



THE HIRING HOUR

Navigating Disruption, Building Resilience, and Trusting your Team

INDUSTRY LEADERS' NEWSLETTER

August, 2025





The Perfect Storm of Leadership Challenges

AI Transformation

Artificial intelligence reshaping entire industries at unprecedented rates

Organizational Flattening

Traditional structures being compressed, eliminating management layers

Leadership Turnover

Executive departures hitting historic highs across industries

This month's insights explore three critical dimensions of this transformation, offering a roadmap for navigating the complexities of modern executive leadership.



The Great Flattening: **Organizational Design** in the AI Age

TCS's announcement to reduce 12,000 employees for "organizational flattening" signals a seismic shift in preparing for an AI-driven future. This reflects a broader trend where **41% of organizations have already eliminated management layers**, with tech giants leading the charge.

The Hidden Costs

- Leadership Vacuum: Work cascades to stretched executives or unprepared contributors
- Engagement Crisis: 70% of team engagement attributed to managers
- Execution Gap: Middle managers are crucial translators between strategy and execution

Concerning Consequences

Nearly half of senior executives question their ability to handle additional responsibilities, while over one-third of employees report feeling directionless without managerial guidance.

Manager engagement has dropped from 30% to 27% in just one year.



The Domino Effect: Executive Turnover

1,800+

CEO Departures

Record CEO exits worldwide in 2024–2025—a 19% increase from 2023

15%

CHRO Departures

Jump in CHRO departures in Q1 2025 compared to previous year

4.1

Years

Average CHRO tenure, down from 4.5 years in Q1 2024

Why CHRO Turnover Follows CEO Changes



New CEOs want trusted advisors to execute their people strategies



CHROs tied to previous leadership's vision may conflict with new directions



Boards support sweeping executive changes to demonstrate organizational renewal



Leadership Lessons from **The Oval**

India's nail-biting cricket victory by just 6 runs—without star player Bumrah and with relative unknowns like Prasidh sharing the load—demonstrated more than cricketing skill. It showed that belief, grit, and backing your people matter.

Siraj, who was nearly dropped, stepped up because someone believed in him. The team found a way to win, not with the "perfect" squad, but with the one that showed up and gave everything.



Back potential, not just pedigree

Sometimes the game-changer is someone others are ready to bench

Stay in the fight

The win wasn't certain till the last hour—but the team stayed focused to the end

Build resilience

With key players missing, India didn't fold. They adapted. That's what sustainable teams do



Navigating Today's Transformation

Restructure Thoughtfully

The great flattening creates hidden costs that demand more than structural elimination. Organizations must develop self-directed teams and create dual-track career paths.

Adapt to Constant Change

With CHRO departures mirroring CEO changes and average tenure dropping to 4.1 years, leaders must prepare for cascading effects throughout executive suites.

Build Resilient Teams

India's cricket victory teaches us that success comes not through perfect planning but through unwavering belief and adaptive resilience.

Wins in business, like in cricket, often come when people rise above roles and reputations—and lead with belief, clarity, and effort.

Sometimes, 6 runs is all the difference.



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