
The Future Leader Is a *Wellbeing Architect*

Where Psychological Safety, Purposeful Legacy & Data-Driven Flexibility Converge

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LinkedIn



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What We'll Explore Together

60 minutes • Breakout Activations • Practical Blueprint to Take Home

01

The Burning Platform

Why burnout, AI disruption & talent scarcity demand a new leadership model

02

The Wellbeing Architect™

Three practices: psychological safety, purposeful legacy & data-driven flexibility

03

Breakout Activations

Peer-to-peer practice — reflect, discuss, apply — one real action per pillar

04

Your Maturity Snapshot

Live diagnostic check-in against the PEARRM Leadership Well-Being Maturity Curve™

05

Blueprint & Commitment

One commitment. One next step. One metric that tells you it's working

PRUDENCE PITTER, MBA, SPHR, GPHR

29 Years

Leading HR across hospitality, technology, healthcare & financial services

Global

Scaled HR operations across 24 countries at Amazon Web Services

The Work

Helping organizations move from reactive wellness to strategic wellbeing architecture

The Mission

Every leader deserves the tools to protect their people — and themselves



- ▶ Founder & CEO, PEARRM Services
- ▶ Harvard-Certified Executive Leadership Coach
- ▶ Adjunct Professor, Fordham University
- ▶ DiSC-Certified Practitioner
- ▶ Board Member, Goodwill of W. & N. Connecticut
- ▶ 2025 50 Women to Watch for Boards Honoree



The Burning Platform

Three forces are converging. HR leaders who ignore them will be left managing the wreckage.

\$8.9T

LOST ANNUALLY
TO DISENGAGEMENT

Gallup, State of the Global Workplace 2024

82%

EMPLOYEES AT RISK
OF BURNOUT

DHR Global / Fortune, March 2024

39%

WORKFORCES EXPECTED
TO FACE AI DISRUPTION

Gartner GenAI Workforce Report, 2023

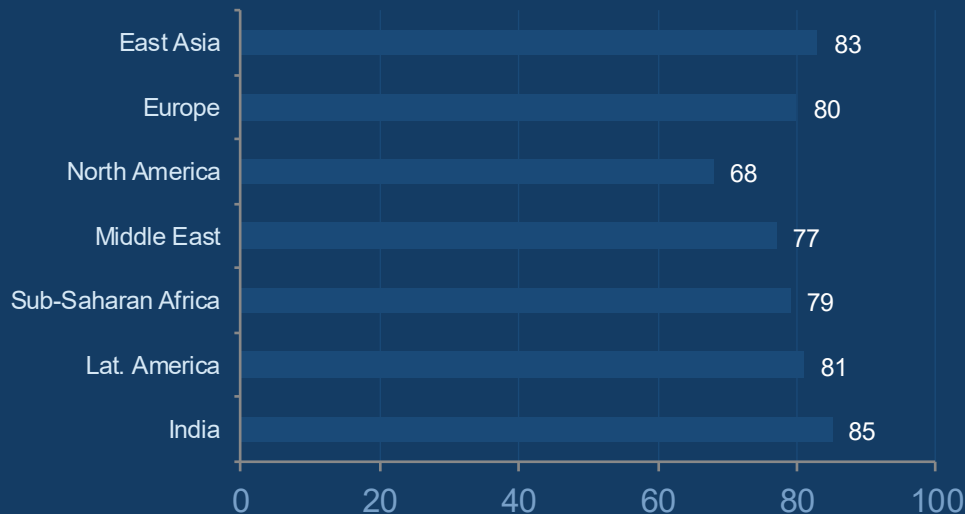
*The World Health Organization officially classifies burnout as an occupational phenomenon (ICD-11)
....a syndrome resulting from chronic workplace stress that has not been successfully managed.*

Source: WHO, ICD-11, 2019

The Engagement Economy

What disengagement costs — and where the opportunity lives

% Workforce Disengaged by Region (Gallup 2024)



62% quiet quitting

Gallup, 2024

15% actively disengaged

Gallup, 2024

9% of global GDP lost every year

Gallup, 2024

70% of team engagement variance driven by the manager

Gallup, 2026

*The Wellbeing Architect*TM

Three non-negotiable practices. One coherent leadership philosophy.

