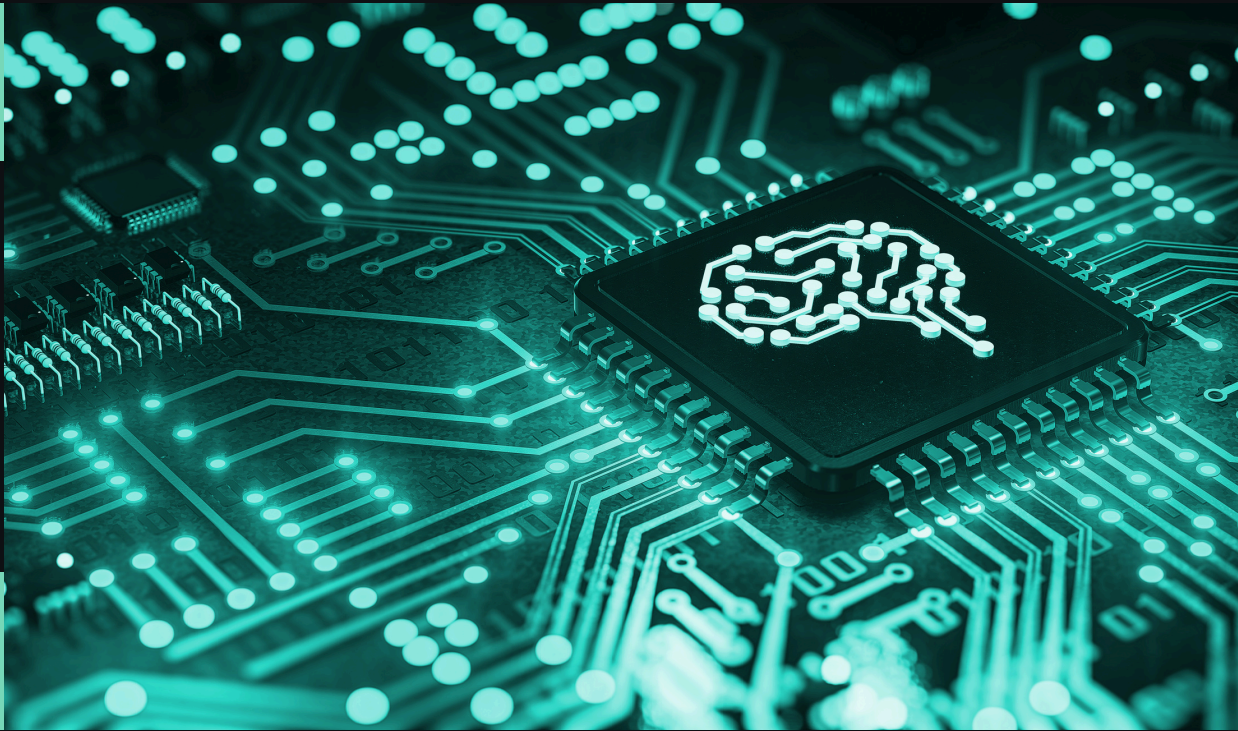


AI x Leadership Shift Sheet

For Executives Leading Culture, Change & Complexity
Designed by talentX for Leaders in the Middle East



The Premise



In an AI-powered world, leadership isn't read by intent.
It's decoded by pattern.

Your team isn't watching your vision.
They're tracking your tone, decisions, delays, and habits.

This tool teaches 3 real-world shifts top global companies are embedding.
Use it weekly to reflect, reset, and lead with sharper clarity.

SHIFT 1

Make the Invisible Impossible to Ignore

AI flags the signal. It's your job to lead the response.

This week, try:

- Pull 1 hard truth (e.g. morale dip, churn spike, feedback gap)
- In your next meeting, ask:
 - What truth are we not naming?
 - What's ours to fix this week?
 - Who owns the shift?

Why it matters: Dashboards don't build culture. Sensemaking does.

Use in: SLT huddles, exec check-ins, skip-level sessions

SHIFT 2

Use AI to Reflect — Not Just React

Your patterns are visible. Make feedback a leadership habit.

This week, try:

- Pick 3 real emails or decisions
- Paste into ChatGPT or another LLM
- Ask:
 - What's my tone under pressure?
 - Where am I vague or inconsistent?
 - What behavior am I scaling (on purpose or not)?

Why it matters: Clarity is your edge. Reflection makes it repeatable.

Use before: board prep, feedback sessions, performance reviews

SHIFT 3

Pilot Before You Preach

Your patterns are visible. Make feedback a leadership habit.

This week, try:

- Pick 3 real emails or decisions
- Paste into ChatGPT or another LLM
- Ask:
 - What's my tone under pressure?
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Top AI Tools for Leaders

2025 Edition

Used by global execs to lead with more clarity, speed, and behavioral precision.

ChatGPT / Claude / Gemini

- Reflect on tone, clarity, decision logic
- Try: "How would a team member experience this message under pressure?"
- Used by: Google, Stripe, SAP

Humanyze / Microsoft Viva

- Spot burnout, silence, and weak ties
- Used to: Map collaboration patterns and prevent culture decay
- Deployed by: Fortune 100s

Virti

- Run immersive simulations: conflict, feedback, pressure
- Used by: Amazon, NHS, exec labs globally

BetterUp Grow

- AI + human coaching in real time
- Used to: Rehearse conversations, build leadership muscle
- Trusted by: Salesforce, Hilton, Workday

5Mins.ai

- 5-minute microlearning for exec behavior change
- Used by: HSBC, PepsiCo, L&D teams across the Middle East

Reclaim.ai / Clockwise

- Restructure calendars for deep work and clarity
- Used to: Escape meeting fatigue and lead more intentionally

Zaka.AI (Built for the Middle East)

- AI-powered decision labs + simulations
- Use in: Board offsites, leadership training, transformation squads
- Built for: Complex Middle East leadership environments

Your Weekly Leadership Formula

Pick one tool. Pair it with one shift. Run it for a week.

Then ask:

- What shifted in performance, clarity, or team energy?

What This Sheet Delivers

- Real-world leadership reps — not theory
- Visible behavioral clarity
- A rhythm for trust, speed, and action
- A system that performs with or without you in the room

What the Best Are Doing

- **Microsoft:** 15-minute AI debriefs post-sprint
- **Amazon:** Uses LLMs to stress-test leadership comms
- **Novartis:** Execs redesign workflows quarterly using AI

These shifts aren't trends. They're becoming the global standard.
AI won't replace leaders. But it will expose those who stopped evolving.

Use this weekly. Watch what happens.