

**NEW LEVEL
WORK**

AI-AUGMENTED LEADERSHIP DEVELOPMENT

Accelerating and Extending Growth

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A woman with dark curly hair, wearing a dark blazer over a white shirt, stands by a large window. She is looking out the window to the left with a thoughtful expression. She is holding a tablet computer with both hands. The background shows a cityscape with buildings and trees, slightly blurred. There are several green rectangular overlays on the image: a small one in the top left, a large one behind the text, and two others overlapping the bottom right of the woman's figure.

Who's Here?
**Chat: Name, Role,
Location**

Who We Are

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Founders From **Google**
Who provided Coaching
to Senior Leadership



8 Years in Business with
300+ Enterprise
Customers Worldwide



Digital Solution Delivered
by Live Humans



500 Coaches
and Facilitators
Providing Global Delivery



Data Reporting that
Tracks Progress and Skill
Development



On-Demand AI Guided
Leadership Development

About Me

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Tech Entrepreneur

Digital Agency
Music Learning
Games Backend

Executive Coach

Senior Executives
Technical Teams
Leadership Programs

Talent Leader

Learning
Performance
Engagement

Product Leader

Vision
Strategy
Delivery



Agenda

- The Budget Problem
- The AI Opportunity
- The Build Measure Learn Loop
- Jobs-To-Be-Done
- Learnings

Poll

What Talent Development tasks are you currently using AI for?

None is an okay answer :)

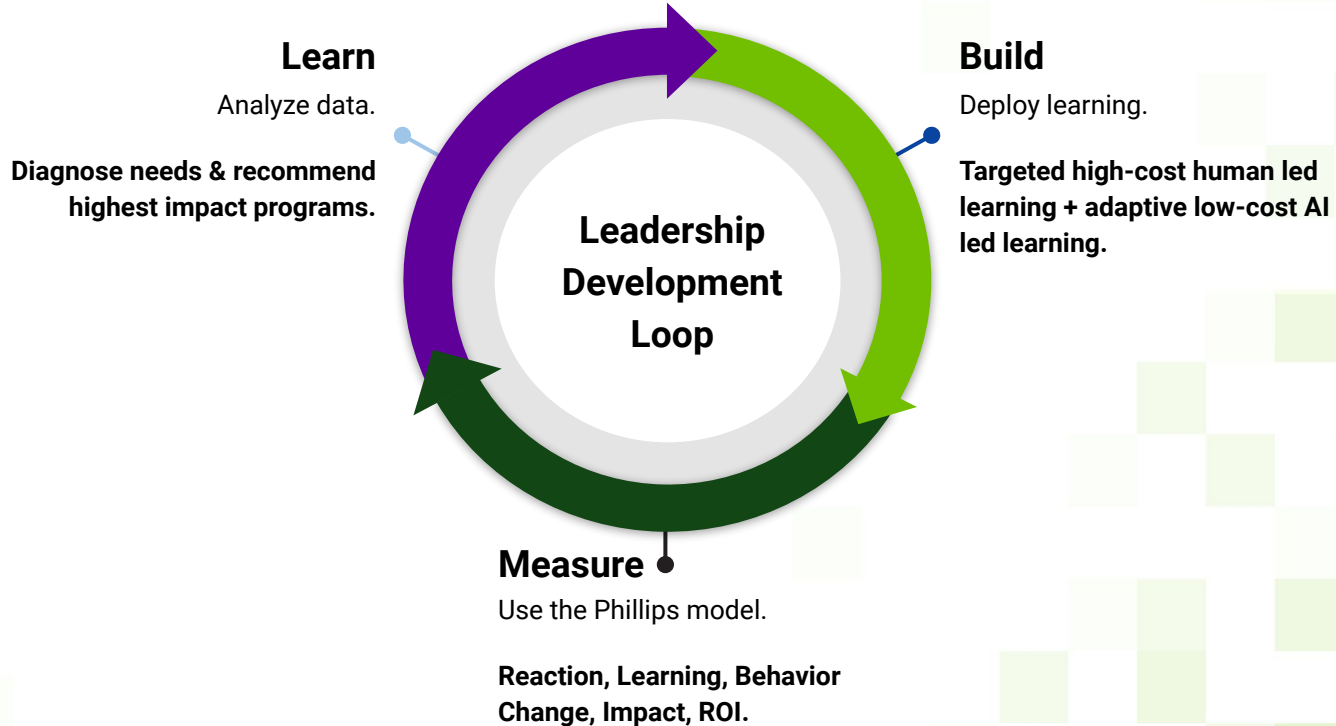
Insight: LMS Consumes More Of L&D Budgets