01



Psychological Safety

Create conditions where every voice matters and every risk is safe to take

89%

of employees say
psych safety is essential

McKinsey

02



Purposeful Legacy

Anchor your people to meaning that transcends the quarterly plan

4×

higher retention among
purpose-aligned employees

Harvard Business Review

03



Data-Driven Flexibility

Use intelligence — human and artificial — to design work for humans

30%

productivity gain with
AI-human wellbeing models

McKinsey Health Institute

Psychological Safety at Work

It's not about being nice. It's about being brave enough to create conditions where people can be.

"When employees feel safe to speak up and take risks, teams innovate faster, adapt better, and perform at their peak."

McKinsey & Company

89%

of employees say
psych safety is essential

McKinsey

50%

more productive in
high-safety teams

Gartner / HBR

27%

turnover reduction
when voices count

Gallup

26%

of leaders actively
create psych safety

McKinsey survey

Wellbeing Architects: Ask first, speak second • Model vulnerability • Respond, don't react • Separate idea from person

Psychological Safety Check

Reflect honestly

FROM THE PEARRM WELL-BEING MATURITY CURVE™ ASSESSMENT:

"Psychological safety allows employees to raise workload and other concerns without penalty."

On a scale of 1–5, how true is this in your organization today?

01 Share a moment when someone felt safe to speak up — what made that possible?

02 What is one barrier to psychological safety in your team right now?

03 What is ONE action you could take this week to lower that barrier?

Purposeful Legacy

Burnout is rarely caused by effort alone. It emerges when effort, recognition, autonomy, and purpose fall out of balance.

Legacy Beyond LinkedIn

- The story employees tell about working for you
- Did your team grow stronger because of you
- The culture you protected when no one was watching
- It's visible in your succession pipeline — or its absence

Why It Drives Performance

80%

of CEOs say empathy is a key driver of organizational success

Harvard Business Review

4×

higher retention in purpose-driven organizations

HBR, 2023

87%

less likely to leave when engaged and connected to purpose

Gallup

Move from 'Am I important?' to 'Are my people ready to lead without me?'

Data-Driven Flexibility

AI can help to protect human connection, versus replace it.

The AI Workforce Reality

75%

of work done by
humans with AI by
2030

Gartner, 2025

27%

of executives have a
comprehensive AI
strategy

Gartner, Dec 2025

59%

of workforce
needs brand-new
skills in 2 yrs

World Economic Forum

2×

more productive:
employees
proficient across AI

Gartner, Q1 2026

How Wellbeing Architects Use Data

- Pulse surveys to detect burnout signals before they cascade
- Workload analytics to flag unsustainable patterns in real time
- Flexible scheduling tied to productivity data — not assumptions
- AI-assisted succession modeling to surface future leaders early
- Wellbeing KPIs embedded in leadership performance reviews

LinkedIn Workplace Learning Report 2025: 91% of L&D pros say continuous learning is more critical than ever — yet only 15% of managers helped build a career plan in the last 6 months.

Your Legacy Audit

Honest reflection

FROM THE PEARRM WELL-BEING MATURITY CURVE™ ASSESSMENT:

"Internal success stories specifically highlight well-being as a driver of ROI."

Can your organization tell that story today — with data?

- 01 What is the single most important thing you want to be known for as a leader?
- 02 Are you intentionally developing the next person in line after you?
- 03 What does your team's engagement tell you about your current legacy?

Debrief: What would need to change for wellbeing to become a story worth telling at your organization?

Don't Let AI Erode What Humans Need Most

The Risk

AI efficiency gains concentrated in leadership, not frontline

Surveillance disguised as engagement analytics erodes trust

Over-automation strips work of the meaning that retains talent

73% of productive AI users are managers or executives — not front-line workers

Source: Gartner, Q1 2026

The Opportunity

Use data to personalize wellbeing — not just productivity

AI-powered early warning systems for burnout detection

Redirect hours saved by AI into human-connection activities

50% of organizations will abandon AI-only workforce reduction plans by 2027

Source: Gartner, 2025

With thoughtful and human-centered leadership, AI will elevate human potential rather than diminish it.

