



Leadership Development in the Age of AI

Introductions

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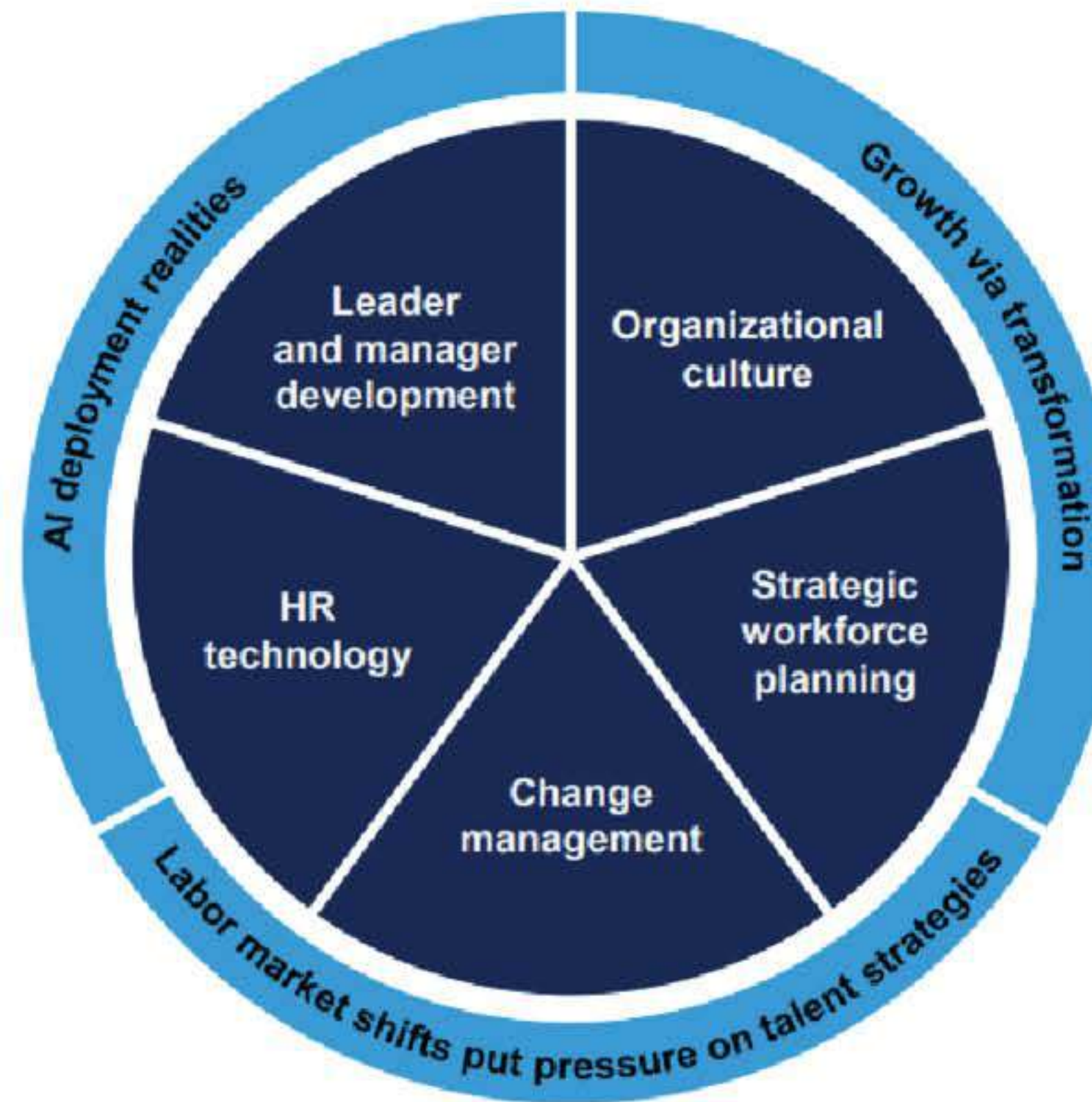
Try a voice leadership simulation for yourself:

tenorhq.com

Top HR Priorities for 2025

Top Priority Areas Selected by HR Leaders to Support Their Organizational Goals

- 1 Leader and manager development
- 2 Organizational culture
- 3 Strategic workforce planning
- 4 Change management
- 5 HR technology
- 6 HR operating model and transformation
- 7 Learning and development
- 8 Succession management
- 9 Employee value proposition
- 10 Performance management



n = 1,403 HR leaders

Q: Based on your functional priorities, please rank the five most important key areas on which your function will focus in the next 12-18 months to support these priorities

Source: 2025 Gartner HR Priorities Survey

It's Time To Evolve

Our Approach To Leadership Development

Gartner

Traditional leadership development such as seminars and lectures have a **negative effect** on development



75% of managers overwhelmed by responsibilities.



57% of managers fail to enforce desired culture



74% of managers unprepared to lead change

AI Technology Is Evolving At A *Blistering* Pace

With this technology,
we will grow and enable
our managers in ways we
can't even **imagine** yet



POLL

Where are you in your AI journey?



