



LEADERSHIP DEVELOPMENT

Leadership Development *in the AI Era*

The leadership skills AI cannot replace.

A guide for organisations navigating the most consequential shift in how work gets done.

CHROs

L&D Leaders

Senior Executives

THE CONTEXT

AI Is Changing Work.

Leadership Must Rise to Meet It.

Artificial intelligence is accelerating knowledge work at a pace most organisations are only beginning to absorb. Tasks that once required hours of analytical effort can now be completed in seconds. The productivity gains are real and significant.

But productivity is not strategy. And efficiency is not leadership.

44%

of workers' core skills will be disrupted within five years
WORLD ECONOMIC FORUM

25%+

growth in demand for social and emotional skills by 2030
MCKINSEY & COMPANY

"The organisations that will win in the AI era are not those with the most advanced tools. They are those with the strongest leaders."

THE HIDDEN RISK

When AI Does the Thinking

There is a risk embedded in the efficiency gains that few organisations are discussing openly. When AI handles the tasks that once built capability — writing reports, analysing data, structuring arguments — the incidental learning that shaped a generation of leaders quietly disappears.

Judgment, critical thinking, and the ability to communicate with clarity do not develop from information alone. They develop through practice, through difficulty, and through the accumulation of experience. As AI absorbs more of that difficulty, organisations must find deliberate ways to preserve and strengthen the human capabilities that cannot be automated.

THE OPPORTUNITY

Leadership Capability Is the *Competitive Advantage*

Technology can accelerate the pace of work, but it cannot determine the direction. It can generate options, but it cannot exercise judgment. It can surface information, but it cannot build trust.

In the AI era, the leaders who create the most value will be those who can interpret ambiguous signals and make sound decisions under uncertainty; bring diverse stakeholders into alignment; navigate conflict; and hold people accountable while preserving their commitment. **These are not soft skills. They are the hard work of leadership.**

OUR FRAMEWORK

The F.I.R.S.T.™ Leadership Framework

Five dimensions of leadership effectiveness that are measurable, developable, and directly linked to organisational performance.

F FUTURE-READY

Anticipates change, builds organisational resilience, and prepares teams for what is coming rather than what has passed.

I INNOVATIVE

Creates environments where new thinking can emerge, encourages productive challenge, and translates ideas into action.

R RELEVANT

Communicates with clarity and precision, adapts their approach to diverse audiences, and influences without relying on authority.

S STRATEGIC

Exercises sound judgment under pressure, distinguishes signal from noise, and consistently prioritises what matters most.

T TRUSTED

Builds credibility through consistent action, fosters psychological safety, and creates the conditions in which people do their best work.

FOR ORGANISATIONS

Creating the Conditions for *Leadership Growth*

Organisations play a direct role in the quality of leadership they develop. Those that create environments where leaders are expected to think critically, where open dialogue is encouraged, and where making decisions under uncertainty is treated as a developmental opportunity produce leaders of a meaningfully different calibre.

As AI integration accelerates, the organisations best positioned to succeed will treat **leadership capability as a strategic asset**, not a training line item. That means investing in meaningful development experiences, not just content delivery.

It means measuring **behaviour change**, not just programme completion.

FOR INDIVIDUAL LEADERS

Leadership That Develops Through *Practice*

For individual leaders, the path to stronger capability runs through experience and reflection, not information consumption. The leaders who grow most rapidly are those who seek challenge, engage honestly with feedback, and invest in the quality of their relationships.

In the AI era, that intentionality becomes a differentiator in itself.

THE QUESTION

Are we investing as much in leadership as we are in technology?

This is not a philosophical exercise. It is a practical planning priority. The investment decisions made now will shape the quality of leadership available when it matters most.

Built on the belief that *leadership capability* is the most durable competitive advantage.

Influence Solutions is a leadership and organisational development firm with decades of combined experience across Asia-Pacific and beyond. Our proprietary tools, including the i.T.E.A.M.™ Index for measuring trust and organisational culture, give organisations the evidence base to invest with confidence.

KAREN LEONG

Co-Founder

Karen brings deep expertise in influence, communication, and leadership presence, helping leaders build the credibility and trust that drive results.

MUKUL DEVA

Co-Founder

Mukul works with senior leaders and organisations to build high-performance cultures grounded in trust, accountability, and strategic clarity.

If you are exploring how your organisation's leadership capability needs to evolve as AI reshapes the workplace, we would welcome the opportunity to speak with you.

EMAIL: connect@influence-solutions.com

TEL: 6238 5860

WHATSAPP: 9858 3930