LMS Spend CAGR vs **L&D Budget CAGR**
>20% **3%**

- COVID accelerated spending on e-learning
- LMS spend doubled from 2019 to 2023
- Over the same period L&D budgets grew < 15%

Opportunity: Leverage AI To Close The Engagement Gap

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Learn



Learn: LLMs Turn Talent Data Into GOLD



Sentiment

1:1 Coaching



Group Training



Group Coaching



Business Domain Competencies

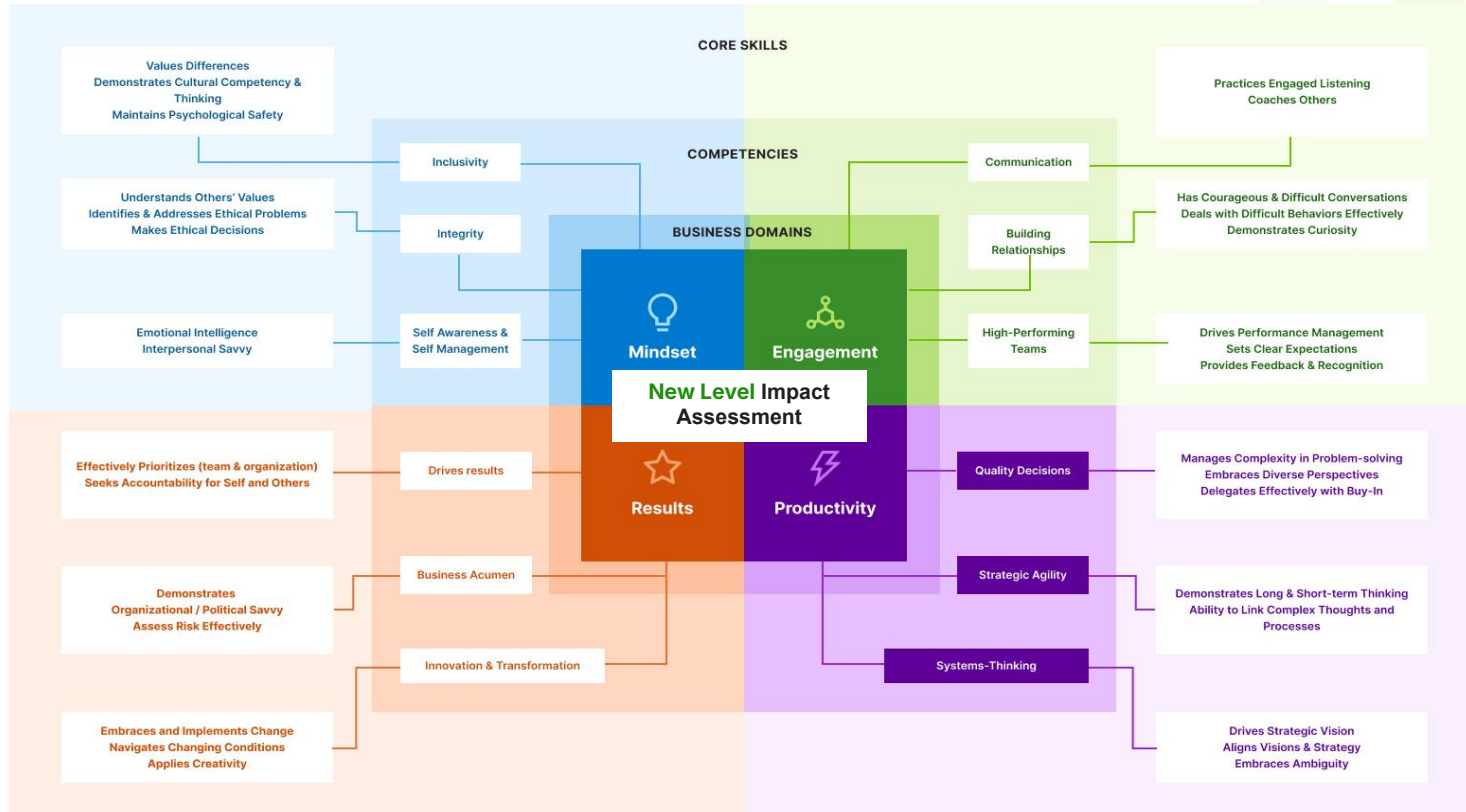
Mindset	Score	% change
Average	3.67	15%+
Inclusive	4	50%+
Integrity	3	30%+
Self-Awareness	4	30%+

Productivity	Score	% change
Average	4.33	25%+
Quality Decisions	4	10%+
Strategic Agility	4	15%+
Systems Thinking	5	15%+

Top 5 Manager Behaviors

- The employee evaluation process is fair in this organization.
- The leadership effectively communicates important information.
- The leadership of this organization treats all employees fairly.
- The time you spend in meetings is well spent.
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What Untapped Talent Data Does Your Org Have?

