



# More Human: How the Power of AI Can Transform the Way You Lead

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## **HBR Press Live Webinar Summary – May 14, 2025**

In this insightful HBR Press Live session, Rasmus Hougaard, founder of Potential Project and author of *More Human: How the Power of AI Can Transform the Way You Lead*, explored the transformative relationship between artificial intelligence and human-centered leadership. The session emphasized that instead of replacing humanity at work, AI has the potential to enhance it. By freeing up time and removing mechanical tasks, AI allows leaders to double down on human qualities like awareness, wisdom, and compassion. Hougaard offered practical strategies and showcased real-world examples of companies putting these principles into practice, demonstrating that the most effective leaders of tomorrow will be both deeply human and AI-augmented.

## **Key Takeaways & Strategic Insights:**

### **Understanding the Landscape of AI + Leadership**

- AI is not just a tool, but an agent capable of acting independently, posing both a risk and an opportunity for leadership.
- 70% of current leaders may soon be unqualified for the future of work unless they retrain in human-centric leadership skills.
- Only 8% of leaders today feel prepared for AI's growing role despite 80% agreeing it's essential.
- The key is not to lean only into tech or human traits, true leadership requires integrating both.

### **Core Human Skills of Future-Proof Leaders**

- **Awareness:** Being grounded in the present, perceiving people and environments clearly, and setting meaningful context.
- **Wisdom:** Practicing a 'beginner's mind' by approaching situations with curiosity and questioning assumptions.
- **Compassion:** Doing hard things in a human way- empathy in action.
- Neuroscience shows awareness practices reduce ego-centric bias, improve executive function, and increase focus.

- Compassion and human connection drive higher trust, performance, retention, and engagement.

### **Augmenting Humanity with AI - Practical Use Cases**

- IBM: Automated HR tasks allow HRBPs to focus on coaching and leadership support.
- Accenture: AI performance coach compiles data so managers can focus on reflection and emotional impact.
- IKEA's Project Stay: AI tracks employee engagement and flags at-risk team members for early, human-centric interventions.
- Custom AI Coaches: Train a GPT-based tool on your leadership style to serve as a feedback mirror and bias checker.
- Use AI as a cognitive exoskeleton, amplifying your thinking and emotional capabilities, not replacing them.

### **Quick Practices to Apply Immediately**

- Begin every day (or meeting) with a 1-2 minute awareness pause to align priorities.
- Reflect on decisions using a beginner's mindset, question default assumptions.
- Visualize and connect emotionally with others to build compassion daily.
- Avoid over-relying on AI: it's confident, not always correct. Balance data with human judgment.