Not right now



Curious



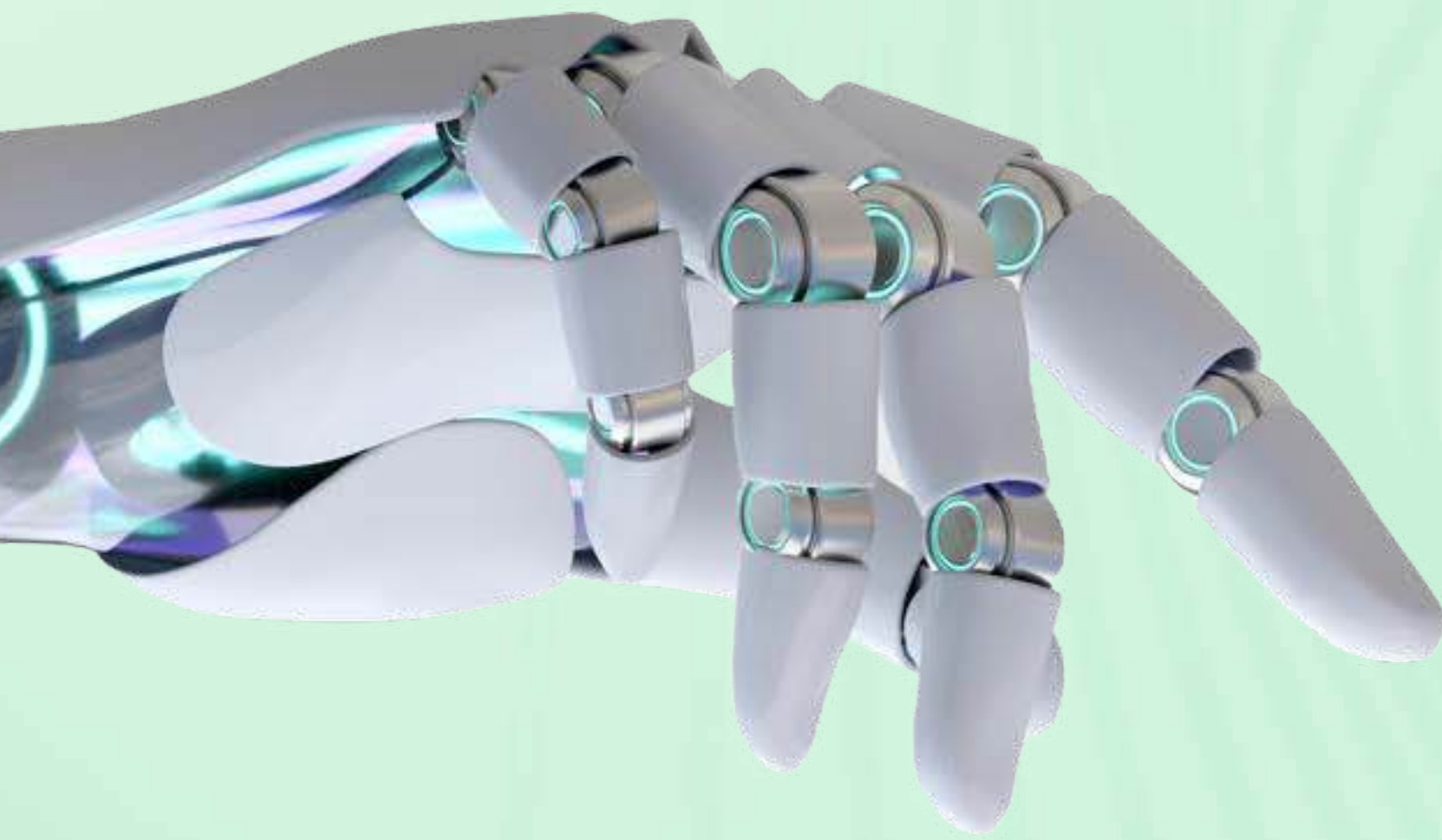
Actively exploring



Piloting



Using



**The more technology evolves,
the more important the **human**
side of leadership becomes**



Leadership Skills in the AI Age: Character and Communication Lead the Way

Table 8. Perceived Changes in Need for Competencies Due to the Use of Generative AI in the Workplace.

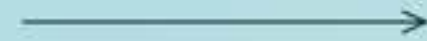
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>% Agree</i>
Leadership				
Integrity	684	5.67	1.38	76.9
Strategic vision	685	5.45	1.37	70.7
Ability to inspire others	687	5.30	1.42	68.0
Motivation and drive	684	5.12	1.47	63.3
Innovation and creativity	686	5.07	1.64	64.6
Communication				
Oral communication	687	5.22	1.41	67.0
Interpersonal skills	684	5.19	1.44	67.4
Listening skills	687	5.16	1.38	65.5
Negotiation skills	682	5.14	1.30	62.3
Teamwork	687	5.02	1.41	59.4
Presentation skills	685	4.90	1.50	59.4
Written communication	687	3.90	1.58	34.4

How Should Leadership Development Teams Be Thinking About AI?

