

**"WE NEED TO
GROW LEADERS
THAT REFLECT
THE WORLD WE
LIVE IN"**



shanthi flynn.

WE ALL NEED TO STEP UP OUR GAME

"There's a huge task and a long road ahead of us to transform our organisations for success and productivity. Together let's focus on what we need for the journey."

It begins with the schools: we need relevant competence and aspiration-based learning approaches for the real problems the next generation will have to solve. And it carries over into our organisations: we need employers to work with educators and provide work experience from age 16 to align the needs of work with what is being taught.

I'm a passionate advocate for inclusive and merit-based workplaces. I have 35 years of HR and business experience soanning the globe. I'm one of the founding members of the ZIS Professional Women's Network. Before that I was a member of the WEF Global Council for Economic growth and Social Inclusion, a speaker at the Inclusion Summit at the Paralympics in Rio, a keynote speaker for The Womens Foundation (HK) Mentoring programme, and a speaker and panelist at multiple conferences on topics ranging from The Future of Work, Multi-Channel Organisations to Leading High Performance Teams.

We urgently need to stop the decline in skills and replace it with a meritocracy. We need the best of our minds, with all of us contributing, to solve the daunting challenges we face today. We have to re-think how we train our students, our employees, and our leaders. Maximising potential is my mission.



topics.

OUR MISSING LEADERS

“Join my global campaign for higher standards.”

It’s the job of the CEO and the executive leaders as a group — to live the values of the organisation they serve. Everyone in the organisation sees what their leaders do when they break their own rules and when they start to act with self-interest. Clarifying the role of the executive in the modern organisation and understanding how leaders’ actions reveal their values is the topic of this interactive keynote.

In this keynote I will challenge you to be a values-based leader, remembered for more than just growing the top line. You can be creators of a culture people want to work in, delivering great results, and improving the health of the planet and society.

THE TRUTH ABOUT THE TALENT SHORTAGE

“Is there a talent shortage — or a recognition shortage?”

We are running out of time and cannot afford to settle. Our education systems lag behind societal needs. We are frozen in a system created for the agricultural revolution, with long summer breaks so children could help their farmer families with the harvest. We lock 30 or more children in classrooms that look similar to the 1800s teaching them mostly the same stuff in the same way with a bit of technology thrown in.

At the same time companies complain of talent shortages, insisting on hiring graduates only and cutting back budgets on training and learning programmes. We don’t have a talent shortage; we have a training shortage. Companies need to hire differently and work with schools and colleges to create a more dynamic ecosystem.

In this keynote, I show how we can solve the talent problem with a new way of thinking about schools, businesses and society. No more war for talent; instead, a battle for maximising the potential of the biggest talent pool the world has ever had.

“Join my global campaign for higher standards.”