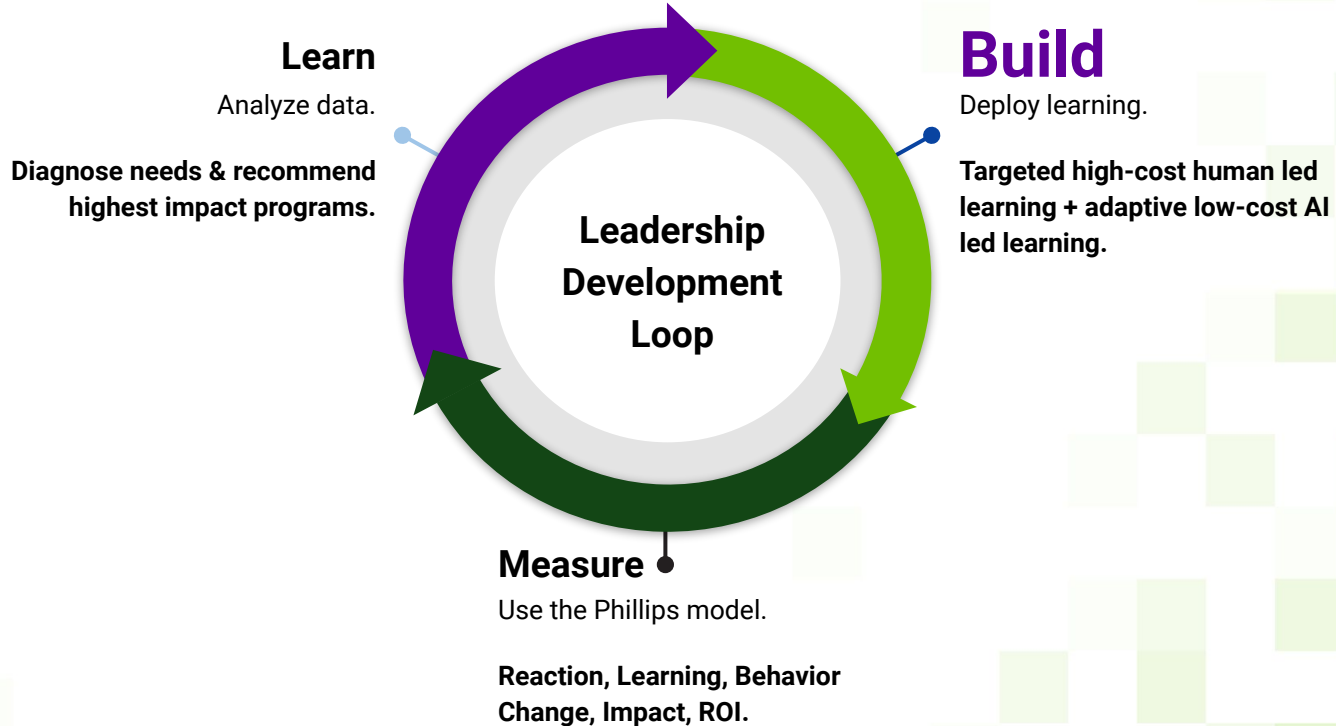


Build



Opportunity: Leverage AI To Close The Engagement Gap

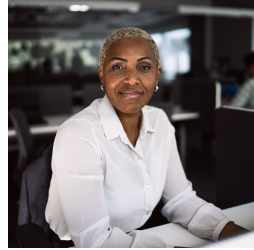
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Navigating Leadership Development at Various Stages

Leadership development programs often adopt a one-size-fits-all approach, failing to recognize the distinct needs at different stages of leadership development.

E.g. The New Level Leadership Framework. **Key takeaway: it's important to address the unique requirements of different levels of leaders, ensuring tailored development.**



Drivers

Business Unit Leaders just below the executive level who drive change by **transforming business objectives and strategies into execution.**