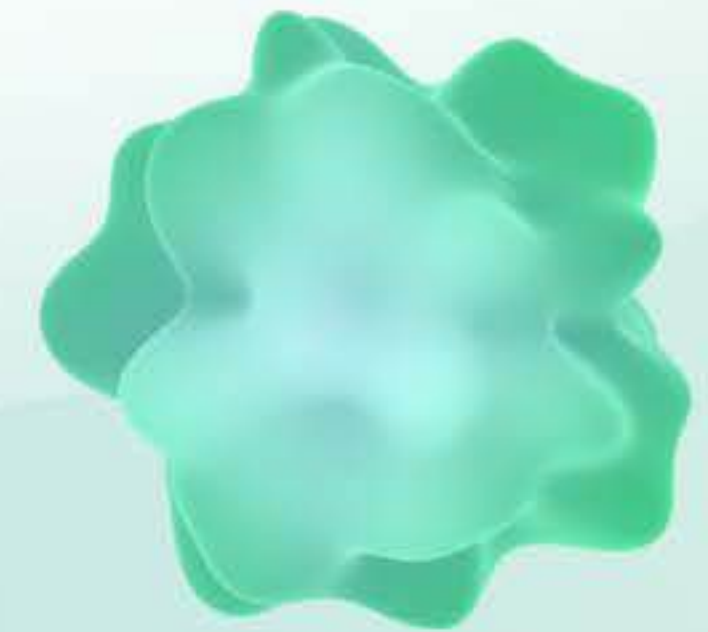
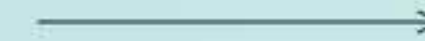
The AI + Leadership Journey



Enhance what
you're doing today



Scale what previously
hasn't been scalable



Augmented
Leadership

Force multiply



Reimagine

What works, doesn't scale 

And what scales, doesn't work 

**What previously didn't scale...
suddenly now **does****



“What are we doing today for a subset of our leaders, that we know works, but doesn’t scale?”



