

Your Next Metamorphosis

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BOLD
AT
WORK



The wave that swept over us is not the one you think

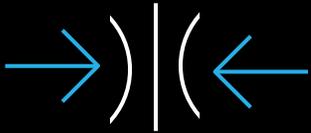
24%

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%.

Overwhelmingly, people see senior executives as



62%

Resilient



60%

Driven



46%

Adaptable

You are swimming
in a high tide of
confidence in
leadership

It's unprecedented and understandable:

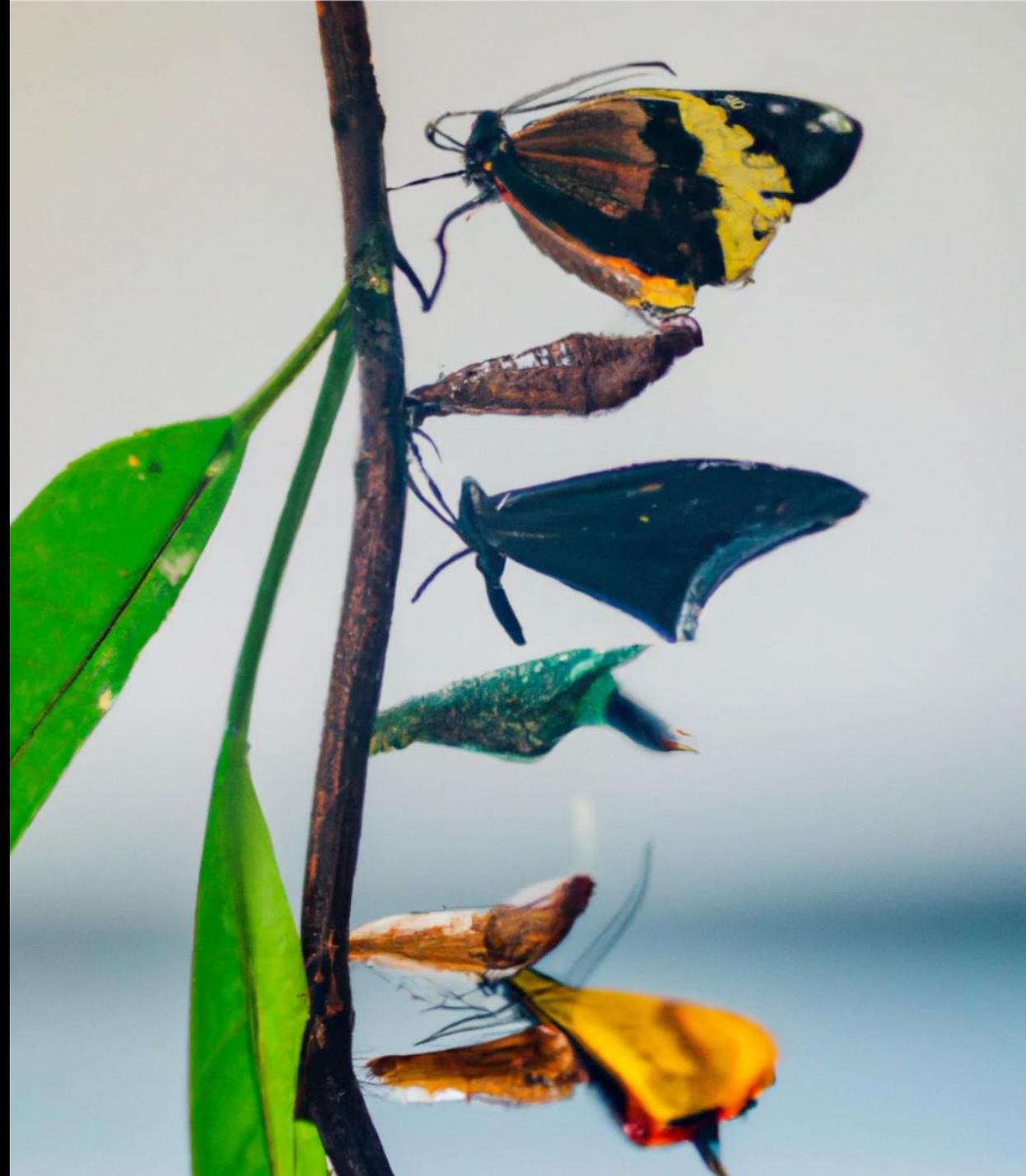
- Before the pandemic, leaders weren't demonstrating enough courage and commitment
- Now as the pandemic subsides, the leaders that continue to lead will have the advantage
- Those that recede with the tide into complacency can start planning their retirement parties

