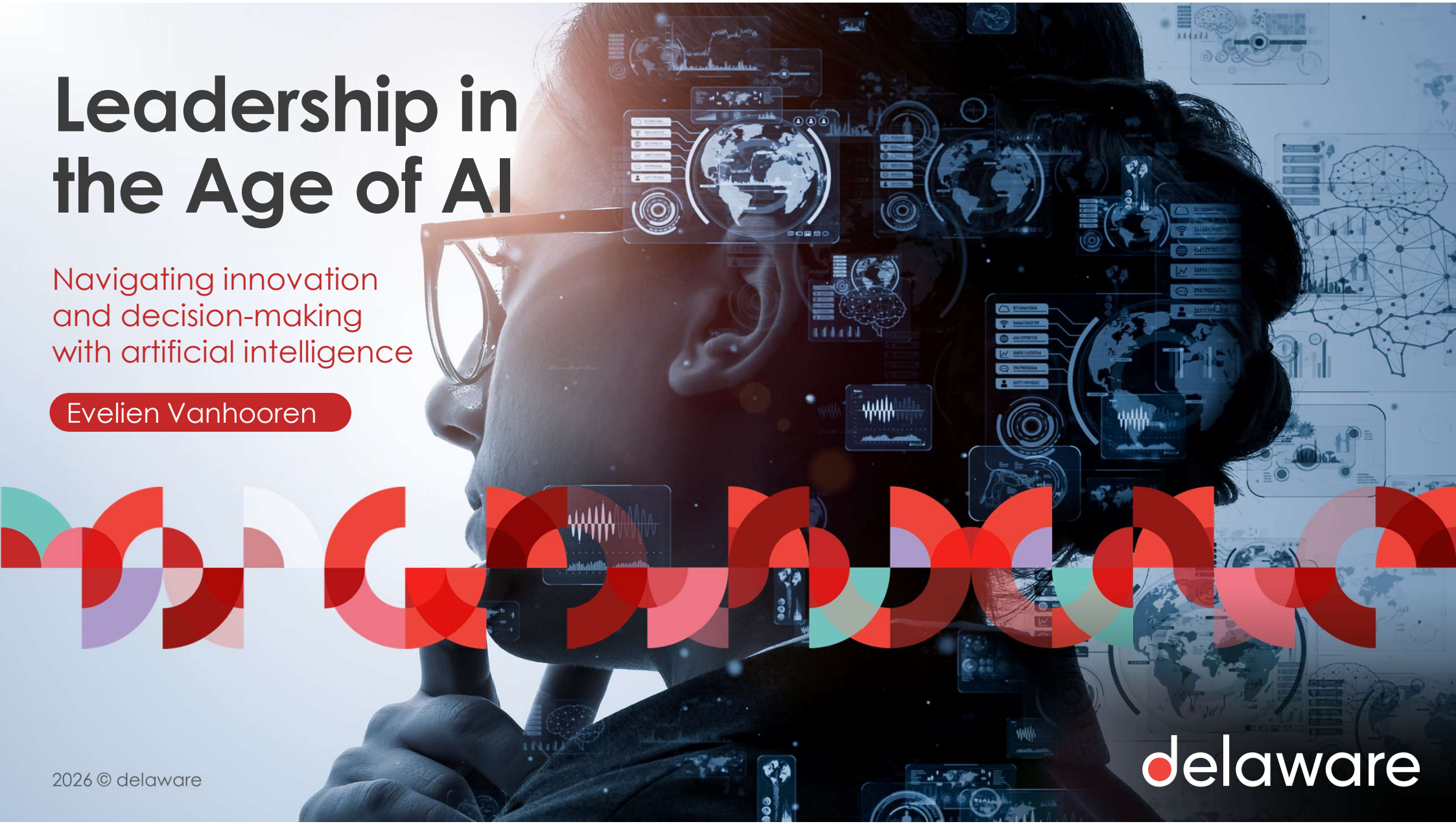
Evelien Vanhooren

Leiderschap in het tijdperk van AI: herdefiniëring van leiderschap voor morgen

Leadership in the Age of AI

Navigating innovation and decision-making with artificial intelligence

Evelien Vanhooren



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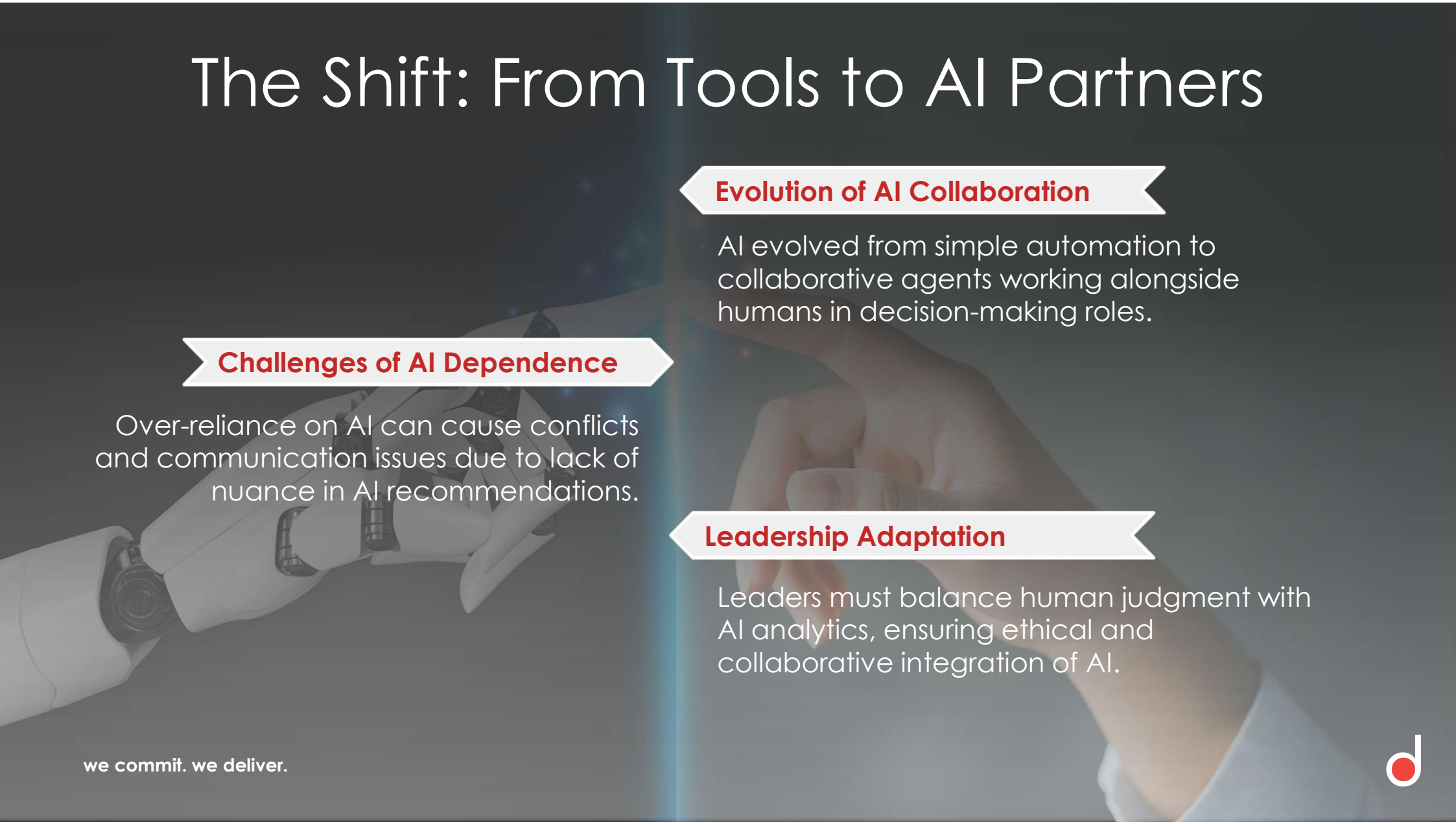
Leadership Transformation with AI

we commit. we deliver.

The Shift: From Tools to AI Partners



Evolution of AI Collaboration

AI evolved from simple automation to collaborative agents working alongside humans in decision-making roles.

Challenges of AI Dependence

Over-reliance on AI can cause conflicts and communication issues due to lack of nuance in AI recommendations.

Leadership Adaptation

Leaders must balance human judgment with AI analytics, ensuring ethical and collaborative integration of AI.

Traditional leadership mentorship

Traditional leadership emphasized hands-on mentorship and direct feedback to build cohesive teams.