Accelerators

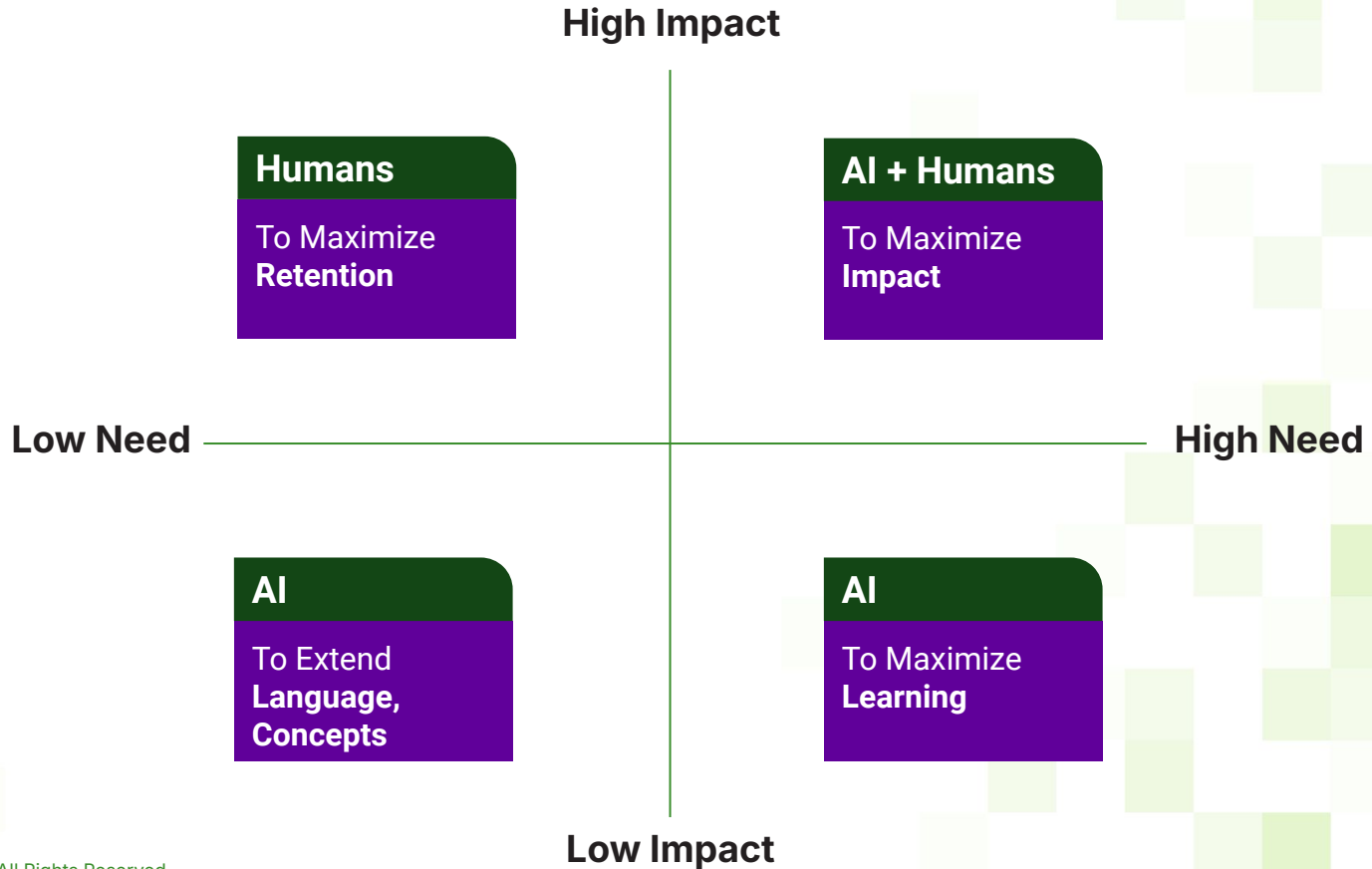
High Performance/High Potential Managers another layer down who are skilled, ambitious, and **represent a significant source of operating advantage** if properly directed and inspired.



Emerging Managers

Emerging Managers are the X-Factors of organizations. With targeted development, they can **make tangible contributions almost immediately.**

