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your people.

# Belonging in the Future of Work: Creating Human Connection and Community in the Era of Hybrid, AI, and Overwhelm



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## FACT:

It's harder to get a job  
at an **Apple Retail Store**  
than  
it is to get into **Harvard**  
**University.**

That's me 😊



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*Do I belong  
here?*

# The Generative Edge Podcast



## From Idea to launch

- Freedom to create
- Establishing a team
- *Felt I belonged*



## On the road with clients

- Travel across EMEA
- Filming at summits
- *Part of the bigger picture*



## Expanding our reach

- Executive Producer
- Deloitte x AWS x Public
- *Work that moves business forward*

# The Business Case for Belonging

**3.5x**

*Employees who feel they belong are more likely to contribute to their fullest potential*

**\$154B**

*Workplace loneliness costs companies every year in stress-related absenteeism*

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# The Shift We're Living Through



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- Gmail **drafts** your replies.
- Teams **finishes** your sentences.
- Excel **suggests** formulas.
- Workday chatbots **pop up**.
- Your LMS **auto-recommends** training.



# The Impact of Uncertainty on Employees

**66%**

*Workers report feeling overwhelmed*




**49%**

*Workers report worrying about being left behind*

**6%**

*Organizations report making progress on human sustainability*

# The Hidden Cost of Change Fatigue

-  **Notifications**
-  **Change**
-  **Fatigue**

If you're included in the  
meeting  
but too afraid to  
speak...

*do you really belong?*

- **People**
- **Process**
- **Technology**

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# Technology



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## The Tech Pressure Point




- *Fast and cheap* tools
- *Sacrificing* quality
- Rolled out *without humans* at the center
- AI Mandate – “*Just figure it out!*”




- What's the *real cost* of this tool?
- Why *doesn't* it belong?



# The Real Cost of Bad Tech

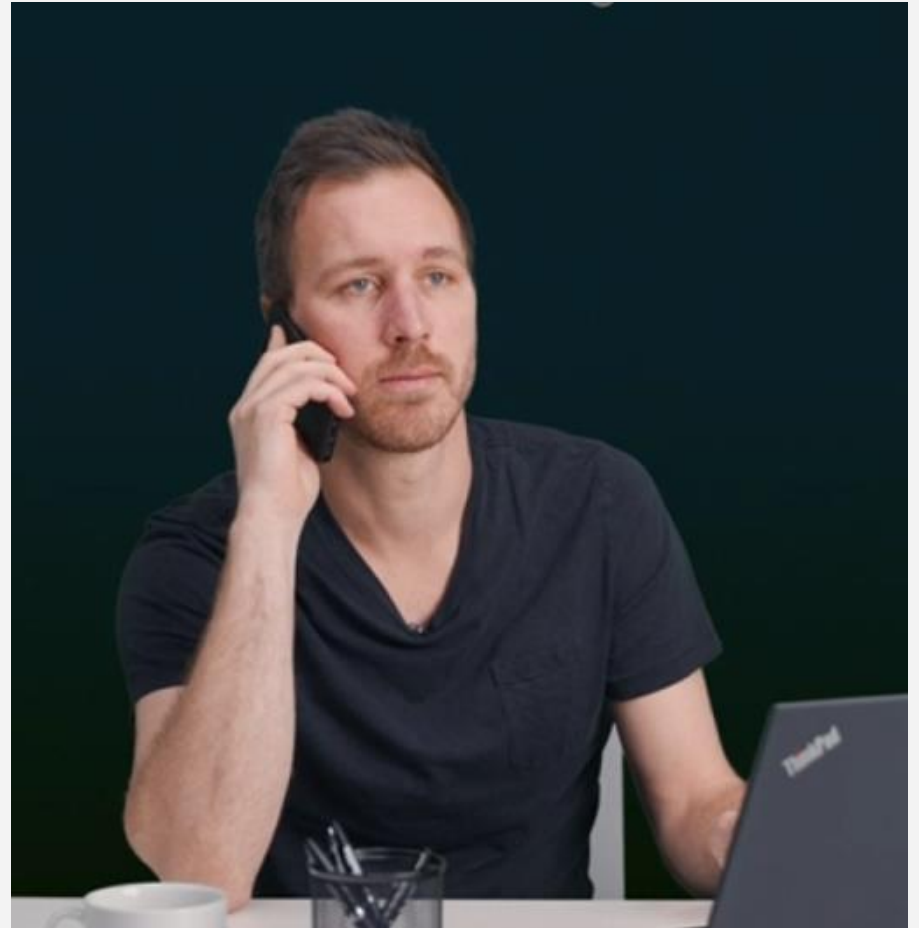
-  **Wasted Resources**
-  **Damaged Brand**
-  **Eroded Trust**

