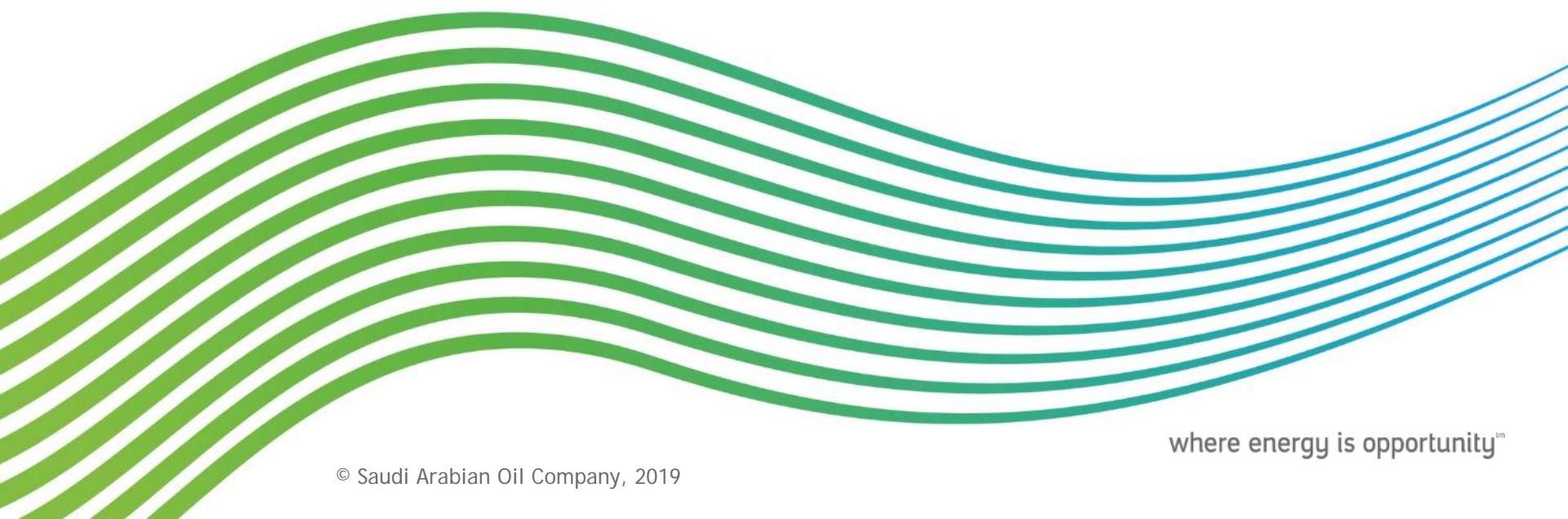


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Leadership 5.0:

Preparing for the Future of Leadership at Saudi Aramco



Why Leadership 5.0?

“It is not the strongest of the species that survives, nor the most intelligent, but the one **most adaptable** to change.”

Dr. Leon Megginson, Louisiana State University



52% of companies cited **leadership capability** as a major barrier to success in 4IR

Source: “The Fourth Industrial Revolution: what it means, how to respond”, World Economic Forum, January 14, 2016.

Preparing Our People for a Digital Future

It's Time to Worry Less and Do More



Massachusetts
Institute of
Technology.



Robots will
not take
our jobs




AI will make
things easier



Focus on
the
positive

Source: "MIT Work of the Future: Shaping Technology and Institutions", Massachusetts Institute of Technology (MIT), September 2019.



How Can I
Help You
Tomorrow?

Our Goal: “Be Recognized
as the Best Place to Work
in Each of the Markets
We Serve.”

Embracing a Culture of Lifelong Learning

94%

of leaders say we must move to **perpetual reskilling**

18% are **prepared** to drive this change

Training to **"FUTURE-PROOF"** our workforce

Source: "HR 4.0: Shaping People Strategies in the Fourth Industrial Revolution", World Economic Forum, December 2019

A “Leadership Factory” for the Nation

2019-2020

10X

Investment in
Development
Programs

60,000

Applicants

2,000

Positions

Driving D&I Sustainability

What Gets Measured, Gets Done

85% of leaders cited inclusion as a key outcome

57% tracked inclusion as a metric

To truly drive change, D&I must be embedded into our processes and KPIs



The Future is ... Human

\$521,000,000,000

(\$521 Trillion)

