



Business Learning
Institute

Powered by AICPA & CIMA

The Future Ready Leader

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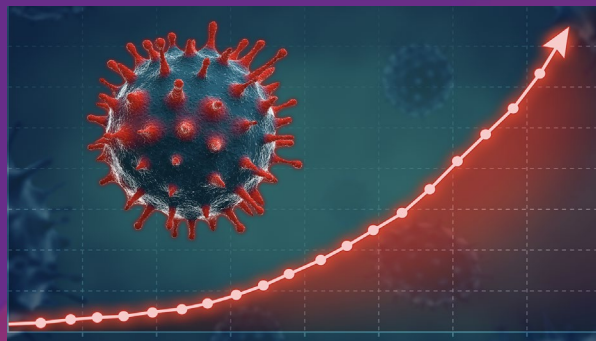
Business Learning Institute Thought Leader, AICPA-CIMA

Learning Objectives

- 1 Create shared context around the evolution/future of work
- 2 Understand fundamental transformation of the workforce and how it impacts leadership skills
- 3 Shift our thinking from “soft skills” to “Power Skills”
- 4 Understand success as it relates to our personal career progression

What is a Future Ready Leader?

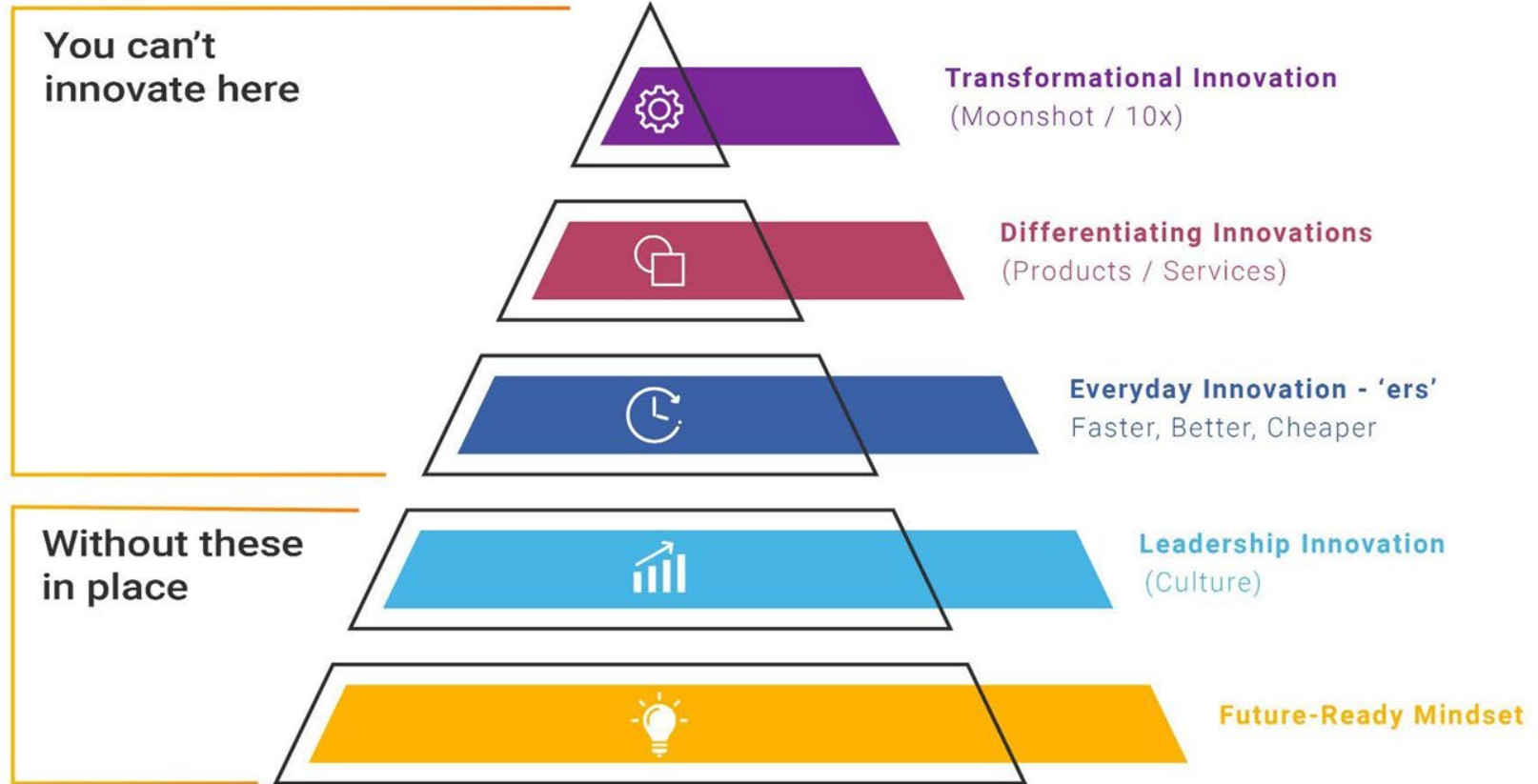
The Great Acceleration



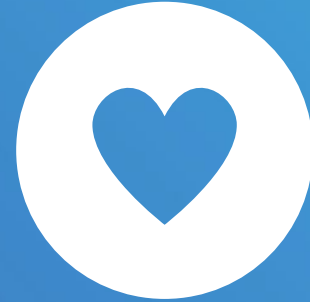
2020 = 2025

E-Commerce	10 yrs in 1 year
AI/ML	5 yrs in 1 year
Data Analytics	5 yrs in 1 year
Cloud computing	4 yrs in 1 year
RPA / BPA	4 yrs in 1 year
Adaptive & Predictive Cyber	5 yrs in 1 year
Visual Communication	5 yrs in 1 year
Blockchain	2 yrs in 1 year