AI as coaching tool

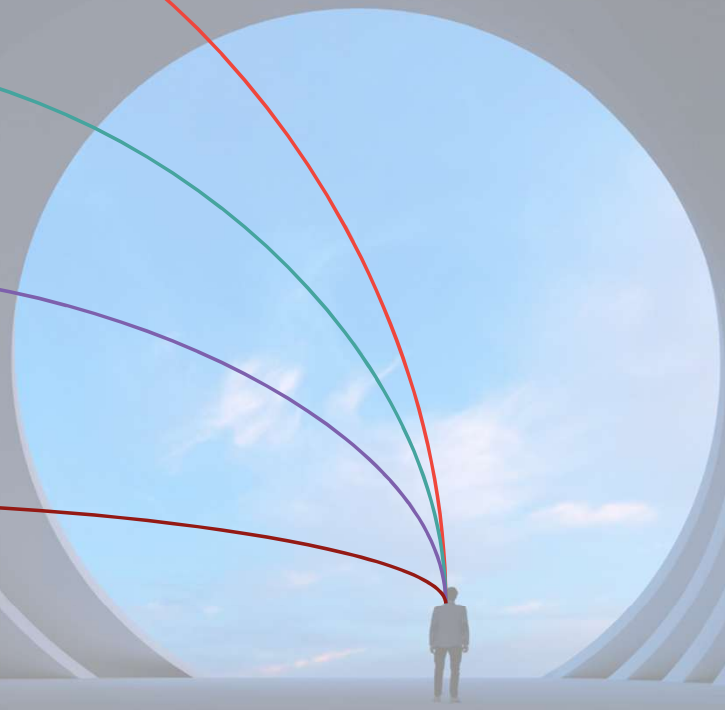
AI now serves as a coach and problem solver, enabling employees to develop skills independently of direct mentorship.

Human-centric leadership skills

Leaders must foster critical thinking, emotional intelligence, and ethics – ethics – areas beyond AI's capabilities.

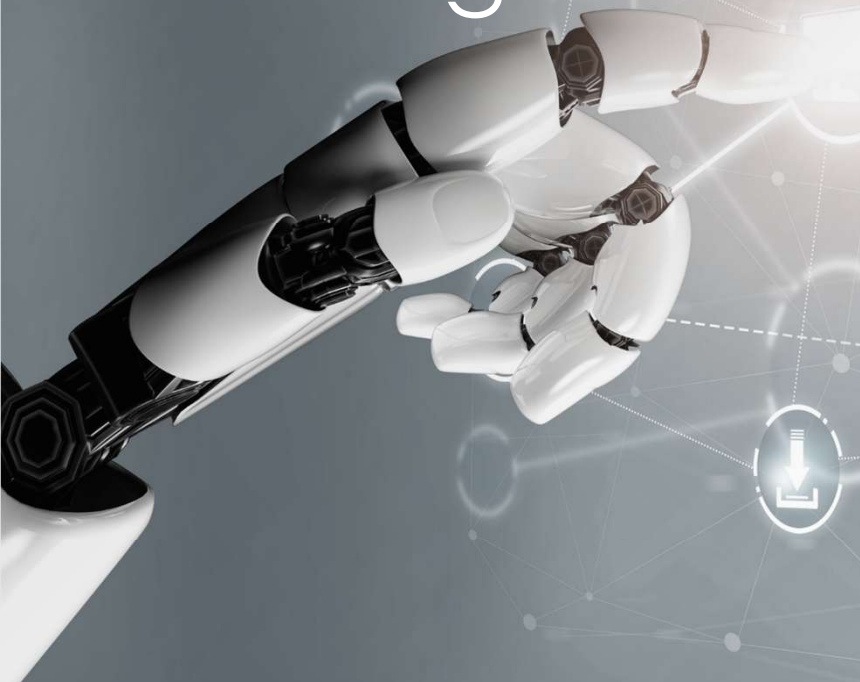
Hybrid Leadership Approach

Modern leadership blends traditional human skills with AI-driven insights and requires continuous learning and adaptability.



Changing Nature of Leadership

Generational Impact and New Challenges



Promoting Inclusive Collaboration

Leaders foster mentoring and cross-generational collaboration to integrate AI while valuing human judgment.

Generational Adoption of AI

Younger employees embrace AI for skill development while older generations may feel marginalized by changing practices.

Challenges to Leadership Credibility

Managers face tension when AI challenges their guidance, affecting workplace authority and decision-making.

Insights from the 'Imagine More' AI Programme

AI Adoption and Productivity

The programme highlights AI's role in boosting productivity while emphasizing human-centric and value-driven approaches.

Leadership and Ethical Boundaries

Strong leadership defines clear ethical boundaries and aligns AI use with sustainability and company values.

Barriers and Challenges

Barriers like limited knowledge, time constraints, and AI fatigue affect successful AI integration in the organization.

Embedding AI in Core Processes

Integrating AI into HR, finance, and project management promotes practical value and supports organizational culture.

How Leaders Should Respond

1

Balanced AI Integration

Leaders must integrate AI into key processes while preserving human contributions and values.

2

Clear AI Usage Framework

Establishing clear guidelines prevents AI misuse and manages realistic expectations effectively.

3

Human Qualities Emphasis

Leaders should focus on communication, trust-building, resilience, creativity, and ethics beyond AI capabilities.

4

AI as Augmentation Tool

AI should augment human judgment, combining emotional intelligence with intellectual capability.

Lead the process.
Manage the people.
Set the direction.
Thank you for listening

we commit. we deliver.

we commit. we deliver.

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