Role
Playing



HRBP
Partnership



Exec
Coaching

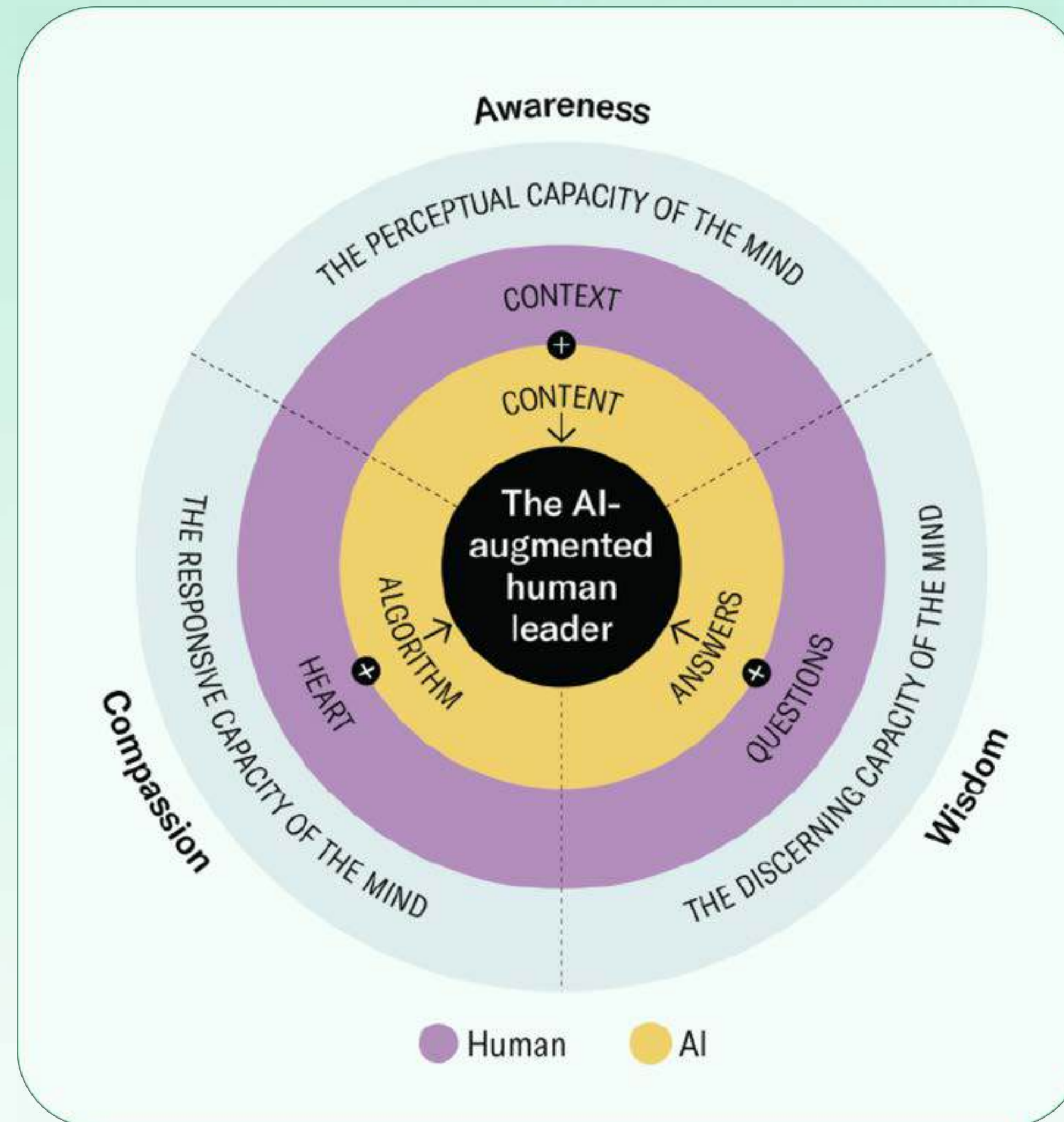
Coming Soon

The AI-Augmented Leader

ROBO MANAGER



The AI-Augmented Leader



THE AI-AUGMENTED LEADER



POLL

Which conversations do your managers struggle with most?



