

NOW

SHRM India Annual Conference | Shiv

17 October SHRM Shiv

**‘NOW’ is a
challenging and
opportune
moment for all
leaders.**

**I see the issues in
the employees’
mind, and external
forces impacting
the mind**



In the mind

- 70% unhappy at work
- 58% want to quit this year
- 29% lonely at work
- 75% CEOs Impostor syndrome
- 10% of income as EMI
- Overwhelmed and Overworked
- Mental health



AI, my Job? My Skills?



USA Tech companies job loss data

2022 – 452 layoffs per day

2023 – 723 layoffs per day

2024 – 588 layoffs per day

Is technology a unifier or a divider?



**Social media is
dividing and
making people
more anxious
and less
confident**



**The world has got
more 'uncivil'**



**‘Civility’ is at a
premium**





**What is the way
forward?**

What we want in people

**Confidence and
Resilience**



Think like an ***owner*** doesn't work

We are one ***big family*** doesn't work!

We have five generations at work

20s,30s,40s,50s,60s

50s and 60s want job security

20,30s want job excitement and experience



Cynicism

Hope

**The '*meeting*' is the crucible of all
happiness and anxiety**



Where is the office best friend now?



Summary