The total value of all physical assets globally

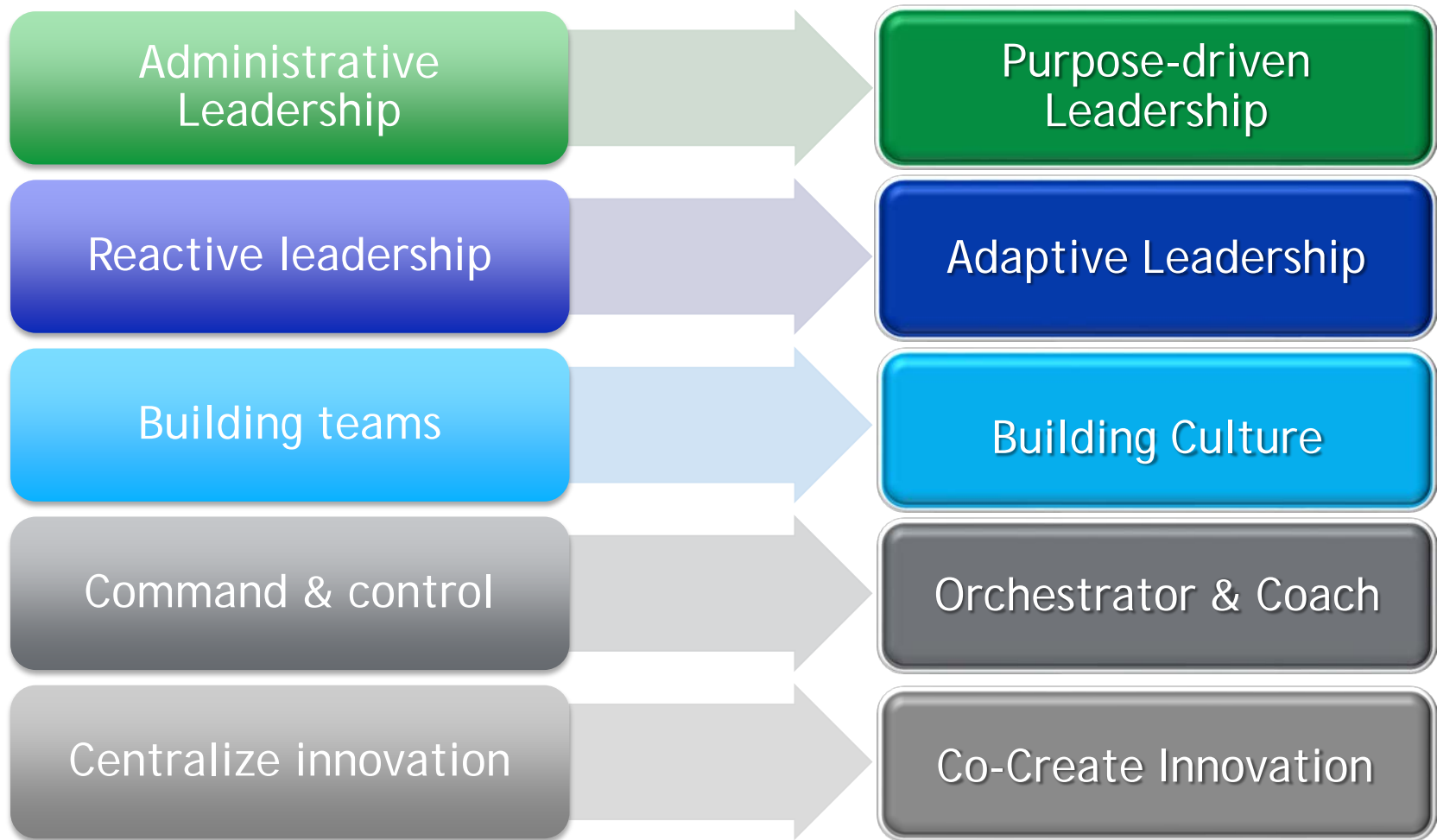
\$1,215,000,000,000

(\$1.2 Quadrillion)

The total value of Human Capital globally

Our people are our greatest asset

The Evolution of Leadership in 4IR



Source: "HR 4.0: Shaping People Strategies in the Fourth Industrial Revolution", World Economic Forum, December 2019

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