Comp



Performance



Change mgmt



Feedback



Other



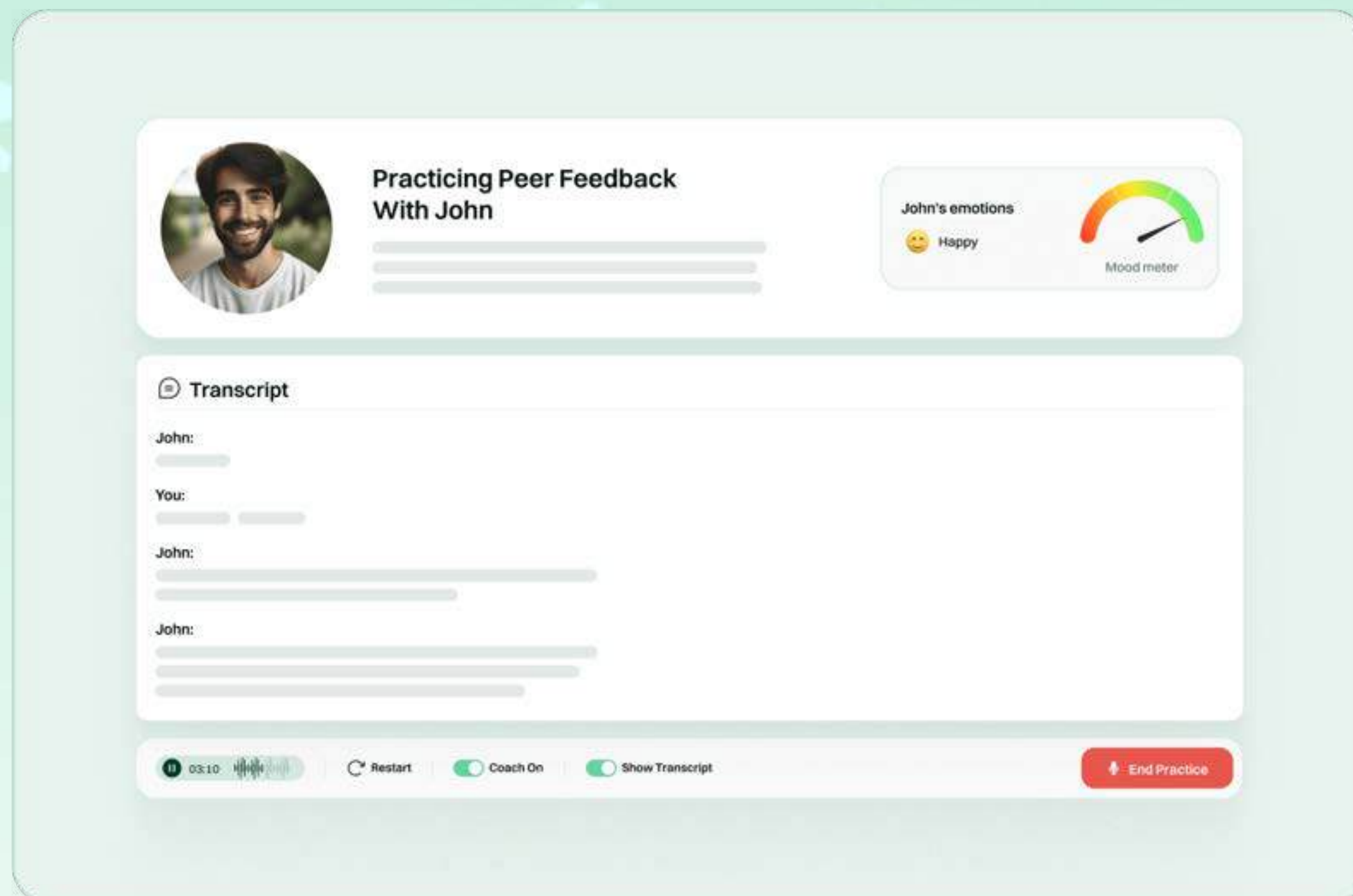
Voice Simulations

Example Demo: AI Simulations

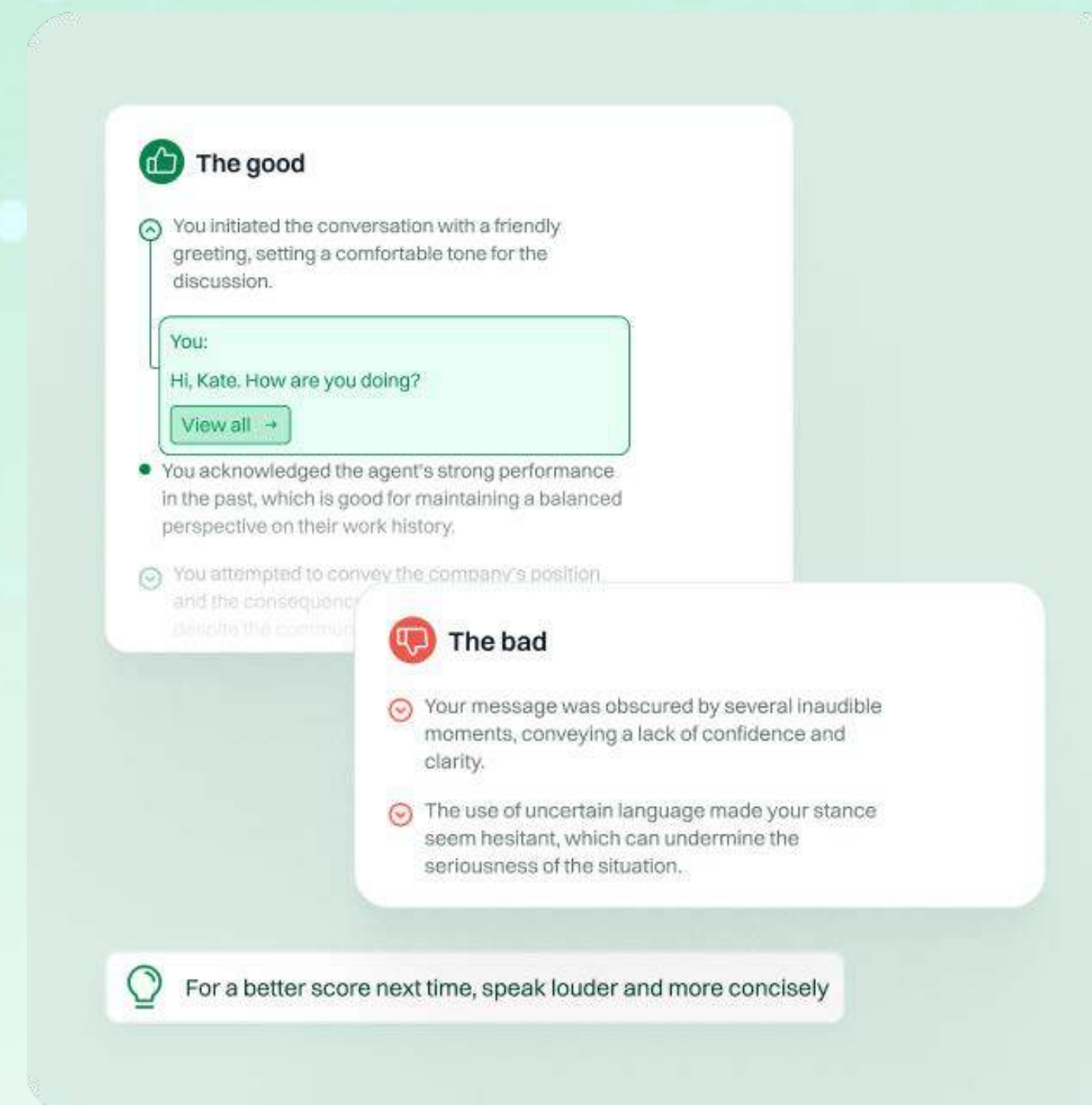


“With simulations, we’re not just investing in AI;
we're investing in our managers’ ability to
lead effectively in real-world situations