Opportunity: Augment & Extend Learning with AI



Performance Management

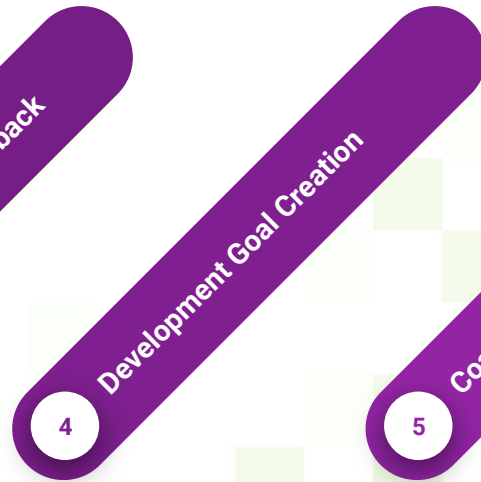
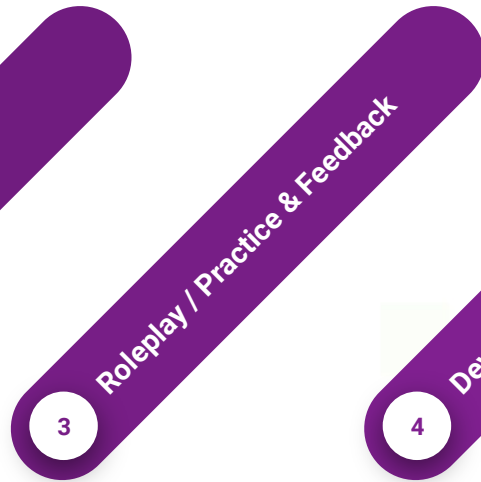
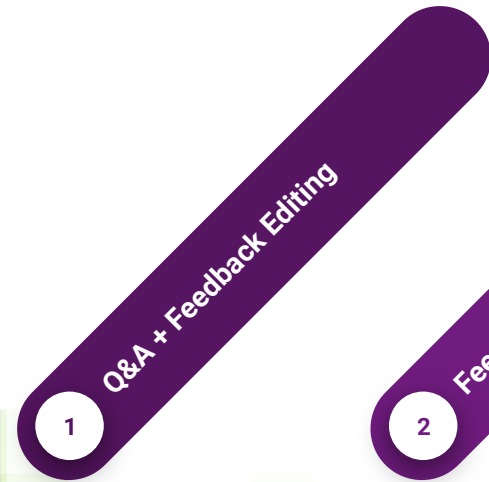
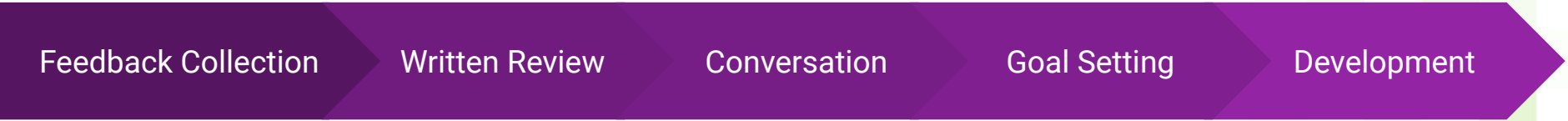
Leveraging AI to Maximize
Development

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AI Augmented Performance Cycle

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#1 Talent Development Use Case for AI

What is your top priority?

- 1 min Reflection
- Share in Chat



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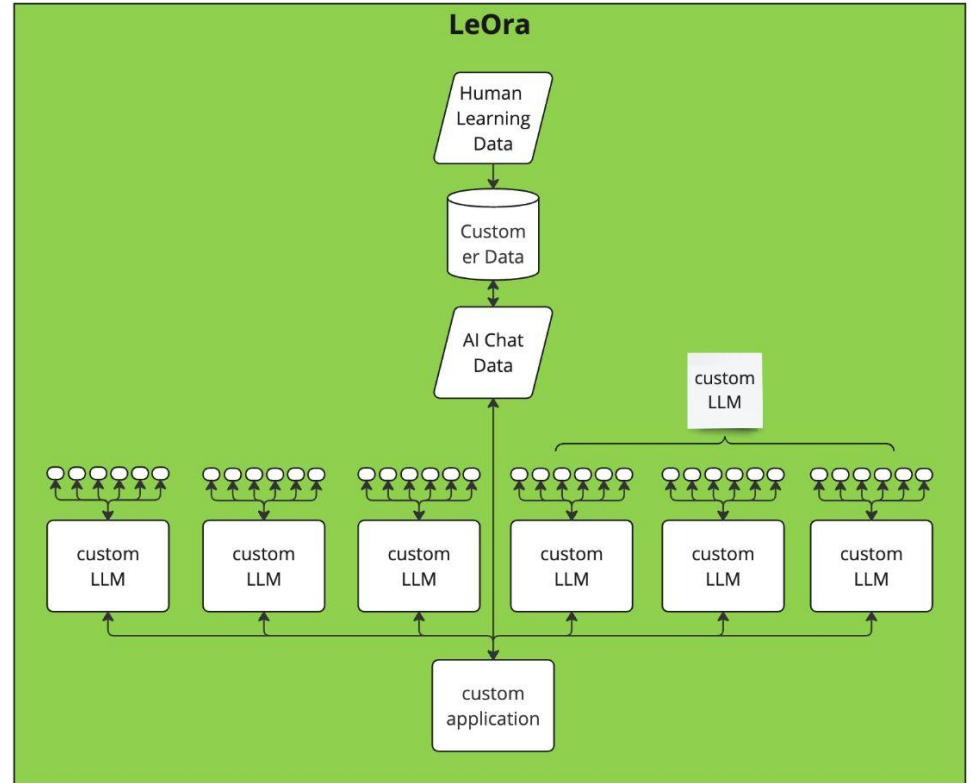
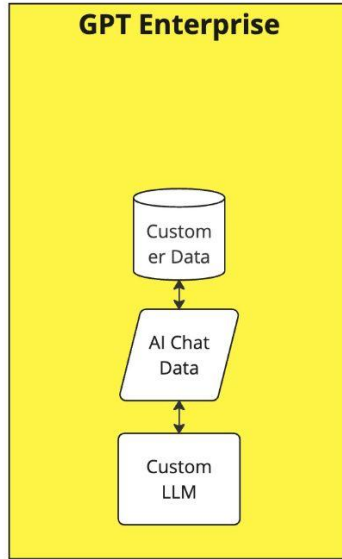
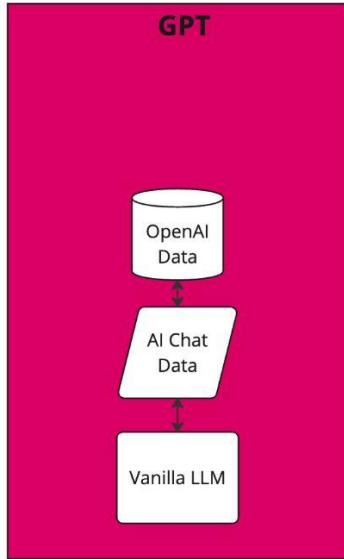


