

Building Adaptive Leaders for the Modern Workforce

Being an effective leader today requires an emerging skillset that wasn't prominent before. This new decade brings to the forefront new ideas around what trust, inclusion, empathy, and adaptiveness look like and the roles they play.

The most sought-after leaders in this environment will be those who can successfully drive business results by putting their people first and building more inclusive cultures that promote greater diversity and innovation.



80% of leaders believe that leading in the 21st century requires new and unique skills, such as handling cultural differences and managing through ambiguity, that are important to their organization's success.

Source: [Deloitte](#)



Lead with Empathy in an Era of Change

The everchanging economic and social landscape has led to unprecedented change in business and the nature of the workforce. We are seeing the need for more empathetic and adaptive styles of leadership, especially through times of uncertainty felt by employees. To succeed in this new climate, leaders must listen, understand, and adapt to people's rapidly evolving needs.

Be More Transparent with Your Engagement Strategy

Employee engagement is a traditionally difficult area to measure. It can be encouraging at first, but without proper planning, can drift off course. Today, leaders are held to a higher standard by employees. Thought must be followed by action, and organizations must provide tools to create tangible impact. Data-based decision making helps remove latency and bias in your engagement strategy.

Strengthen Your Talent Pool to Become Tomorrow's Leaders

Effective leaders don't just lead—they identify potential in those around them. An impactful leadership program can equip your employees with the skills and confidence needed to succeed as leaders, while also helping individuals feel connected to the organization's values and goals. Not only will this increase the quality of knowledge available internally, but it will also reduce the flight risk of talent by investing in their development.





Why UKG?

With UKG Pro, you can promote a culture that identifies and develops leaders inside your organization, facilitates greater internal knowledge sharing, and easily measures employee sentiment and engagement. By supplying valuable solutions that anticipate employee needs, UKG Pro delivers personalized, just-in-time guidance and tools that promote professional and personal growth.



Leadership Actions

The talent solutions within UKG Pro make it easier for managers to keep track of their teams' performance, ensuring each employee receives the right level of attention and support needed to achieve their goals. With Leadership Actions, managers gain access to a library of recommended actions for coaching and developing their employees, including reviewing career-path opportunities or discussing their vision for work. Leaders can also receive alerts for prescriptive actions based on upcoming employee events, via the UKG Pro mobile app.



Learning

UKG Pro Learning delivers a modern learning experience through a compelling, on-demand approach to training and developing your talent pool. Managers can work together with their team members to build the right learning strategy, assigning courses and content that best suit an employee's goals and desired career path. By taking a more collaborative approach to knowledge sharing, employees can also share feedback and follow one another's progress through UKG Pro Learning's community.



Surveys

In order to build a culture of trust and transparency, leaders of the modern workforce must implement more holistic employee survey and feedback strategies. UKG Pro Employee Voice helps boost empathy among leadership, leveraging unique natural language processing (NLP) technology and real-time analysis to understand how employees are really feeling. With access to interactive reports and actionable insights, you can accurately assess and adjust current leadership-development initiatives and tie actions to outcomes with UKG Pro Employee Voice Action Planning.



People Analytics

Through people analytics, UKG Pro enables customers to gain a deeper understanding of their workforce—providing them with the tools needed to be better leaders. UKG Pro People Analytics empowers leaders to leverage powerful talent management reports in real time to help evaluate the talent pool to recognize potential leaders for succession planning, track the progress of the performance review process, and more. Similarly, the predictive analytics with UKG Pro provide statistically accurate information and analyses to predict employee behavior, helping to identify current and future high performers, recognize retention risks, and measure employee engagement.

Speak to a UKG representative to learn how to foster effective leaders, and build a more inclusive culture at your organization today.

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