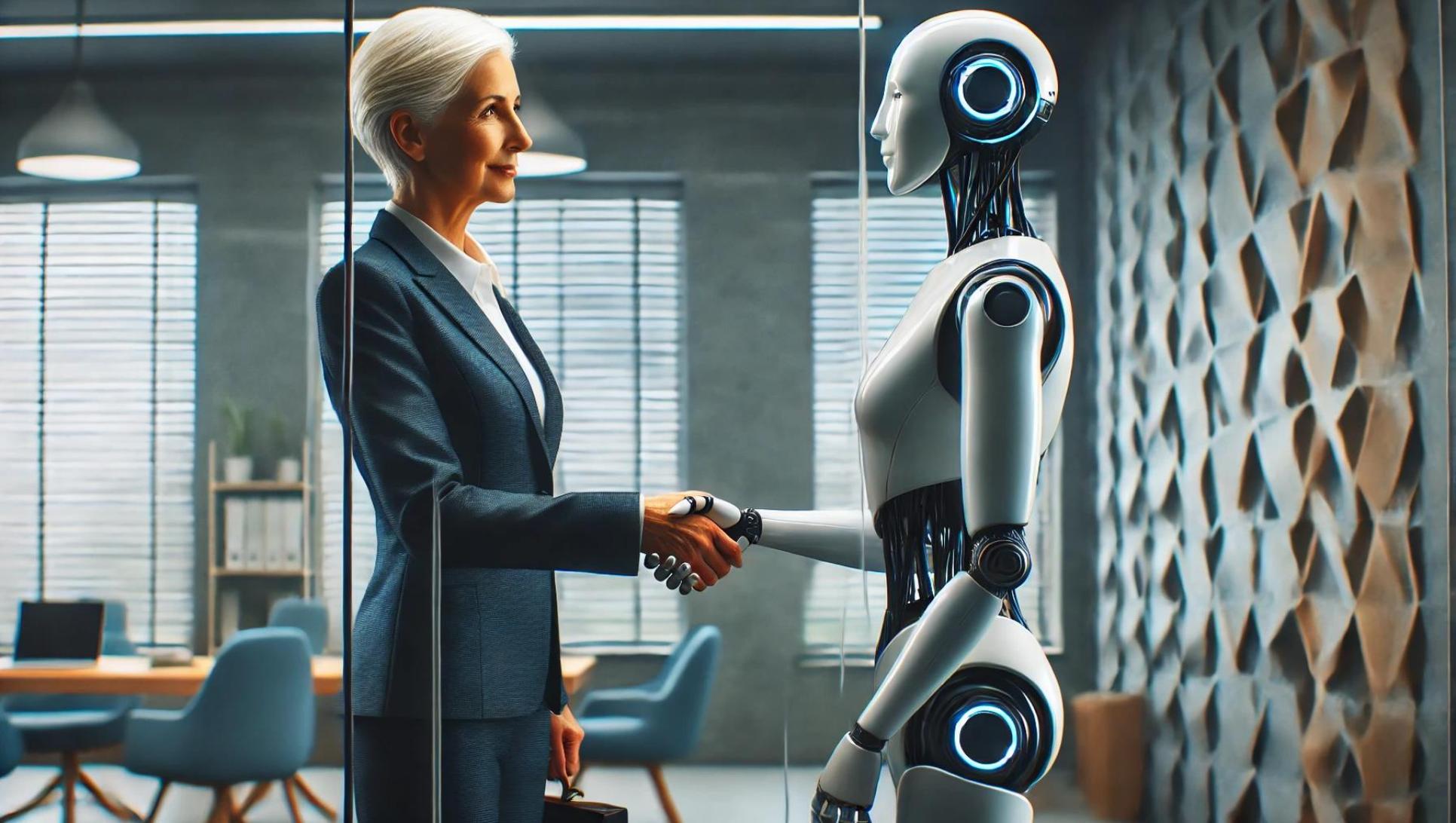
“What would you estimate your organization spends annually per person on leadership development?”

