

PRESENTATION TOPICS

There is rare breadth in the range of topics Sophie presents thanks to her first career in business strategy and focus on workplace flexibility since 2011 and the Future of Work since 2015.

The Future of Work is a broad field with many interdependencies which Sophie is deeply knowledgeable about. She carefully tailors keynotes, breakout sessions, and workshops to specific client and audience needs.

Current topics include: empathetic leadership in business; transitioning to modern work; engaging and retaining Gen Z's; bridging generational gaps; managing high-performing distributed teams; the mindset of co-creation; selling with empathy; and the learning organization—upskilling, talent mobility, and non-linear career planning. Please read more detail below and contact us if you would like to more about any of these or related subjects.

Engaging and Retaining Generation Z

Is your company finding it difficult to attract, motivate, and keep the youngest employees? Sophie uses a human-centric approach to understand the circumstances, perspectives, and experiences of the newest entrants to the labor market. She shares relevant aspects of their work context to recognize their concerns and challenges—such as financial insecurities, ongoing upskilling requirements, and tech-related shifting tasks and jobs. Sophie provides many general and specific solutions for how employers and managers can reasonably respond in order to manage and motivate their Generation Z employees effectively.

How to Lead High-Performing Distributed Teams

Are your hybrid teams working well together yet? Each team member must be able to engage, collaborate, and contribute effectively wherever they are. Adjusting for the highly-digitalized business landscape, Sophie describes leadership approaches and management methodologies updated for the decentralized workforce. She explains key principles to adapt—whatever work model a company has deployed—to engage workers and improve outcomes. Sophie shares strategies and tactics for integrating in-office and remote workers seamlessly and inclusively to respond to customers' changing needs in unpredictable business conditions.

Modern Work: Co-Creating Sustainable Competitive Advantage

The strategic overhaul of work, catalyzed by the pandemic, is primarily driven by technological advances and influenced by societal developments over the past decades. The nature of work has evolved across all sectors characterized by: less routine work, more internal projects, more collaboration across teams, silos, and disciplines to solve more complex problems under tighter timelines. Sophie explains digitalized business ecosystem characteristics and the multifaceted effects on operations, workers, and work practices. She engages audiences interactively with essential human-centric approaches and shares new effective habits.



Bridging Generations at Work

Many leaders are concerned about work-related miscommunications, judgments, and polarized opinions that can undermine engagement, performance, and retention. Intergenerational misunderstandings and misinterpretations are at the core of many unproductive interactions and negative experiences. Sophie recognizes different perspectives and work experiences across age groups. She shares and demonstrates the range of viewpoints among participants with humor. She co-creates with the audience to develop solutions including empathy-based interactions and purposeful communication to explore assumptions and consciously set a common context for discussion.

Learning, Upskilling, and Career Management

Learning cannot end after high school or college anymore. Technology advances are frequently changing the skills needed to complete tasks, jobs are evolving, and workers must stay upskilled to be competitive. Sophie explains how leaders and managers can respond to the shifting job landscape and help employees stay upskilled. As organizations become flatter to be flexible, non-linear careers are now the norm for younger workers with the emphasis shifting to self-managed careers supported by managers' guidance. With a dynamic workforce extending beyond corporate boundaries, Sophie shares how leaders might even consider employees' careers that encompass experiences at related organizations in their business ecosystem.

The Future Corporation 2035

Are you looking way ahead? How should your company transform for the long term? Business ecosystems, workplace and workforce dynamics are evolving as companies' boundaries are less-defined and non-employees become a significant portion of the total networked talent pool. More young and pre-retirement workers are choosing non-employee arrangements to improve financial security. Meantime, organizations will shift to retain smaller core sets of employees to be flexible in fast-changing, tech-catalyzed environments. Sophie explains the rising importance of internal talent mobility to support non-linear careers and improve retention in flatter organizations. She discusses new leadership dynamics to manage the more distributed and blended workforce engaged across many work settings. Sophie shares a vision of the future corporation that works for all stakeholders and how to take relevant first or next steps.