

Kelly Monahan

Future of Work Expert, Former Research Executive at Meta, Upwork, Accenture, Deloitte

AI and the Productivity Paradox: Are We Really Getting Ahead? Kelly Monahan explores how AI, when used solely for efficiency, can unintentionally fuel burnout, especially within traditional workplace frameworks that value output. She emphasizes that instead of focusing solely on outcomes, organizations should rethink how they measure performance and talent acquisition—shifting toward talent access and a human-centered approach. This discussion challenges leaders to protect their workforce by leveraging AI as a tool for growth, learning, and innovation rather than mere productivity. Dr. Monahan unpacks why many companies face a productivity paradox despite heavy AI investments and offers actionable strategies to overcome this disconnect, underscoring that true success in the AI era lies in human-centered leadership, not just in adopting new technologies.

An Essential Leadership Playbook: Shifting to Human-Powered Leadership. There's no doubt that the workplace of yesteryear is rapidly changing, and leaders need to meet the people demands of today to succeed. Drawing insights from her new book, Kelly Monahan explains that there is a skill shortage and it's unlikely that the average worker has the skills necessary to be leaders in the next five years, which poses real challenges for the future. In this talk, she gives the audience three key takeaways rooted in human-powered leadership to stay ahead: Fostering autonomy and de-emphasizing hierarchical structures Cultivating a sense of purpose Focusing on wellness at the workplace These strategies are vital to navigating today's complex, distributed work environment and creating sustainable, happy teams.

Decoding Gen Z: Bridging Generational Gaps in the Workplace. In a lighthearted yet insightful exploration of Gen Z's impact on the workforce, Kelly Monahan addresses common misconceptions about the youngest generation entering the workplace. She uses research and anecdotes to highlight the similarities and differences between Gen Z and older generations while emphasizing the unique challenges they face. As the most digitally native and tech-savvy generation, Gen Z needs people-focused leadership that fosters relationships. This talk provides strategies for business leaders to engage, mentor, and inspire the young workforce by embracing flexible work models, cultivating trust, and redesigning career paths for the future.