Did you
metamorphosize
during the
pandemic?

Did your
organization,
your teams, your
peers, increase
their confidence
in you?



Where is your next
metamorphosis
going to come
from?



An external shock?

- Economic recession
- Political instability
- Personal crisis
- Customer or employee power



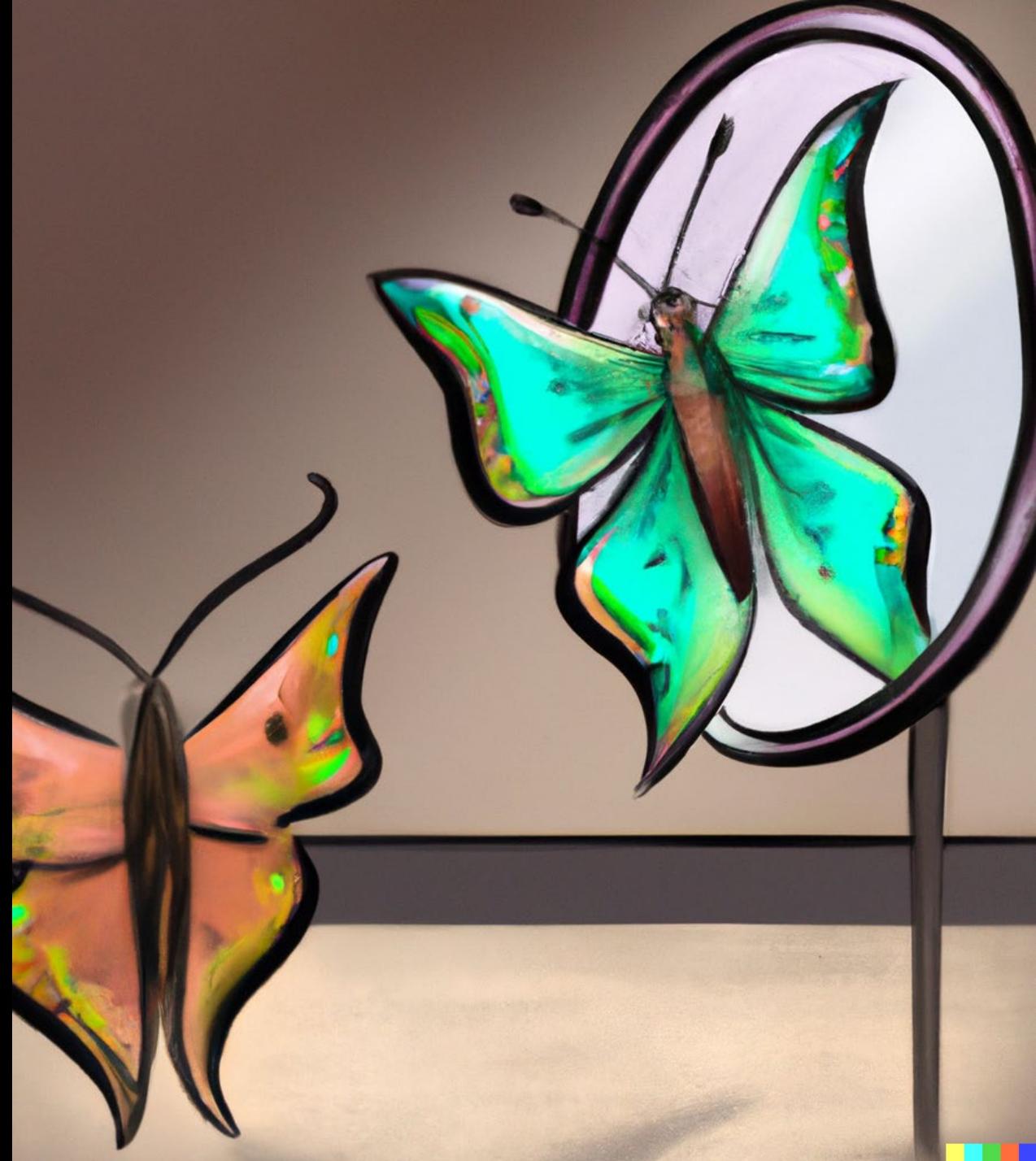
Being swept along
by whatever seems
hot right now?