Meet

LeOra AI

A Leadership Oracle driven by AI

Bots Need Specific Goals And Specific Roles

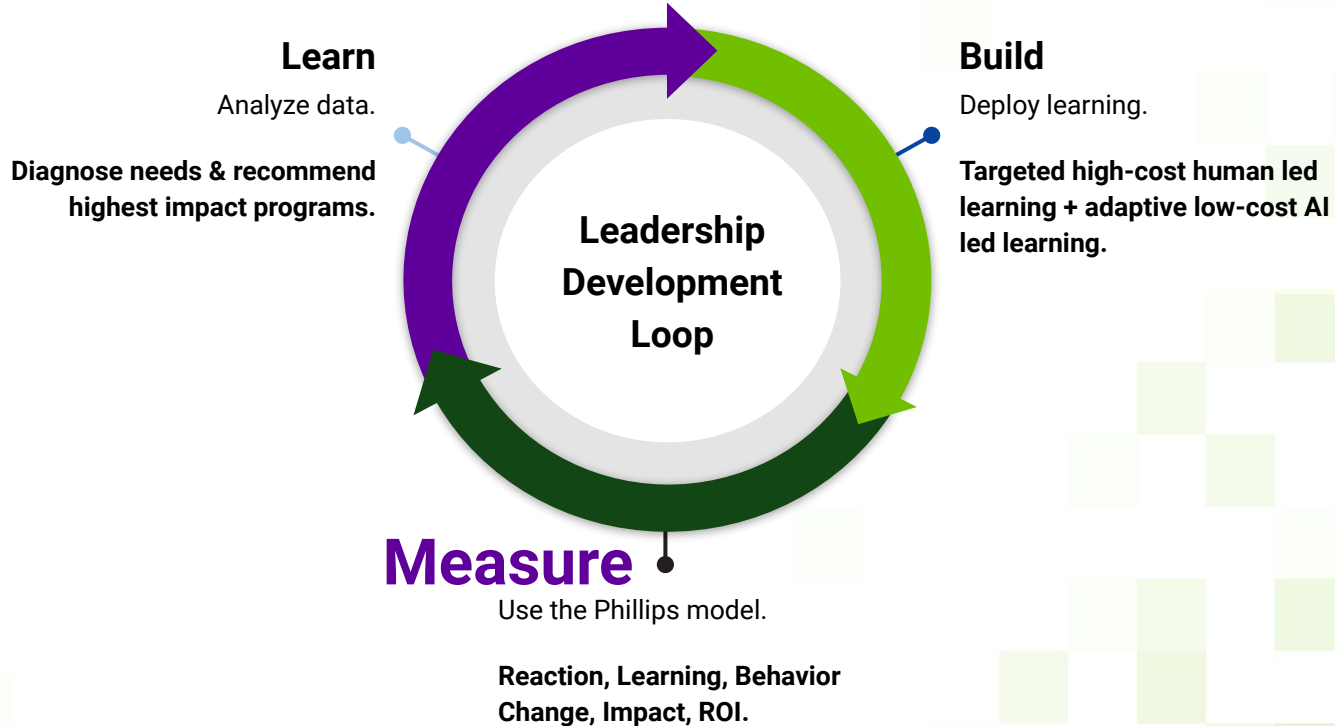


Measure

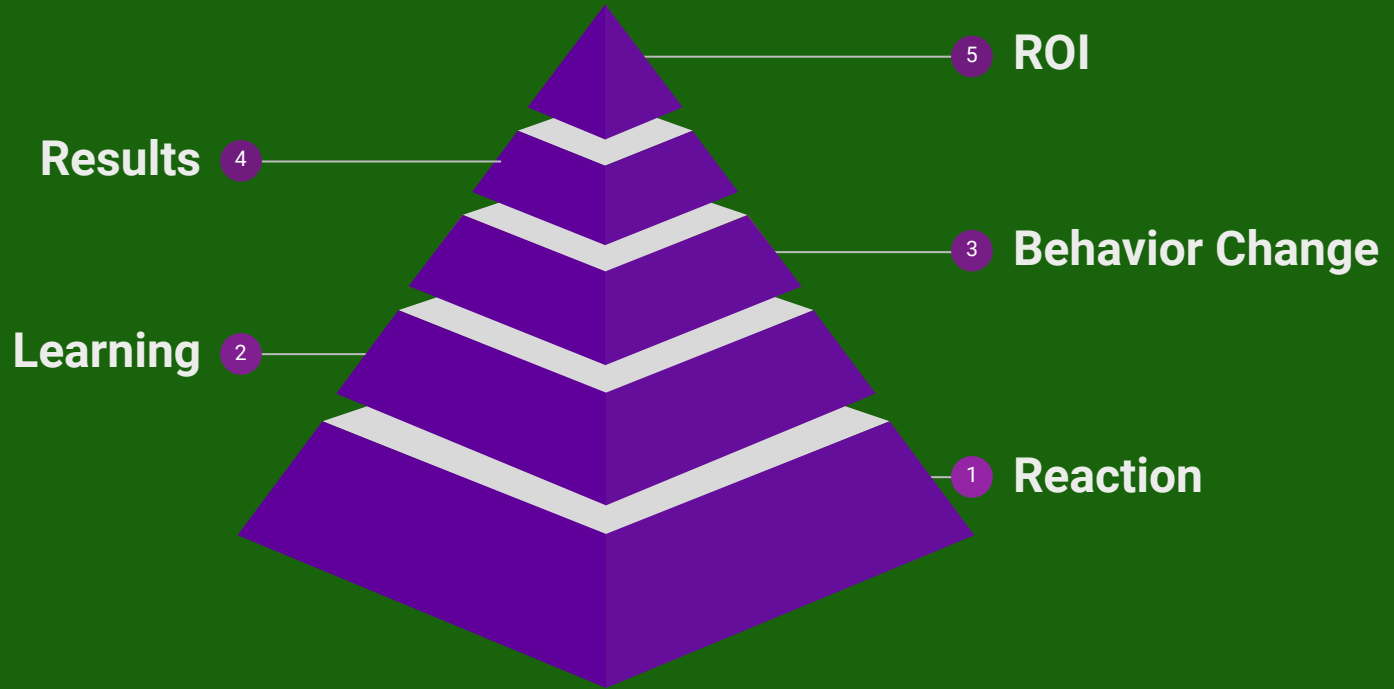


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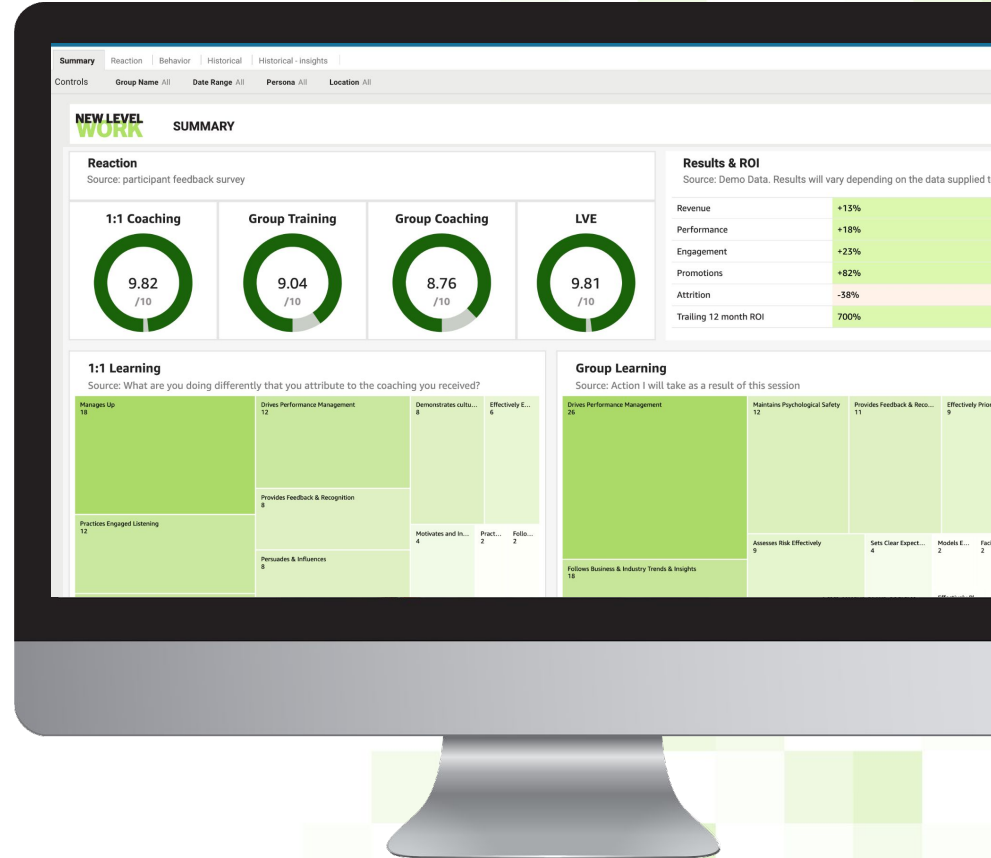
