

The Future Leader Is a *Wellbeing Architect*

Where Psychological Safety, Purposeful Legacy & Data-Driven Flexibility converge — your practical blueprint to take home.

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\$8.9T	82%	39%	4×	30%
LOST ANNUALLY TO DISENGAGEMENT	EMPLOYEES AT RISK OF BURNOUT	WORKFORCES FACING AI DISRUPTION	RETENTION FOR PURPOSE-ALIGNED TEAMS	PRODUCTIVITY GAIN, AI + WELLBEING



The convergence reshaping leadership: Burnout, AI disruption, and talent scarcity are arriving at once — Gallup estimates global disengagement costs organizations nearly \$9T annually. Drawing on 25 years leading multinational teams across technology, hospitality, and manufacturing, this session introduces three Wellbeing Architect practices. Rate your organization honestly across the four diagnostics below — each reveals a distinct gap and ends with your single next action.

● PILLAR 01 — PSYCHOLOGICAL SAFETY AUDIT

Can Your People *Speak Up Without Penalty*?

89% of employees say psych safety is essential (McKinsey). Check every condition that is *true today*.

RISK → ● **H** Act now ● **M** Monitor
● **L** Sustain

- ☐ No standing agenda item for psychological safety in leadership meetings **H**
- ☐ Employees hesitate to raise workload concerns without fear of penalty **H**
- ☐ Failures are not debriefed openly — blame culture persists **H**
- ☐ No 360 feedback on how people experience "speaking up" **M**
- ☐ A "no retaliation, no silence" norm is established and lived **L**

YOUR ONE NEXT ACTION

Add **psych safety as a standing agenda item** this week. Debrief one failure visibly, without blame.
Metric: **% of team who agree they can speak up without penalty.**

● PILLAR 02 — PURPOSEFUL LEGACY AUDIT

Will Your Team *Be Ready Without You*?

Purpose-aligned employees show 4× higher retention (HBR). Check your current succession & meaning gaps.

RISK → ● **H** Act now ● **M** Monitor
● **L** Sustain

- ☐ No top-3 successors identified for any critical leadership role **H**
- ☐ Legacy or career-growth conversations are not scheduled with reports **H**
- ☐ Wellbeing is not formally recognized as a driver of performance **H**
- ☐ No internal story has been told about wellbeing driving ROI **M**
- ☐ Internal mobility and succession readiness are tracked quarterly **L**

YOUR ONE NEXT ACTION

Schedule a **legacy conversation** with each direct report this month. Identify your **top 3 successors**.
Metric: **internal mobility rate + succession readiness score.**

● **PILLAR 03 — DATA-DRIVEN
FLEXIBILITY AUDIT**

Is AI Protecting *Human Connection* — *or Eroding It?*

75% of work will be done by humans with AI by 2030 (Gartner). Check whether your data practices protect people.

RISK → ● **H** Act now ● **M** Monitor
● **L** Sustain

- ☐ No wellbeing KPI exists on any leadership scorecard ● **H**
- ☐ Workload patterns have never been audited for unsustainable trends ● **H**
- ☐ AI adoption is concentrated in leadership, not shared with frontline teams ● **H**
- ☐ No pulse survey or early-warning system detects burnout signals ● **M**
- ☐ Flexible scheduling is tied to real productivity data, not assumptions ● **L**

YOUR ONE NEXT ACTION

Add **one wellbeing KPI** to your scorecard this quarter. Conduct a **workload audit** — identify top 3 unsustainable patterns. Metric: **manager burnout rate + engagement trend by quarter**.

● **SECTION 04 — YOUR MATURITY
SNAPSHOT**

Where Does Your *Organization Sit Today?*

Use the PEARRM Leadership Well-Being Maturity Curve™ to locate yourself, then plan your move within 12 months.

STAGE → ● **12–24** Reactive

● **25–45** Intentional ● **46–60** Architecting

- ☐ **Reactive:** Wellbeing is individual responsibility; crisis-driven, heroic-leadership culture dominant. Risk: burnout, talent exit, leadership failure ● **H**
- ☐ **Intentional:** Wellbeing is a recognized pillar, but frameworks are inconsistent & not scalable. Risk: uneven culture, mid-tier retention leakage ● **M**
- ☐ **Architecting:** Wellbeing is a competitive advantage — embedded in enterprise value, succession & AI strategy. Opportunity: mentor others, insulate from disruption ● **L**

YOUR ONE NEXT ACTION

Take the **full Maturity Curve™ Assessment** below. Identify your stage across Awareness, Systems & Accountability — then plan your move to the next stage within 12 months.

01

AWARENESS

Are leaders modeling healthy behaviors & communicating transparently?

02

SYSTEMS

Repeatable frameworks, or one-off programs, to protect vitality?

03

ACCOUNTABILITY

Are outcomes measured, reported & tied to leadership performance?

30-Day Commitment: "Within 30 days I will take ONE action to move my organization closer to being a Wellbeing Architecture practice." My action: _____ · My metric: _____ · My deadline: _____

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[Well-Being Maturity Curve™ Assessment → pearrm.com/leadership-assessment](https://pearrm.com/leadership-assessment)

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