- Follow-the-leader
like sheep
- Listening to
popular press
- Going along with
political pressures



A journey of internal reevaluation?

- Comparing yourself to people who are better than you
- Asking what your personal “telos” should be
- Listening to suggestions from people you admire

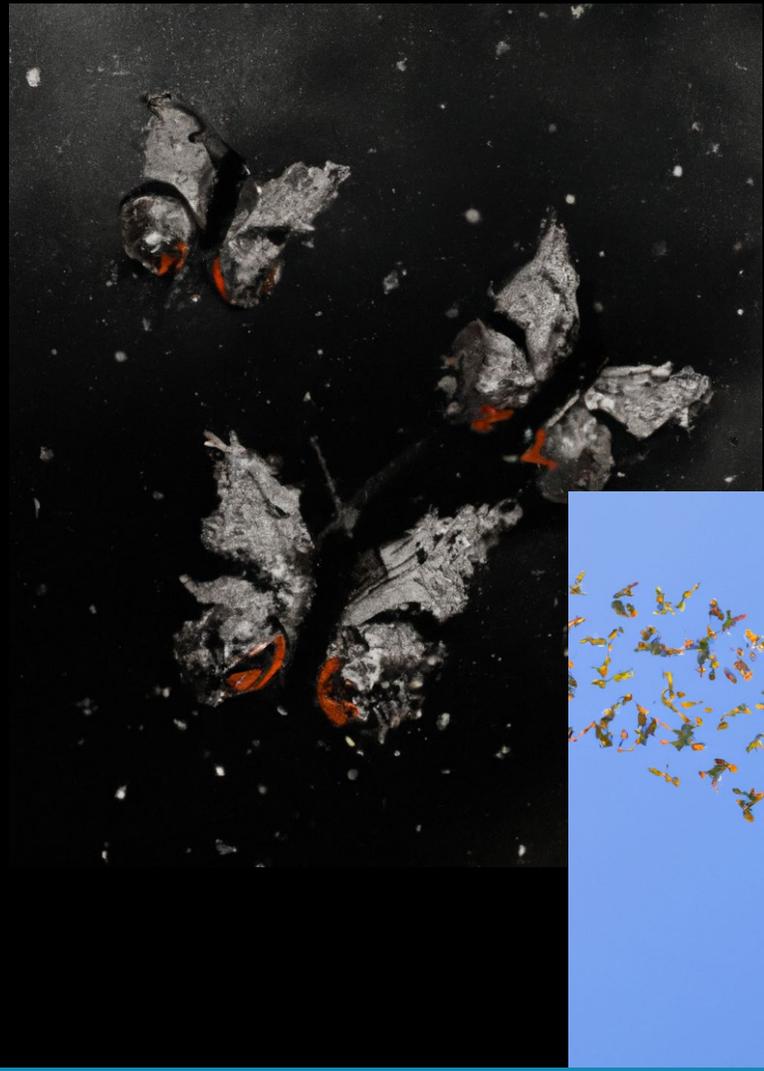


Random experimentation?