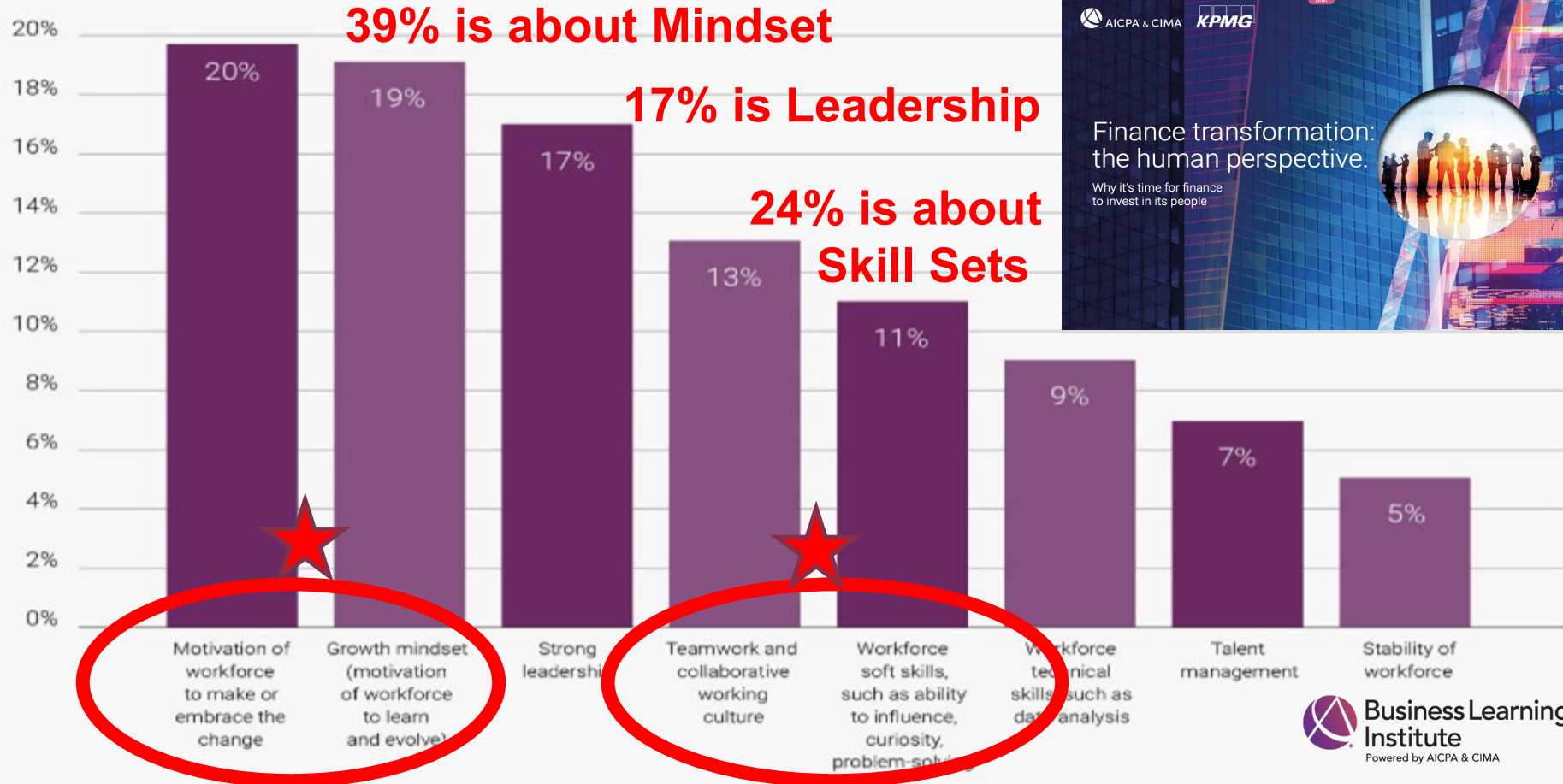
BLI Innovation Framework



Evolution of the Economy

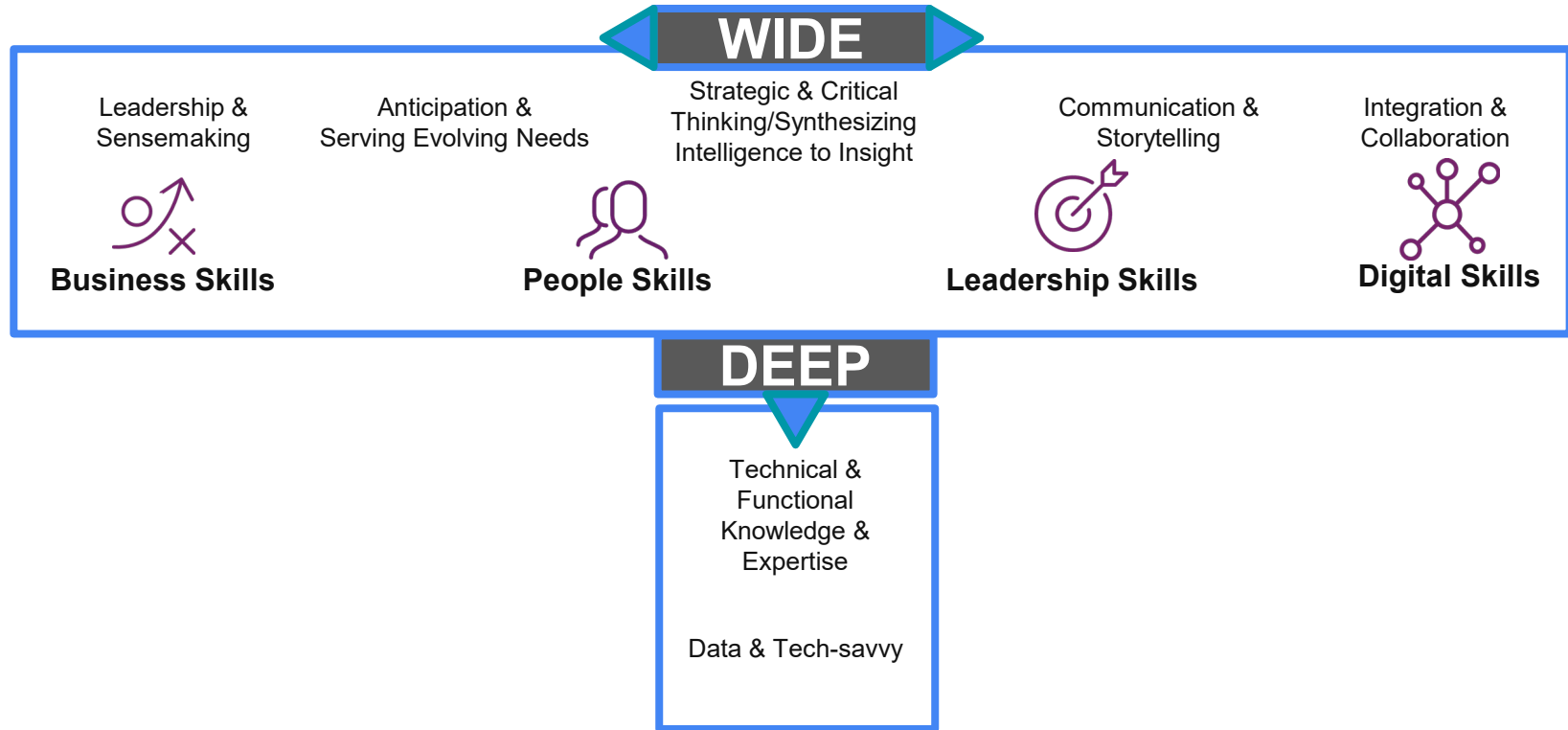


80% of Transformation Success is about PEOPLE



The T-Shaped Finance / Accounting Professional

Boundary Crossing Competencies



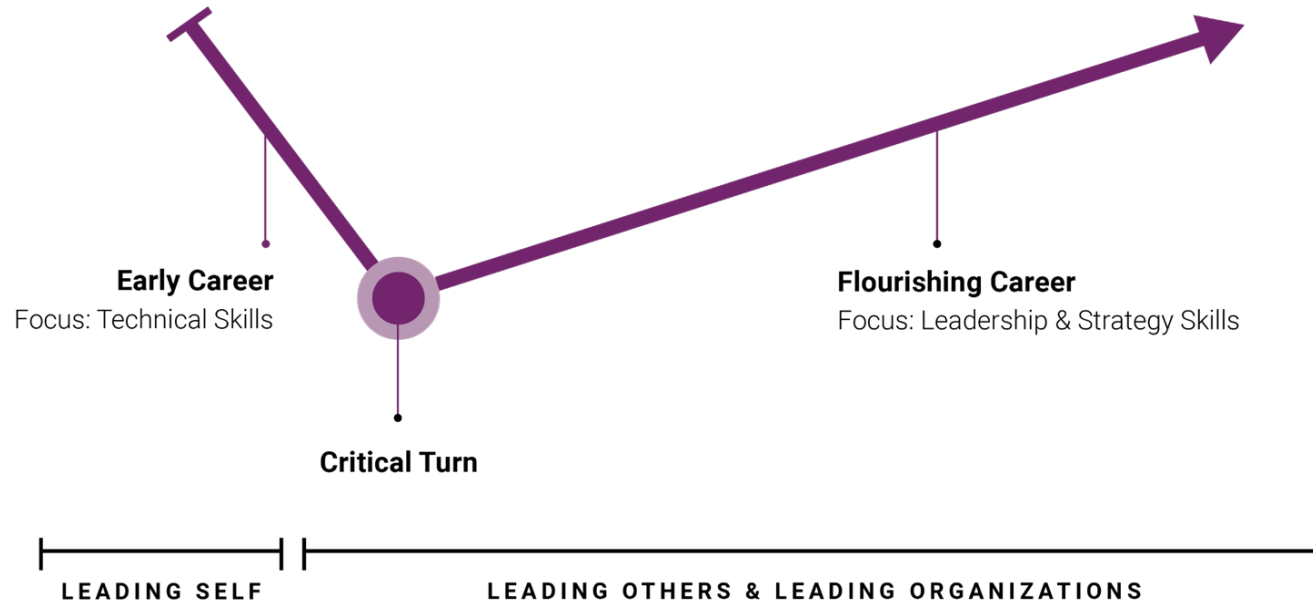
Ethics, Integrity & Professionalism

AICPA-CIMA Research Top 25 Future Ready Competencies

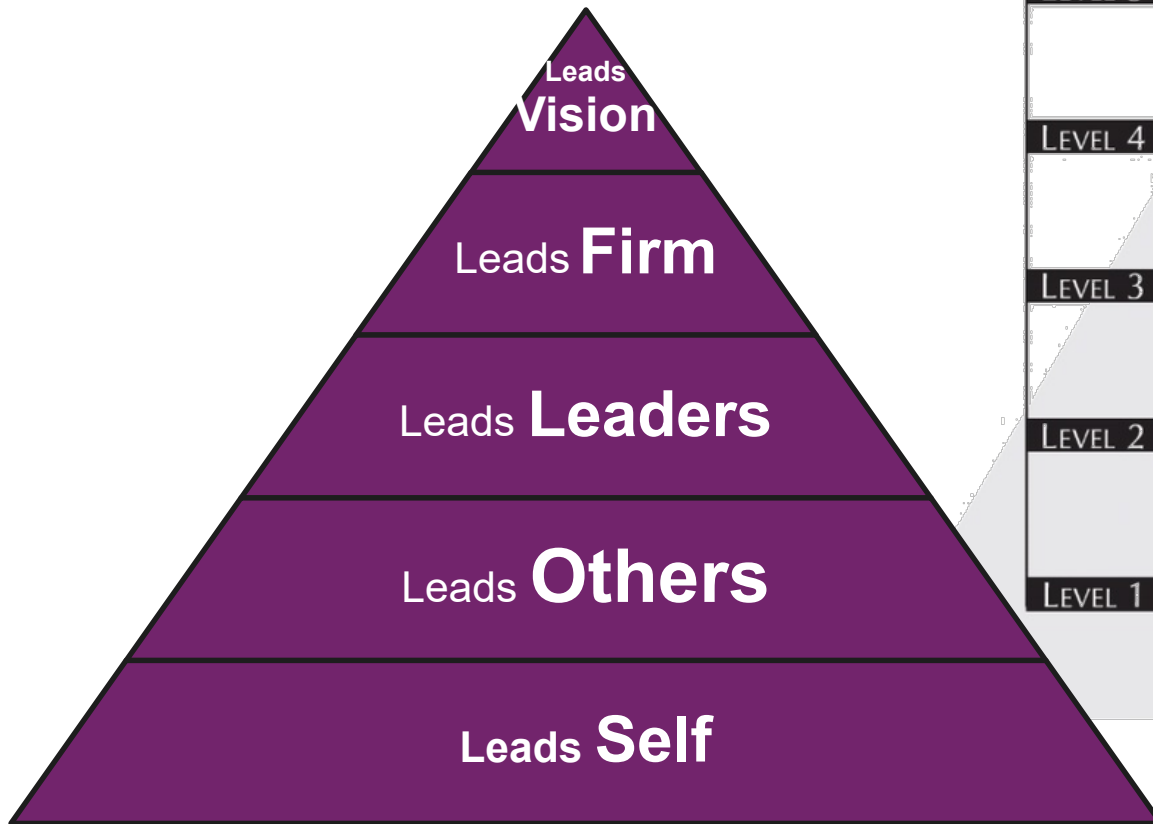


- Anticipating & Serving Evolving Needs
- Business Acumen
- Change Management
- Coaching and Mentoring
