



*Arbeitswelten 2024*

# “PEOPLE, PURPOSE, CULTURE”

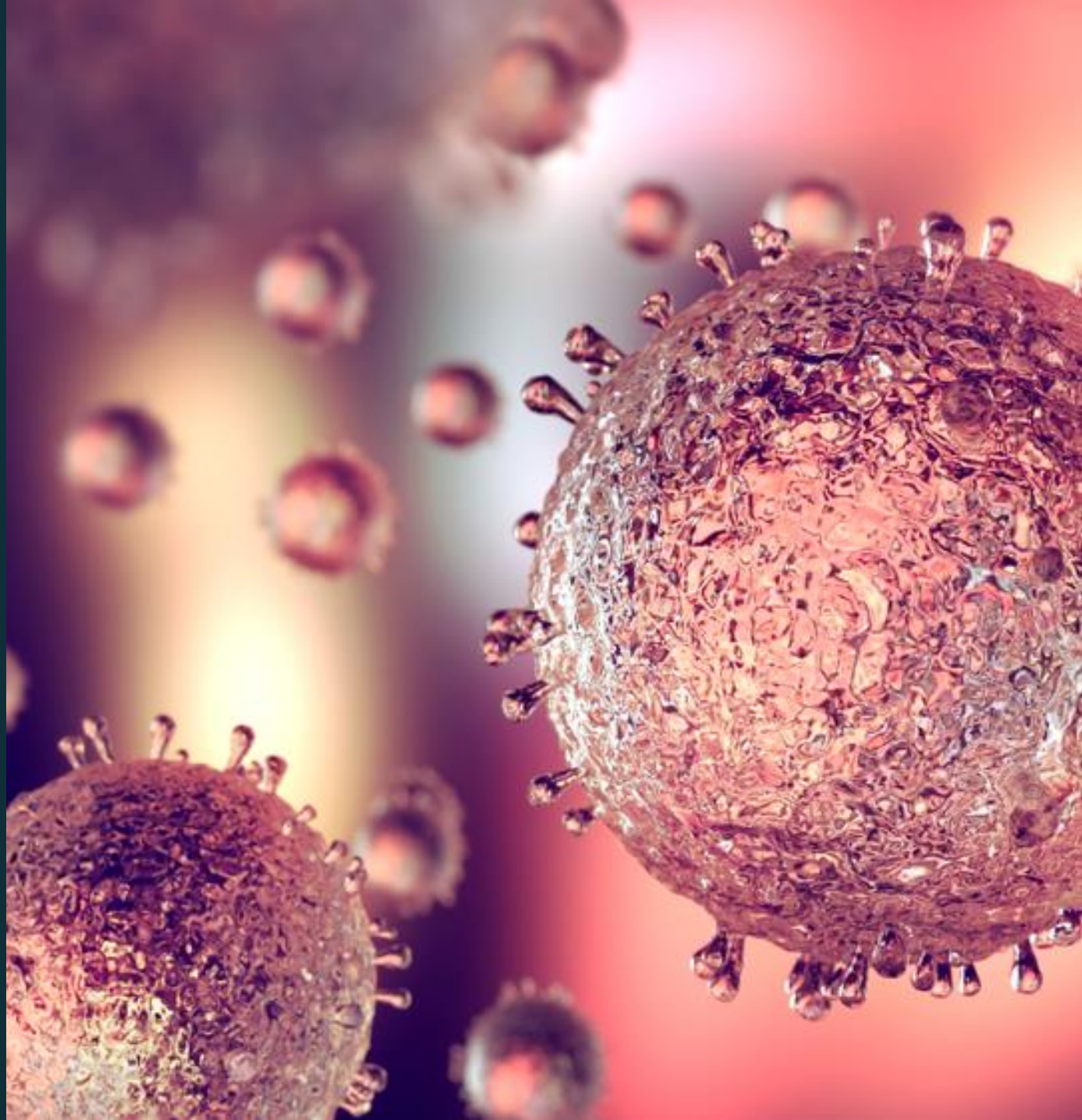
THE LEADERSHIP TOPIC OF THE  
NEXT DECADE



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The (r)evolution of  
work started long  
before the pandemic –  
but now it is  
in high gear

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“Over the course of the next 20 years, more will change around the way we do our work than has happened in the last 2,000.”