**D.**





for candidate  
and for HR staff?

- What's the *real value* of this tool?
- Why *does* it belong?



Does it  
belong?

- If AI **empowers people** → 
- If it **replaces them** → 

## Game:

*Does it  
belong?*



Resume Screener



Onboarding Chatbot



AI-Drafted  
Performance  
Feedback

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# Process



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# *Deloitte Central Europe — Our Story*



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# *Apple* *Business* — Our Story



# Belonging in Process Design

**Deloitte.**

CE Employees shaped  
internal GenAI rollout



B2B lead behavior built  
into onboarding



Change sticks when  
people own it

## Filter Questions Before an AI Roll Out

- Does it get people **unstuck**?
- Does it **create bandwidth** without *sacrificing quality*?
- Does it **partner with** people — or *replace them*?

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# People



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IBM slide, 1979 ..

A COMPUTER  
CAN NEVER BE HELD ACCOUNTABLE

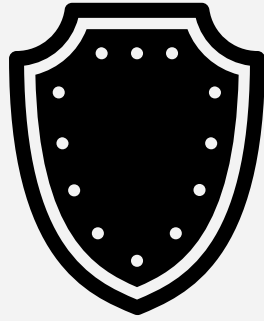
THEREFORE A COMPUTER MUST NEVER  
MAKE A MANAGEMENT DECISION

*Are we creating  
the conditions  
where people  
can thrive?*

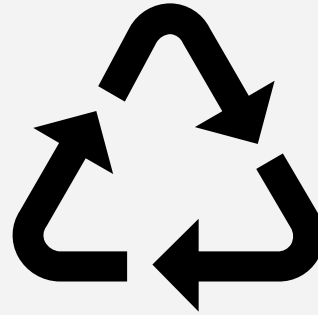
*Think back to  
school...*



# Emotional Infrastructure



Psychological Safety

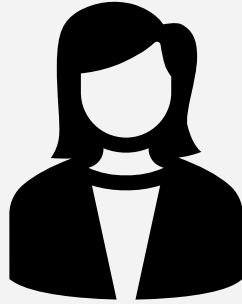


Feedback Loops



Growth Opportunities

# How Belonging Shows Up



**People** →  
Confidence &  
competence



**Business** → Retention



**Customers** →  
Better experiences

# A New Generation

*Gen Z wants*

- 🌱 Growth
- 🎯 Purpose
- ❤️ Well-being

*over corporate ladder-climbing*



## The skills we cannot automate...

- 🤝 *Empathy*
- 🔄 *Adaptability*
- 💡 *Listening*
- 👤 🏠 *Coaching*



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# A Human-Centered Call to Action



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# **Belonging in Practice**

- Technology → **Trust**
- Process → **Ownership**
- People → **Leadership**

# Take back home with you...

- Use our AI/Belonging filter.
- Shape the process. Give people a voice.
- Invest in people. Build emotional infrastructure.
- Measure belonging via outcomes.
- Model belonging yourself.
- Lead from the top.



**Belonging** isn't a side benefit.

It's the **future of work.**

# Let's Stay in Touch

Contact me

- GenAI
- Public Speaking
- Future of Work

SCAN ME