The PEARRM Leadership Well-Being Maturity Curve™

Where does your organization sit today? Where do you need to be by this time next year?

REACTIVE	INTENTIONAL	ARCHITECTING
Score: 12–24 Wellbeing treated as individual responsibility. Crisis-driven responses. Heroic leadership culture dominant. <i>Risk / Opportunity: High burnout, talent exit, leadership failure</i>	Score: 25–45 Wellbeing recognized as organizational pillar, but frameworks are inconsistent and not yet scalable. <i>Risk / Opportunity: Uneven culture, mid-tier retention leakage</i>	Score: 46–60 Wellbeing as competitive advantage. Embedded in enterprise value, succession, and AI strategy. <i>Risk / Opportunity: Opportunity: mentor others, insulate from disruption</i>

MATURITY PROGRESSION →

Take the full assessment at pearrm.com/leadership-assessment

Your Data & Flexibility Audit

Honest conversation about what you are measuring

FROM THE PEARRM WELL-BEING MATURITY CURVE™ ASSESSMENT

"Leadership performance reviews include human capital health metrics."

Is wellbeing a metric your organization measures?

- 01 What wellbeing data do you currently have access to?
- 02 Where is AI helping you work smarter — and where is it creating more pressure?
- 03 What ONE metric would signal to your CEO that wellbeing investment is working?

Debrief: What would need to change in your performance review process to make wellbeing measurable?

What Does Your Score Tell You?



Awareness

*Are leaders modeling healthy behaviors
and communicating transparently
about wellbeing?*

< 8: Reactive 9–14: Intentional 15+: Architecting



Systems

*Do we have repeatable
frameworks, or one-off programs,
to protect vitality?*

< 8: Reactive 9–14: Intentional 15+: Architecting



Accountability

*Are wellbeing outcomes
measured, reported, and tied to
leadership performance?*

< 8: Reactive 9–14: Intentional 15+: Architecting

Your Wellbeing Architecture Blueprint

Move from concept to calendar. From insight to action.



Psychological Safety

- ▶ Add psych safety as a standing agenda item
- ▶ Conduct a 360 on how people experience speaking up
- ▶ Establish a 'no retaliation, no silence' norm
- ▶ Debrief one failure per quarter visibly and without blame

Metric: % of team who agree they can speak up without penalty



Purposeful Legacy

- ▶ Schedule legacy conversations with each direct report
- ▶ Identify your top 3 successors; begin deliberate development
- ▶ Recognize wellbeing as a driver of performance formally
- ▶ Tell one wellbeing ROI story in your next leadership comms

Metric: Internal mobility rate + succession readiness score



Data-Driven Flexibility

- ▶ Add one wellbeing KPI to your leadership scorecard
- ▶ Conduct a workload audit — identify top 3 unsustainable patterns
- ▶ Pilot one AI tool for wellbeing signals this quarter
- ▶ Benchmark against industry — SHRM, LinkedIn, or Gallup

Metric: Manager burnout rate + engagement trend by quarter

Before You Leave

Complete this sentence:

"Within the next 30 days, I will take ONE action to move my organization closer to being a Wellbeing Architecture practice."

MY ACTION: *e.g. Add psych safety to my team's monthly agenda*

MY METRIC: *e.g. 80% of team says they feel safe to speak up*

MY DEADLINE: *e.g. July 16, 2026 — 30 days from today*

The true wellbeing architects build lasting legacies and keep promises — starting with themselves.

I'm a guest on SHRM's All Things Work podcast!



**ALL
THINGS
WORK**

The Career Ladder Is Changing in the World of AI

Wednesday, Jun 17 | 7:30 AM - 8:30 AM

Location: 221AB



shrm.org/hr-podcasts

**Want to keep
the conversation
going?**

Join my Braindate!
Wednesday, June 17, 12PM

Small group conversations. 45 minutes.
Located in the SHRM Braindate Lounge in Hall B.

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