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*Maurice Conti*  
(Designer, Futurist, Innovator)

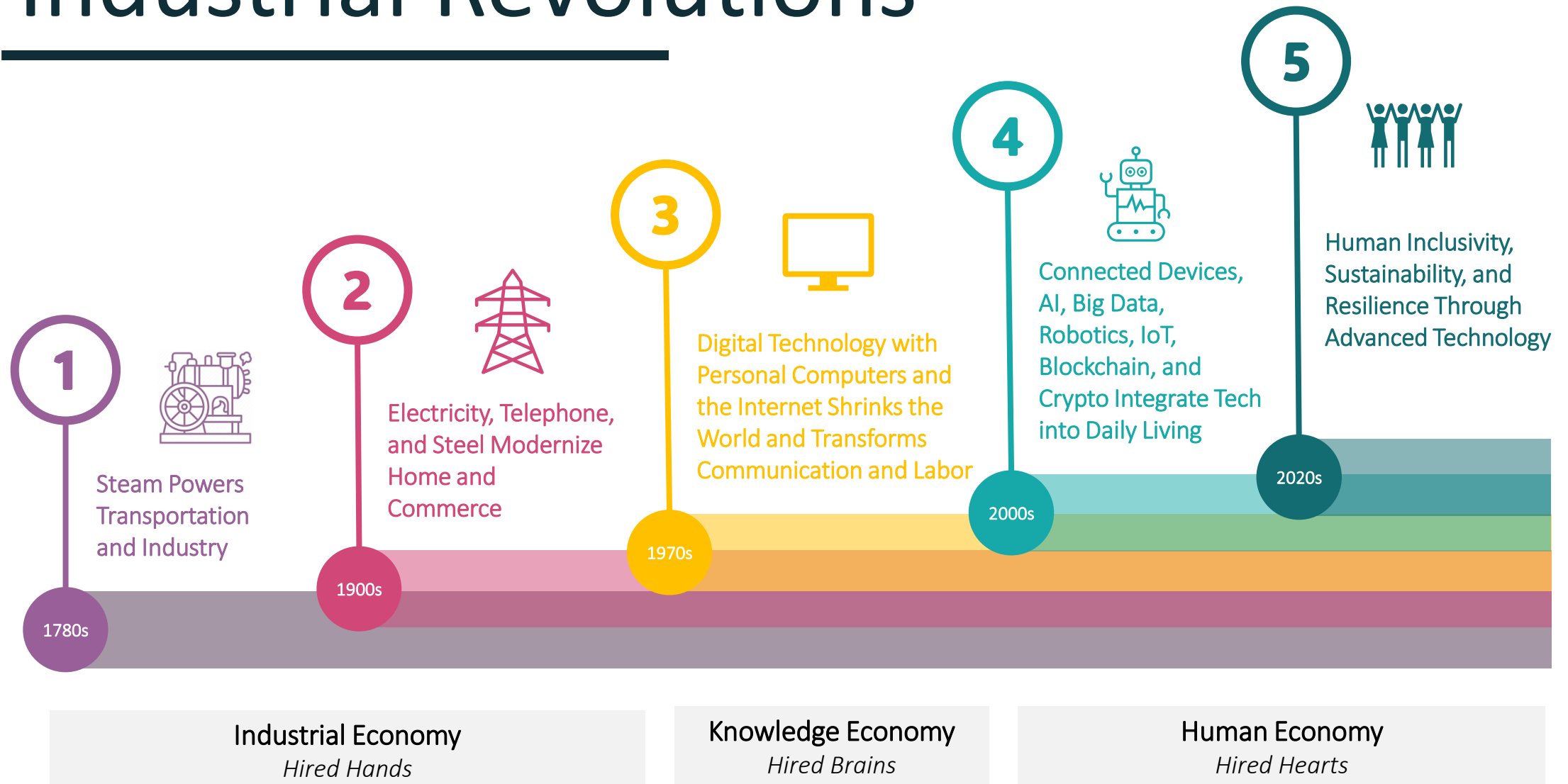






# The Revolution of Work

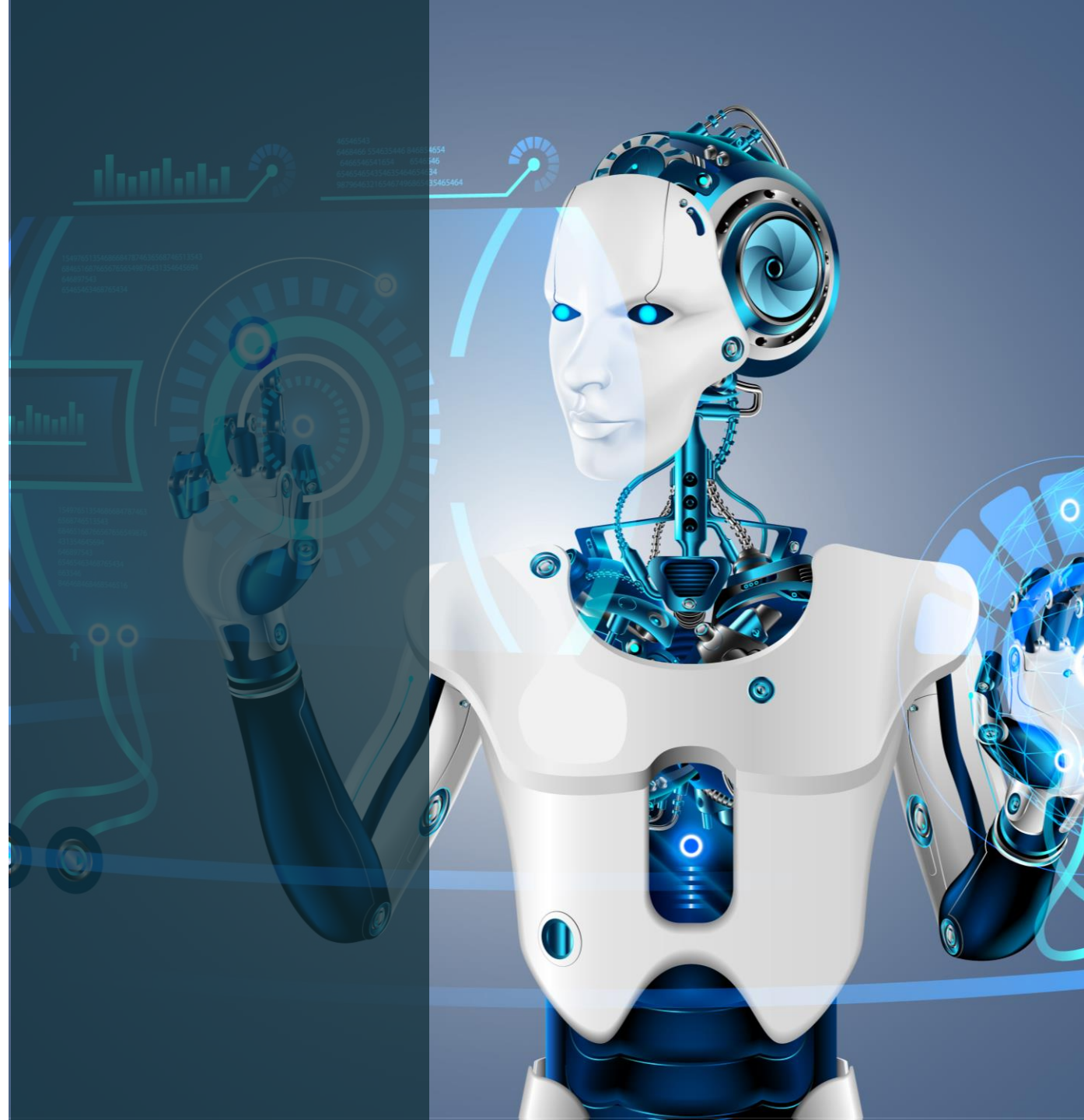
# Industrial Revolutions



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# Technology as Disruptor

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# Humanize Work

We need to focus on work we humans are uniquely positioned and qualified to perform.

We need to focus on work that requires curiosity, creativity, imagination, social and emotional intelligence.

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# Culture eats strategy for breakfast