- Cognitive Flexibility
- Collaboration, Partnering and Mobilizing Consensus
- Communication and Presentations
- Continuous Learning
- Cross-Cultural Awareness
- Driving Performance
- Emotional Intelligence
- Ethics, Integrity and Professionalism
- External Awareness
- Innovation, Design Thinking, and Creativity
- Inspiration [Influencing/Persuading]
- Judgement and Decision Making
- Leading with Vision and Purpose
- Negotiation
- People Management & Delegation
- Problem Solving & Risk Management [Pragmatic]
- Productivity & Prioritization: Task and Time Management
- Project Management
- Service Orientation
- Strategic & Critical Thinking
- Synthesizing Data/Analytics to Insights

the BOUNCE







AI won't take your job. But, AI will take parts of your job. And if you don't learn to do the particular human things that AI will never do, then, you may in fact be without a job.

What Are PowerSkills? The Skills of Success.

Optimism	Curiosity	Tenacity	Flexibility	Integrity
Learning	Generosity	Joy	Teamwork	Humility
Drive	Ethics	Empathy	Followership	Time Management
Happiness	Patience	Kindness	Forgiveness	Awe

What does this all mean?

1. First, we have to focus our energies beyond “technical skills” in our education, training, development, and recruitment.
2. We are becoming a Power Skills economy.
3. Managers who are “trained” to be a manager once they get the title are already behind.
4. Leadership development starts on Day 1.

Mindset Shifts of Future Ready Leaders

From this....

1. I lead with smarts
2. I collect gold stars to demonstrate value
3. I compete against technology to remain relevant
4. I tolerate “soft skills” training as necessary

To this...