- Try new tools
- Read books outside of your expertise
- Talk to people who have hobbies you don't know much about
- Talk as much about what you don't know as about what you do

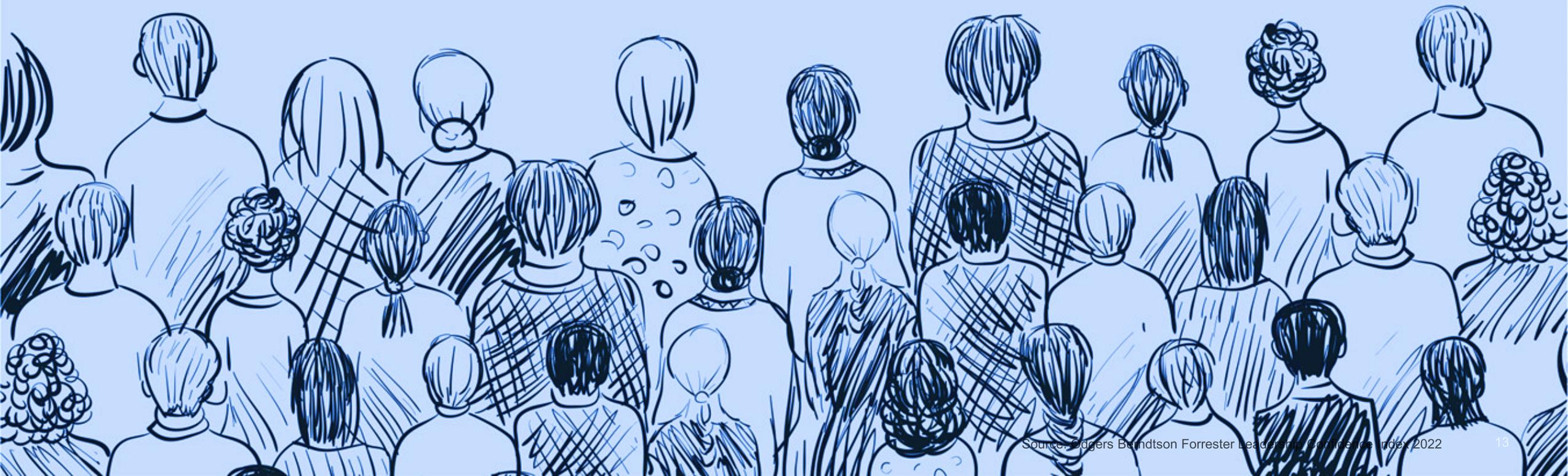


Your Next Metamorphosis Is Up To You



Your *Team's* Next Metamorphosis Is Also Up To You

Your People Are Watching You For *Their* Next Metamorphosis



Their confidence in your metamorphosing leadership will remain high as you



Share your vision



Embrace
continuous change



Become a coach



Share your vision

58%

of workers believe their manager lives the values of their organization.

When they do, they are **58%** more likely to be engaged.

Embrace continuous change

58%

Of workers see their employers as innovative and ready to change.

When they do, they are **57%** more likely to be engaged.

Become a coach

49%

Of workers would describe their manager as a coach.

Those who do are **72%** more likely to be engaged.

Base: 10,277 full-time employees in Australia, China, France, Germany, Italy, Spain, the UK, and the US from companies with 10 or more employees; Source: Forrester's Future Of Work Survey, 2022

Encourage curiosity
through random
experimentation!

- Try new tools
- Read books outside of
your expertise
- Ask about hobbies new
to you
- Talk about what you
don't know



More engaged employees do more for your organization

34%

more likely to
stay with you

42%

more likely to thrive
on the technology
you give them

58%

more likely to be
proud to work for
your organization



Together, you are more likely to metamorphosize the organization



It's time to surf the
wave of confidence!

Your unprecedented
opportunity: Ride the wave
of confidence and
individual and collective
metamorphosis by
becoming the leader you
have known you should be
all along.

Thank You.

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