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# What Is Culture?





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# Culture

Culture derives from the Latin word 'cultus', which means care.

Culture is a conversation we are currently not having. But it is THE conversation of the next decade.



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# What Makes A Winning Team?

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# Small Connections As The True Differentiator

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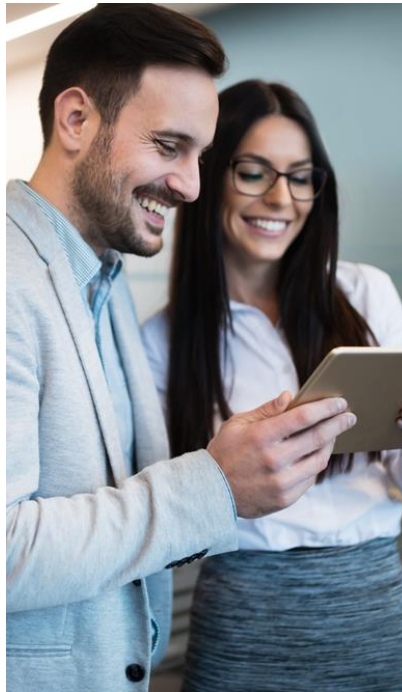
# 5 Observations of Team Performance



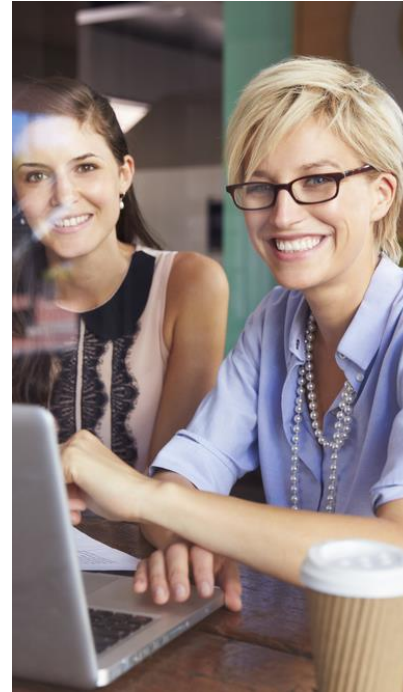
Everyone talks/listens in equal measures



