# New human powered leadership in an AI-driven world



In a recent episode of the Sunday Book Review, a podcast dedicated to discussions surrounding compliance and business practices, host Tom Fox engaged in an insightful conversation with Dr. Kelly Monahan, co-author of the forthcoming book "Essential: How Distributed Teams, Generative AI and Global Shifts are Creating a New Human Powered Leader." This conversation, which also included Earnie Broughton, not only covered the themes inherent in the book but also touched upon pressing topics surrounding leadership in an evolving business landscape characterised by technological advancements.

Dr. Monahan emphasized the growing importance of *effective communication tools* for conveying corporate values, particularly within diverse workplace groups. She highlighted the significance of *tailored training* and *gamification* methods, advocating for engaging communication that reinforces desired behaviours. "Engaging, behaviour-reinforcing communications through storytelling and public recognition systems" are pivotal in fostering a culture aligned with corporate values, Monahan noted.

As businesses increasingly integrate *Generative AI* into their operations, the future of leadership roles is projected to shift significantly. In her discussion, Dr. Monahan stressed the need for leaders to adapt by facilitating environments that encourage *curiosity* and *context awareness*. She asserted that fostering intrinsic motivation can lead to better outcomes than traditional financial incentives. This perspective was supported by insights from *behavioural economics*, which suggest greater effectiveness in leadership when leaders focus on cultivating these intrinsic motivations among employees.

The conversation also ventured into examining *generational differences* within the workforce, which play a critical role in shaping leadership strategies. Dr. Monahan elaborated on the importance of addressing the varying expectations and motivations across generations for a more inclusive workplace. Moreover, she shed light on the vital need for *diversity, equity, inclusion (DEI)*, and *Environmental, Social, and Governance (ESG)* initiatives that contribute to long-term organisational sustainability.

As the landscape of business continues to be reshaped by technological advancements and shifting societal norms, compliance professionals are urged to remain vigilant in monitoring developments in AI and its implications. Dr. Monahan called on these professionals to promote behaviours that align with evolving business and ethical standards, ensuring that organisations move towards a more sustainable and equitable future.

Overall, this discussion highlights the *emerging trends in AI automation* and its impact on business practices, while offering a comprehensive overview of the skills and frameworks necessary for modern leaders to navigate an increasingly complex environment.

Source: [Noah Wire Services](https://www.noahwire.com)

## Bibliography

* <https://www.jdsupra.com/legalnews/sbr-authors-podcast-exploring-the-fu-35782/> - This link corroborates the existence of the Sunday Book Review podcast and Tom Fox's discussions with authors, including those on compliance and business practices.
* <https://www.jdsupra.com/legalnews/sunday-book-review-december-15-2024-35139/> - This link provides context on the Sunday Book Review podcast and its focus on books relevant to compliance professionals and business executives.
* <https://compliancepodcastnetwork.net/sunday-book-review-january-12-2025-the-top-business-books-coming-in-2025-edition/> - This link supports the ongoing series of the Sunday Book Review and its coverage of upcoming business books, aligning with the theme of discussing new and relevant literature.
* <https://www.jdsupra.com> - This link is the main source for JD Supra, which hosts various articles and podcasts, including those related to compliance, business practices, and technological advancements.
* <https://www.jdsupra.com/legalnews/compliance-tip-of-the-day-leveraging-ai-for-3rd-party-risk-management-35781/> - This link supports the discussion on leveraging AI for various business operations, including risk management, which is relevant to the integration of Generative AI in business operations.
* <https://www.jdsupra.com/legalnews/compliance-tip-of-the-day-using-ai-for-continuous-monitoring-35780/> - This link corroborates the use of AI in continuous monitoring, highlighting its importance in modern business practices and compliance.
* <https://www.jdsupra.com/legalnews/all-things-investigations-fcpa-alert-week-tamara-kraljic-on-international-lessons-learned-in-2024-35779/> - This link provides context on the importance of compliance in international settings, which aligns with the discussion on global shifts and DEI initiatives.
* <https://www.jdsupra.com/legalnews/daily-compliance-news-december-13-2024-the-token-fine-edition-35778/> - This link supports the ongoing need for compliance professionals to stay updated on various regulatory and ethical standards, including those related to AI and ESG initiatives.
* <https://www.jdsupra.com/legalnews/compliance-into-the-weeds-potpourri-of-compliance-issues-35777/> - This link provides a broader context on various compliance issues, including those related to AI, DEI, and ESG, which are discussed in the article.
* <https://www.jdsupra.com/legalnews/great-women-in-compliance-jacquelyn-pruet-on-driving-change-in-challenging-environments-35776/> - This link supports the importance of DEI initiatives and leadership strategies in challenging environments, aligning with Dr. Monahan's emphasis on inclusive workplaces.
* <https://www.jdsupra.com/legalnews/sbr-authors-podcast-exploring-the-fu-35782/> - Please view link - unable to able to access data