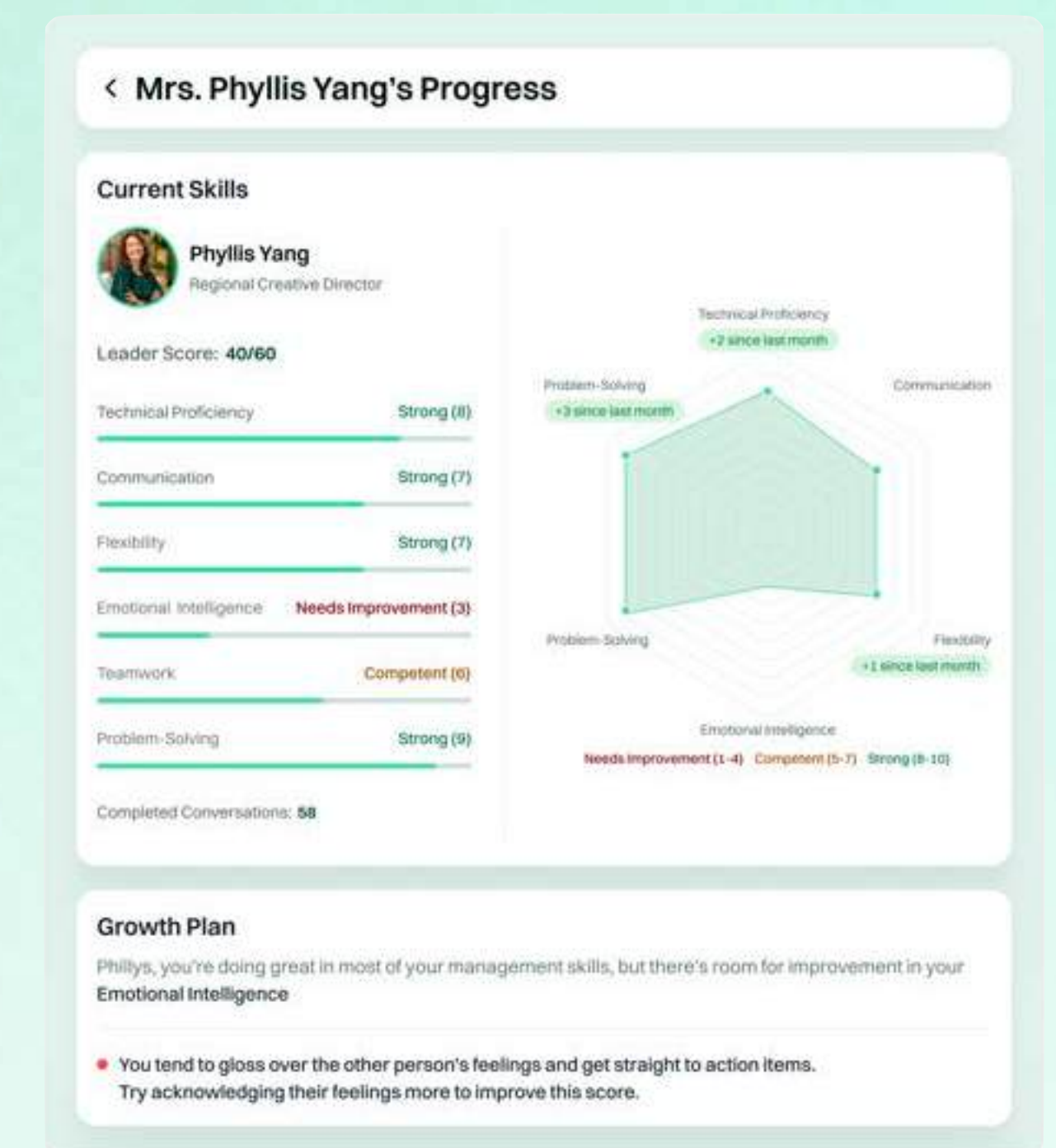
AI for Real-World Leadership



Voice AI Leadership Practice



Tailored Feedback



Skills

Real-World Examples



Performance



Compensation



Change Management

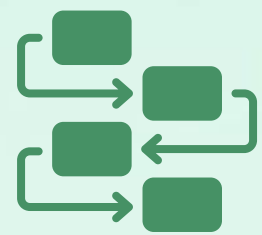