(Select only one.)



Job interview →





The pandemic brought out effective leadership

24%

In 2020, 24% of global C-level leaders had confidence in their executives' leadership in the face of disruption.

42%

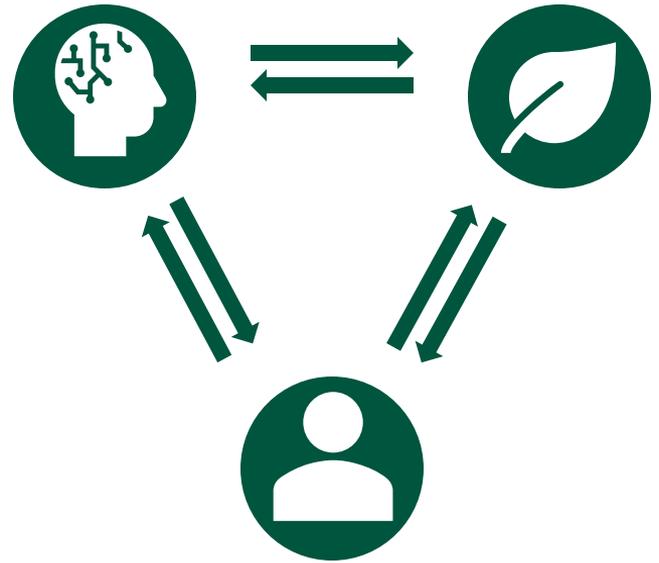
In 2022, that confidence had nearly doubled to 42%.

**Can the current crisis of
confidence, change,
create the conditions for
regenerative leadership?**



What makes a successful crew

- Observation
- Conversation
- Shared tools
- Continuous interaction (practice)



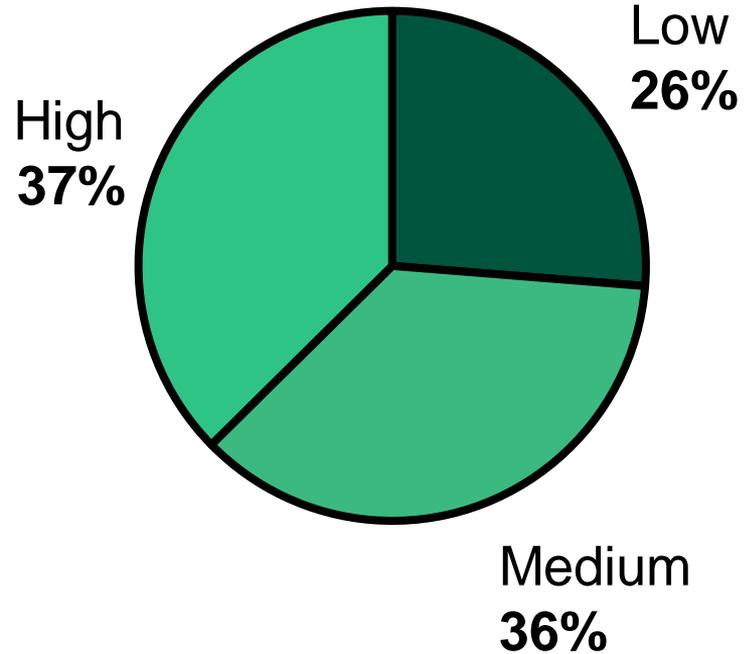
We segmented global employees by AIQ into high, medium, and low groups

High: > 4.0

Medium: 3.1 to 4.0

Low: < 3.1

AIQ of employees



Base: 497 information workers who are non-decision-makers from US, UK, France, Germany, and Australia
Source: Forrester's Digital Workplace And Employee Technology Survey, 2024

Bring human and artificial intelligence together



sn SUPERMARKET
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The retailer rolls out AI-powered assistant to 50,000 corporate employees