Measure: Use The Phillips ROI Model



Dashboarding

Demonstrate the direct effect of leadership development on business ROI and identify targeted growth opportunities through:

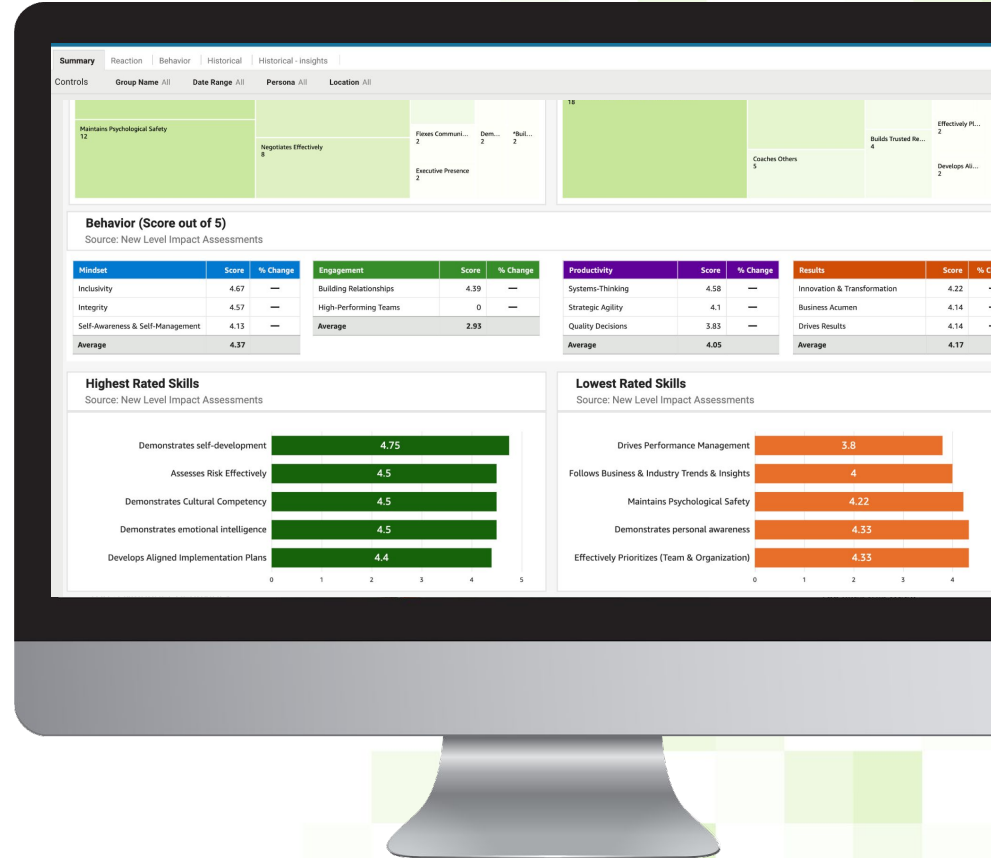
- **Comprehensive behavioral analytics**
Measure skills gap and behavior change
- **Real-time management tool**
Implement, track and report on program participation
- **Executive Summary**
Show detailed insights to your C-Suite



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What else? Q&A

Thank you
And
Next Steps