High level of eye contact



Communicate directly with each other, not just the leader



Carry on back-channel or side conversations within team



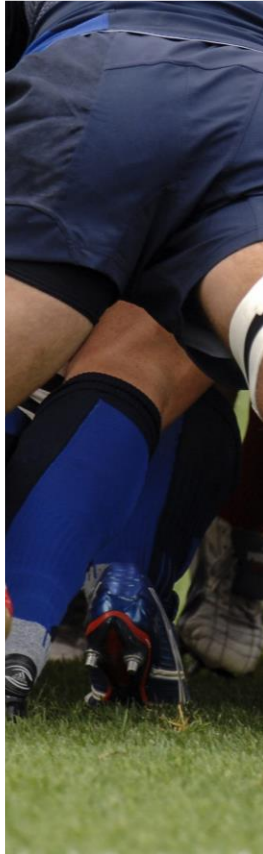
Break, go outside and bring new information back to share

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# What Are Elements Of Building The Winning Team

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*Building The Winning Team*

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# Team Dynamics

Team dynamics describes the behavioral relationship between team members.

Good team dynamics means seamless communication, high levels of trust and transparent communication.



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# Diversity of Thought

Diversity of thought embraces the fact that each person interprets and interacts with the world differently.

This can increase the potential for strong ideation and solutioning.





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# Connectivity

Employees are looking for meaning and belonging. When an organization is intentional about it, its social system fosters productive and positive relationships between employees that help them accomplish more.



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# Psychological Safety

Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes.

Psychological Safety is one of the most important aspects of superior team performance.





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# Growth Opportunities

Providing personalized and multi-lateral growth opportunities beyond higher positions is essential.

When employees see that there is room to grow, they are more likely to stay with the current organization and exert themselves.



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# Talent Enablement

Talent Enablement is the practice of challenging, guiding, and coaching employees along a personalized learning and growth journey.

Actively coaching and investing in people is essential in helping them thrive and be high-value contributors.



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Company Culture  
is the backbone  
of any successful  
organization.

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*Gary Vaynerchuk*







## Fabiola Eyholzer

Just Leading Solutions  
Co-Founder

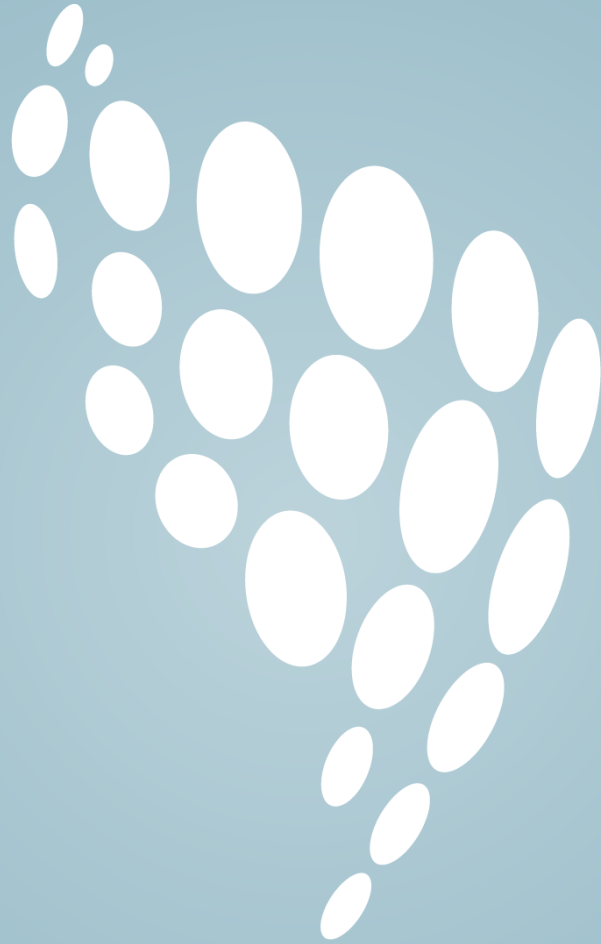
[fabiola.eyholzer@justleadingsolutions.com](mailto:fabiola.eyholzer@justleadingsolutions.com)

+1 908 340 8091

[www.justleadingsolutions.com](http://www.justleadingsolutions.com)







[www.justleadingsolutions.com](http://www.justleadingsolutions.com)