Tailoring AI Simulations



Bespoke scenarios



HR/L&D program alignment



Custom learning paths



LMS + HRIS integrations



Business context awareness

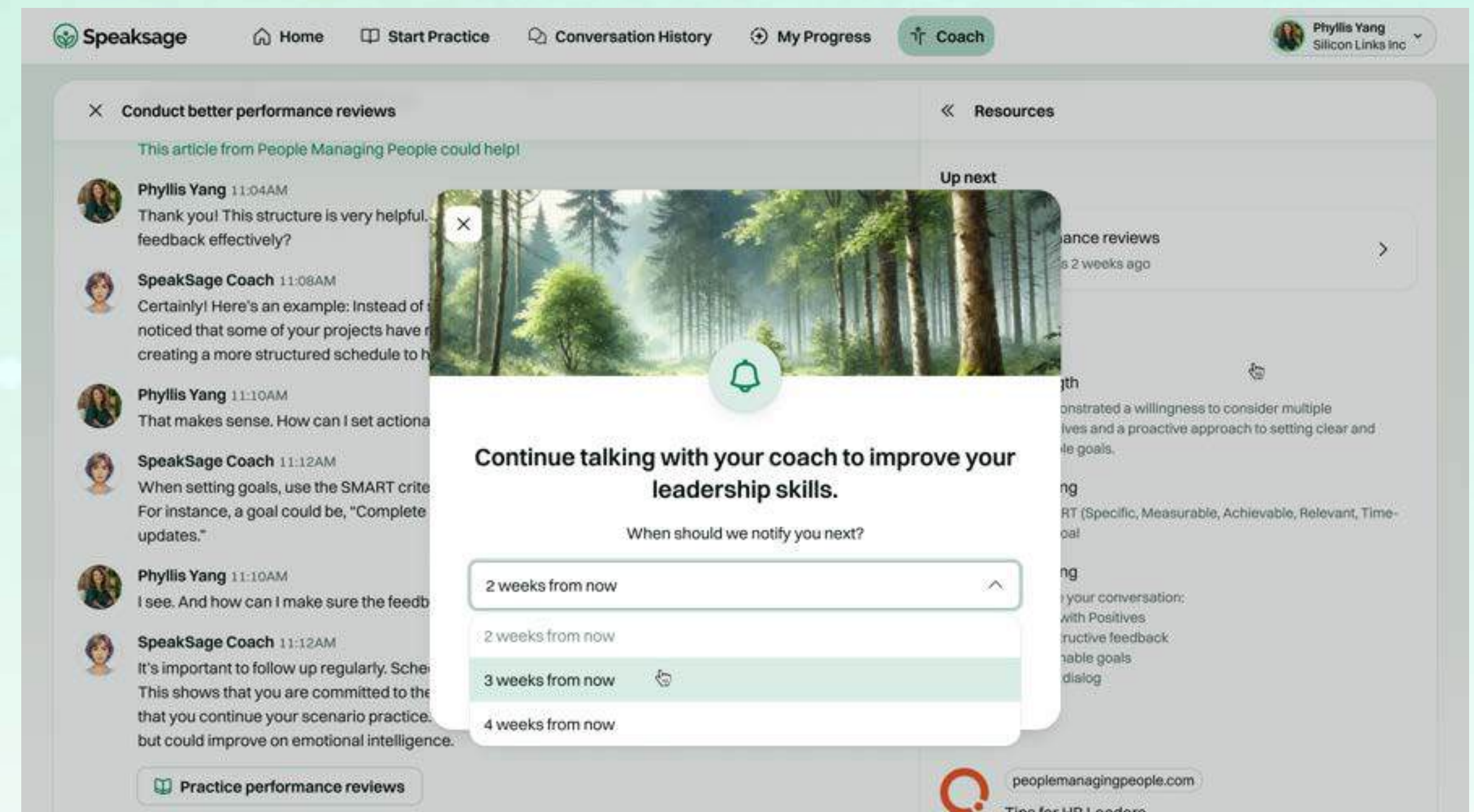
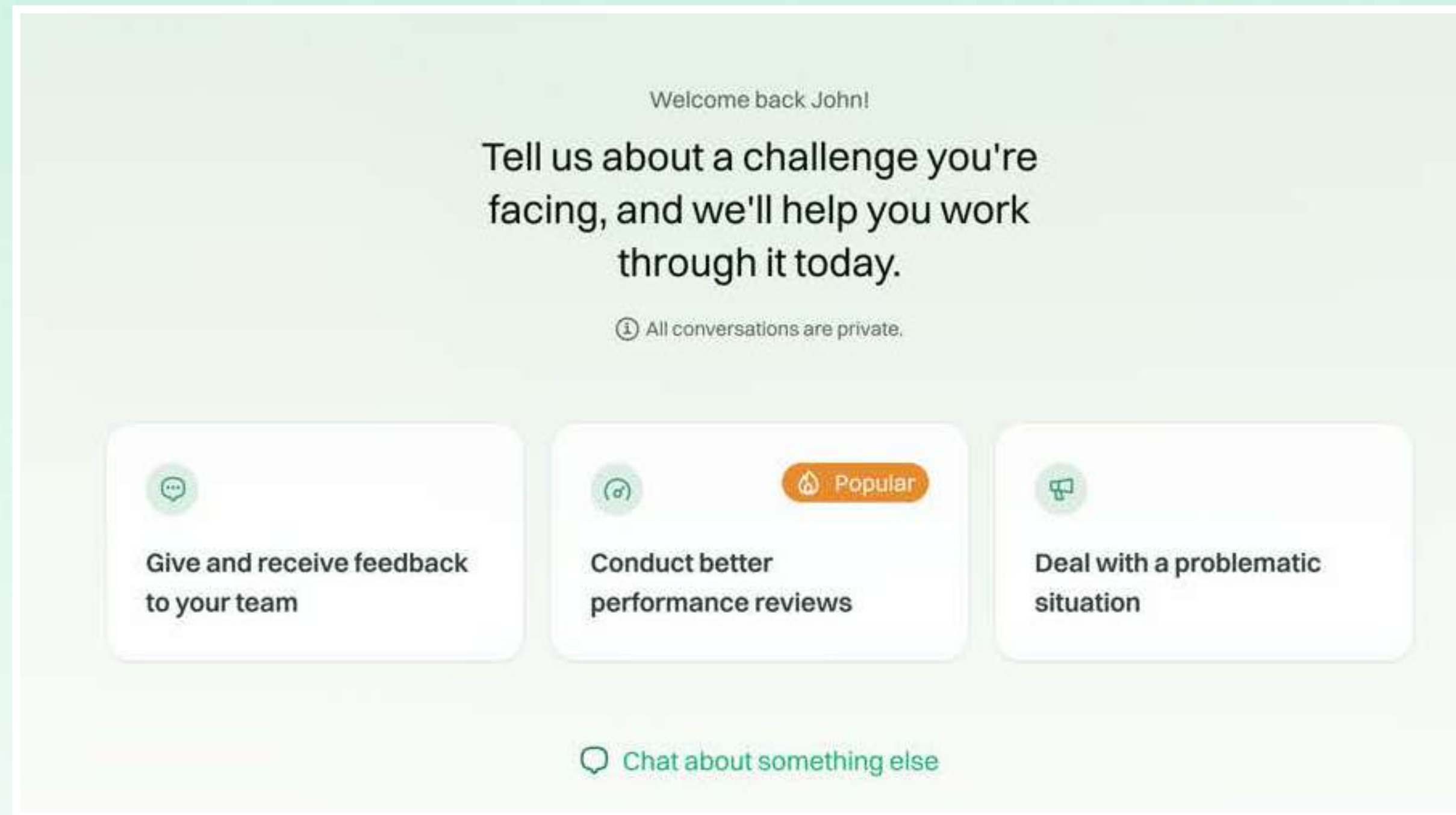