[Alarice Rajagopal](#) | Sep 01, 2023

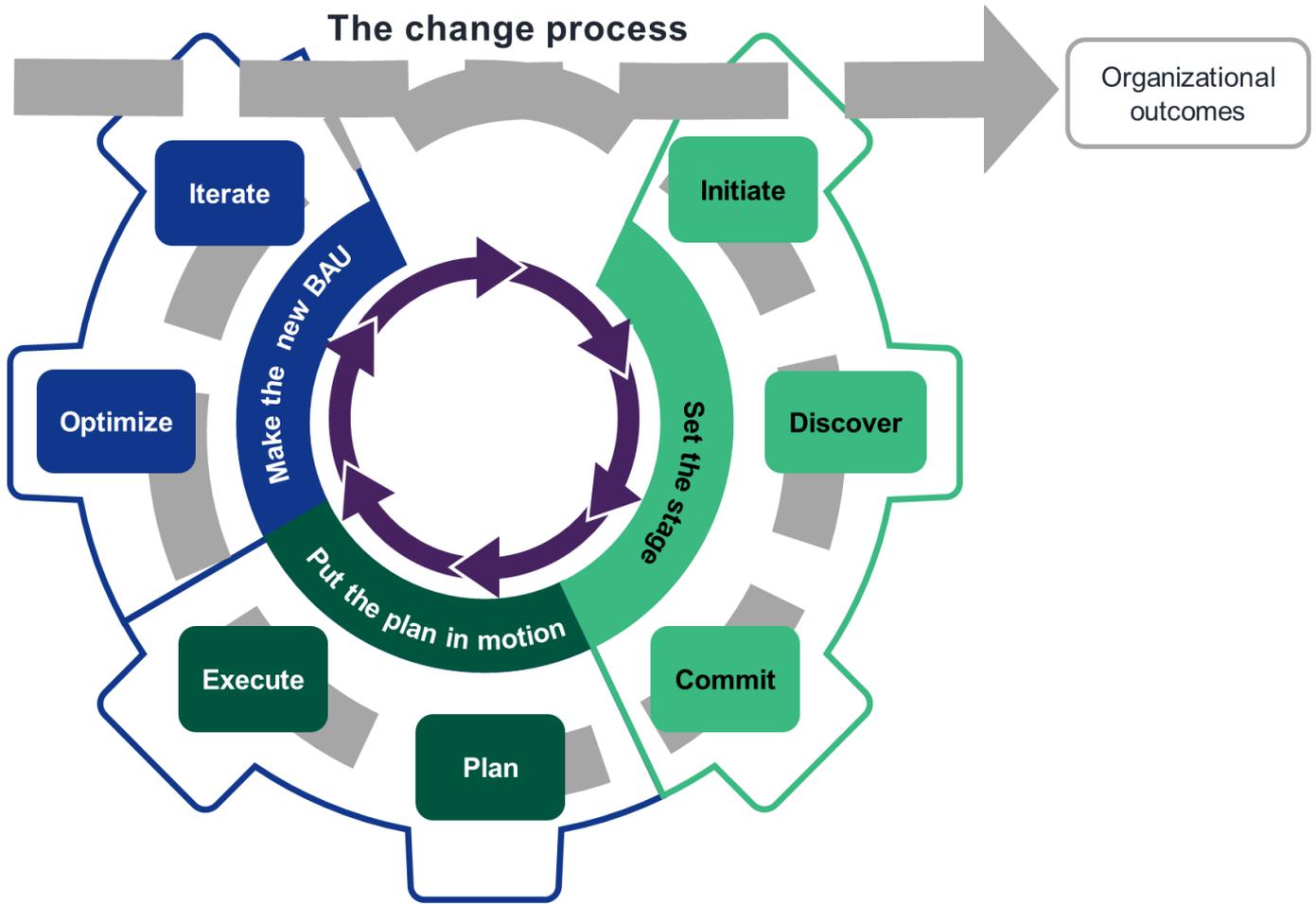
NEWS > TECHNOLOGY

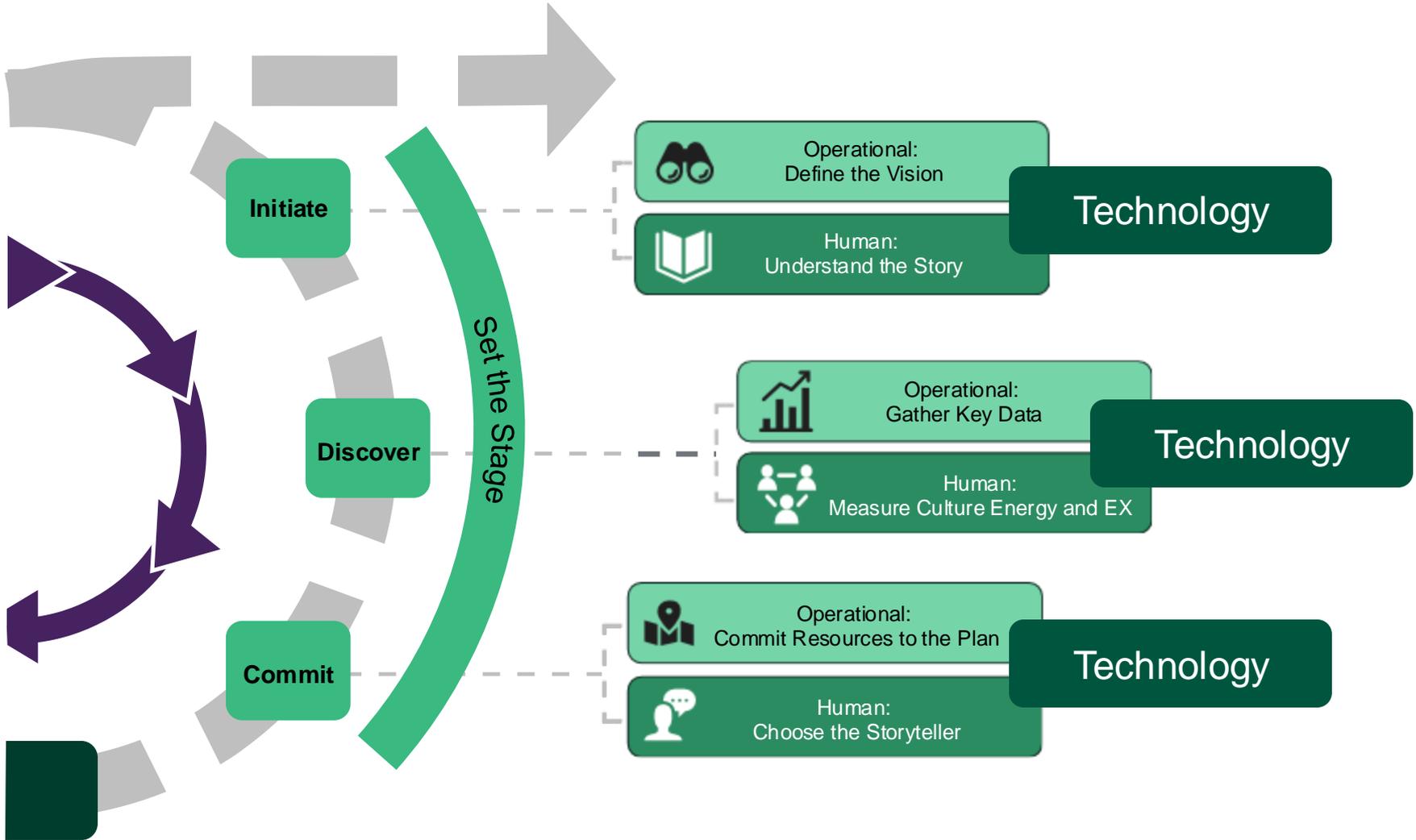
