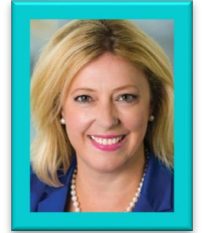


Preparing to Lead in 2025

Recently I had the opportunity to bring together three esteemed Executives – **Kathleen Taylor, Kevin Glass and Tim Prince**, to help shed some light on what's top of mind for next year and what leaders should be keeping at the forefront.

Our conversation covered a wide range of topics from the latest economic forecast and implications to the numerous geopolitical risks that exist and how they present a wild card factor in our planning, to the seeming backlash against inclusive policies, the needs of today's workforce, and AI.

In addition to the panel presentation, we also learned about how to build resilience as a leader and create an environment for both innovation and a growth mindset from **Dr. Derree Braswell** who is working with **SOUNDLEADERSHIP**.



Sandi Hokansson



Kathleen Taylor

Chair of Atlas Group
Chair of Element Feet Management,
Chair Cabot Group
Vice-Chair Adecco Group
Former CEO Four Season



Kevin Glass

Board Director Spinmaster
Board Director Northland Power
Former CIBC CFO



Tim Prince

Managing Partner, Clients & Markets
KPMG, Audit Chair, Canadian Feed
the Children

I am pleased to share some of my takeaways from our fruitful exchange with these special leaders:

1. **Economy is to build in 2025** and more in 2026
2. Think about **how best to position yourself for economic growth cycle ahead** – explore the idea of economies best suited for positioning vs. planning (taking action) what is the current context for your company/industry - is it time to plan to take action or position to be ready to do so? Or both?
3. **Geopolitical risk is real and presents a wild card factor** to the economy, supply chain and inflation
4. **Resilience as a leader is important** – as is creating an environment where innovation flourishes while fostering a growth mindset. There are strategies you can employ to help build competency in these areas
5. **Workers mental health is a growing issue** – leaders need to learn about this, be aware of resources to rely on and provide to employees, and, develop their own positive habits to lead by example
6. **Employee expectations around flexibility continue and tying to purpose continues to be important**
7. When thinking about timely issues such as inclusion, diversity, and equity, don't get caught up in political rhetoric or swings in momentum pro vs. con. **Chose substance over form and continue to do the right thing.** Lead with inclusivity and values. Consider changing any triggering nomenclature if that helps, but continue to drive forward with the work that needs to be done
8. **Be open to field trips** – getting out of the office or out of your regular routine is valuable to gain new perspectives - visit clients, vendors, partners to ready yourself for 2025
9. **Become an early adopter of AI** – give it a try personally i.e. Chat GPT, don't leave this to others without putting it into practice yourself. Look for business challenges or opportunities to embrace AI. Add this required skill set to all new job openings

Executive Panel



10. **When looking to create strategies and plans**, filter through the situational context that we find ourselves in (i.e.: economic, geopolitical, social, technological, competitor, industry disruption, climate etc.) and put this into perspective and focus for your own business and industry – **what does this mean to me, to my company, to my team, to my clients?**
11. **Think about ‘What is your impact?’** and finally,
12. **Think Bigger and Expect More**

I hope these key takeaways give you pause to reflect on your own leadership readiness as we get ready to lead in 2025.

We look forward to the opportunity to work with your organization in the coming year.

Lead Well.

Sandi & The SOUNDLEADERSHIP Team