Feedback framework

Coming Soon

Manager Coach

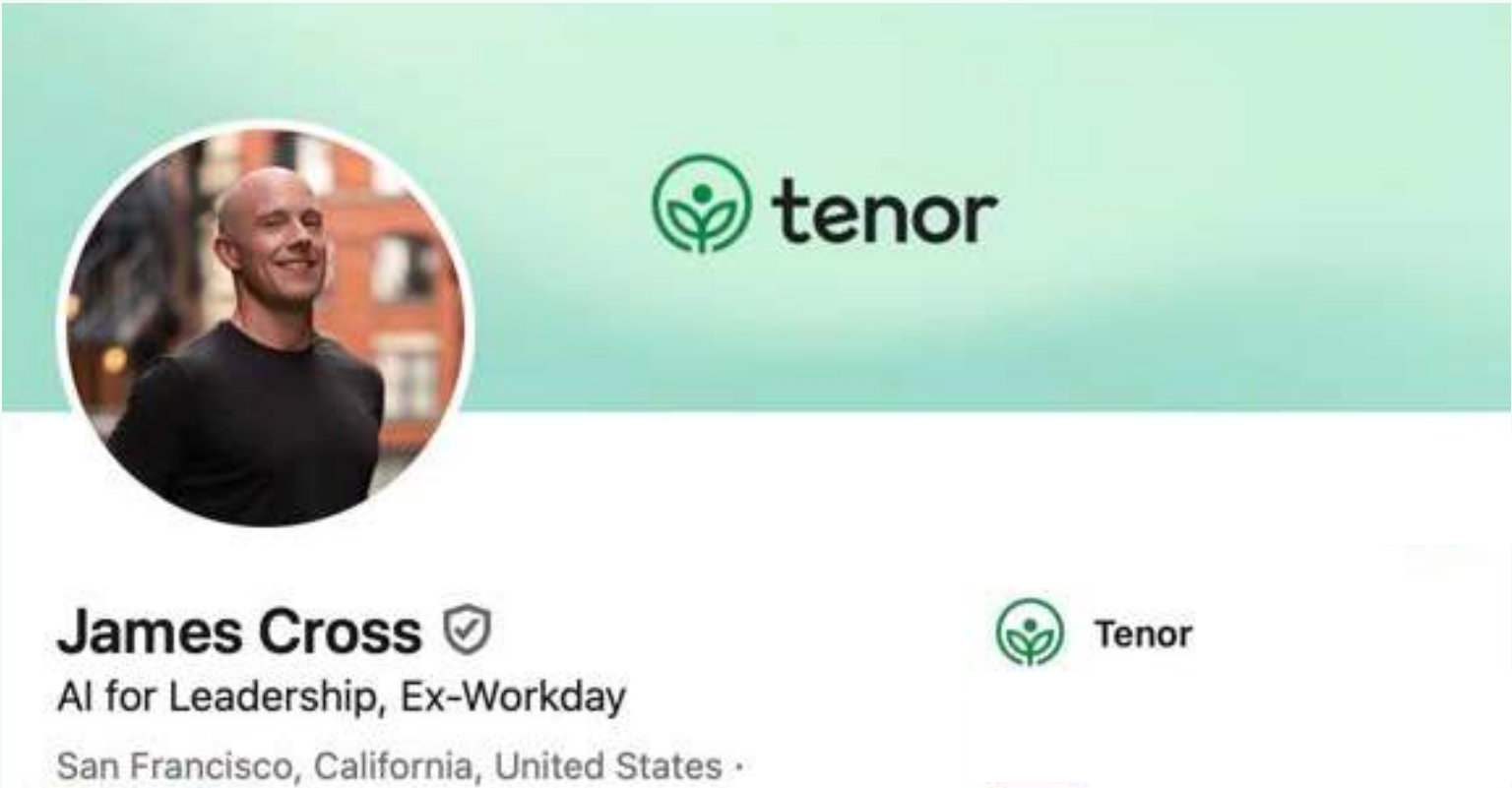
Intelligent guidance,
in the moment, for every manager.



Thank you!



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