

Building Human-Centered Organisations

With Aaron McEwan

The Need for Inspired and Human Centered Leadership

During the pandemic, leaders didn't need to creatively inspire teams as everyone faced a shared crisis. Now, with a focus on growth, leaders may overlook ongoing issues like mental health struggles and change fatigue. The emphasis on AI as a driver of innovation can make employees feel less valued. Although employees demonstrated adaptability during the crisis, current engagement and innovation levels are low. To progress, leaders need to reignite motivation and inspiration in their teams, acknowledging the importance of the human element for true innovation and growth.

Top 3 Takeaways

The Need for Human-Centered Leadership

Even though the pandemic has passed, Aaron has observed that the effects on mental health and wellbeing remain. People are looking for leaders who show humanity and understand the complexities of life. But it's not just about leaders. Each of us can inspire ourselves and those around us by embracing authenticity and connection.

Trust and the Return to Office Debate

The push to return to the office raises important questions about trust. High-performing hybrid teams may feel the shift isn't necessary, leading to concerns about the leadership's motivations.

Aaron's research shows that high-trust organisations have significantly more energy, which could be a key factor in driving growth and innovation.

Navigating AI with Transparency and Learning

The biggest fear around AI is job displacement, but Aaron speaks about how organisations can ease concerns by being transparent about their investments and plans.

For individuals, staying informed, asking questions, and continuously learning whether through AI tools, news, or skill-building can help us adapt and thrive in this evolving landscape.

Learn More

Think



Are you worrying about the right things? Are you stuck in micro-managing loops? What are the complex problems you could be supporting your team to tackle instead?

Read



Check out [Aaron's work at Gartner](#) for more information and research.



Act



Discover what your current Leader cares about and be fascinated by it.



If you are a Leader, how are you encouraging your team to use AI? Are you helping to build skills and embed it into your everyday work?

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