1. I lead with HEART
2. I give away stars to increase my value
3. I use technology to be relevant
4. I embrace “Power Skills” as essential

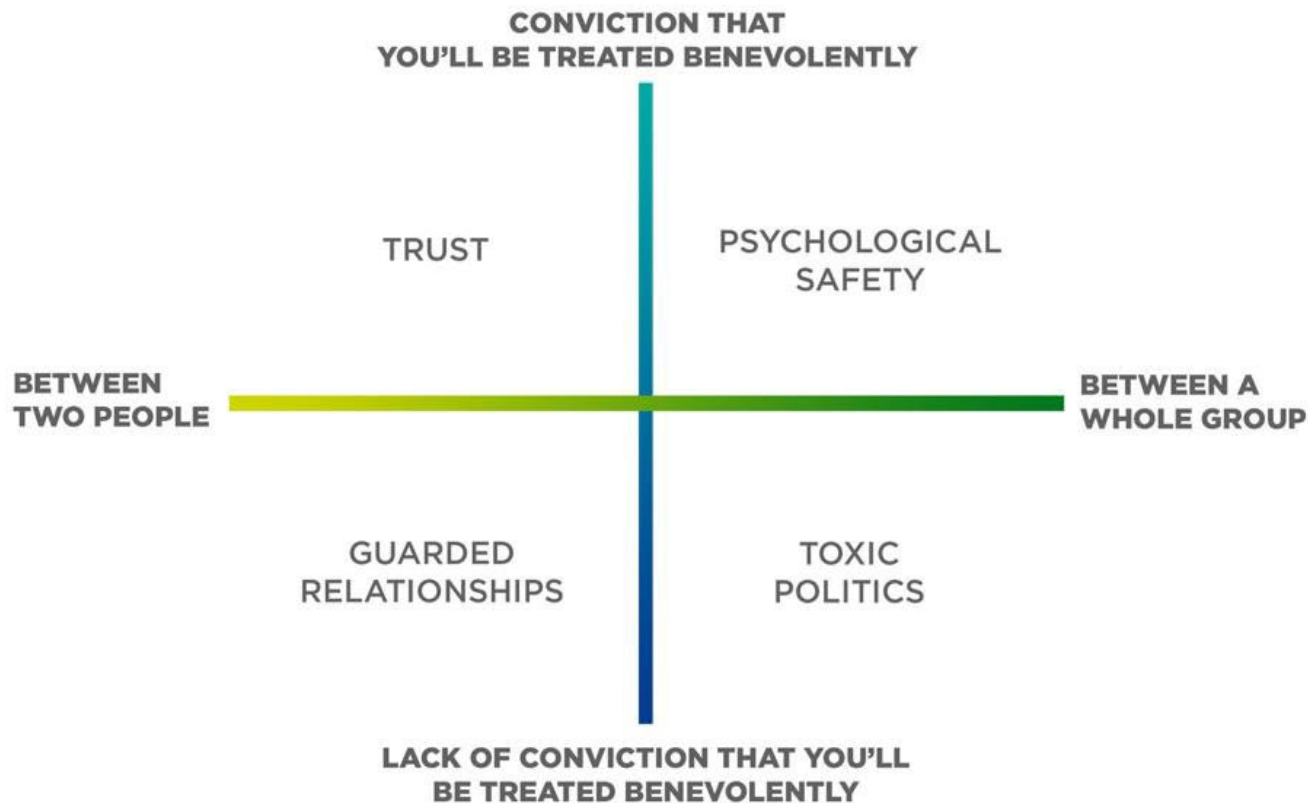
A background image with a purple tint showing a pair of hands. One hand holds a calculator, and the other holds a pen, both positioned over an open document with some text and a table. The overall scene suggests a business or financial context.


Is anything staying
the same?



Source: Patrick Lencioni, The Five Dysfunctions of a Team

TRUST VS PSYCHOLOGICAL SAFETY



A man in a dark suit is standing in a field of tall, dry grass. He is holding binoculars to his eyes and looking towards the right. The background is a soft-focus field of similar grass under a pale sky. The entire image has a semi-transparent purple overlay.

*91% of first-level leaders are confident
they have the trust of their team,
BUT 58% of employees say they trust
strangers more than their boss.*

(Franklin Covey 2021)

Your Speaker



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