Walmart fully embraces generative AI



**Customer design
assistant**

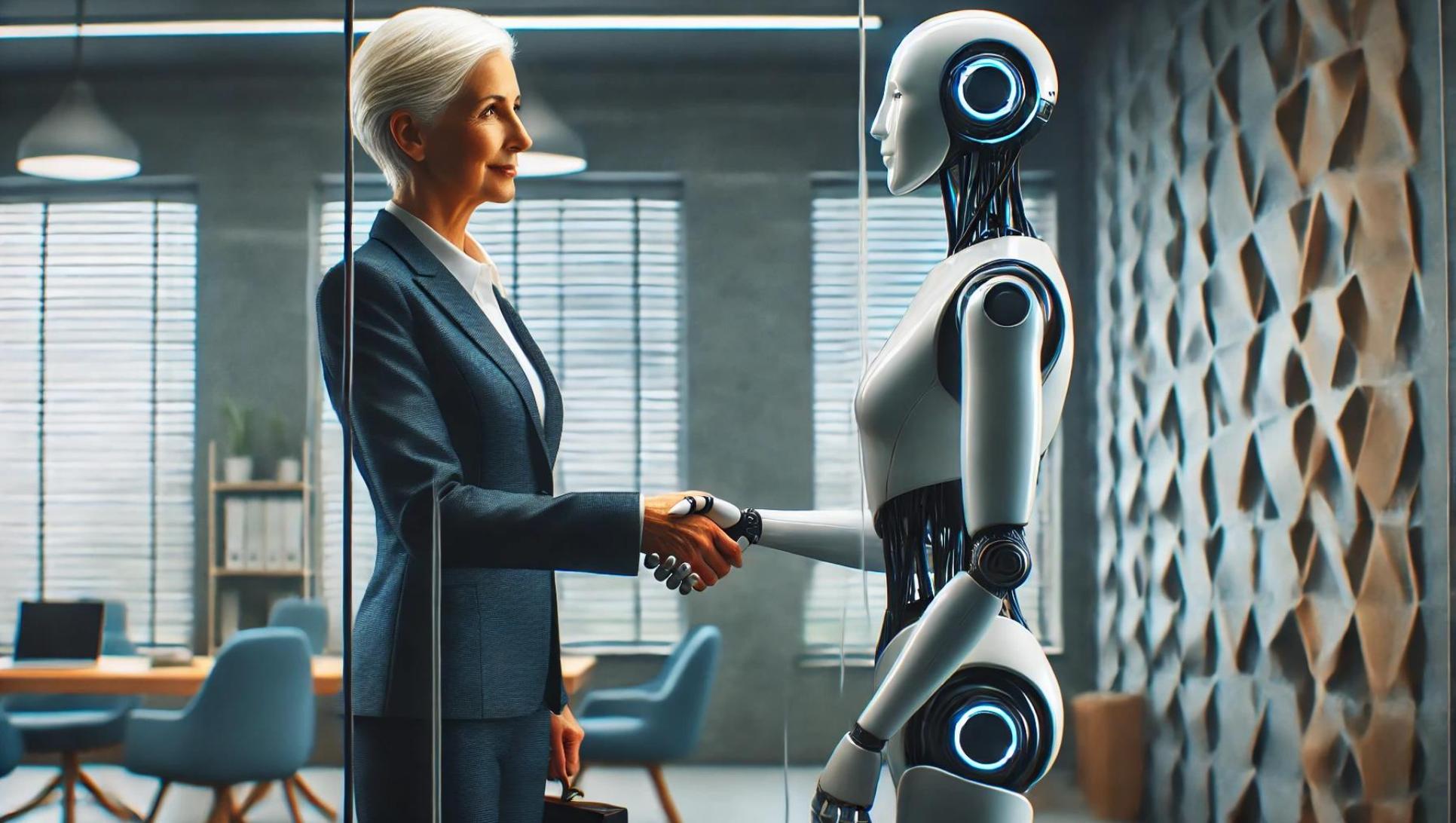
**Employee AI
toolbox and training**





Observe, Converse, Interact





Thank You.

James McQuivey

Vice President & Research Director

