Potential Project | The Human Leader

Leaders Are Ready to Quit.

The solution is ancient and unconventional.

Leaders' intent to stay has dropped dramatically this year, particularly for **women (down 18 points)** but also for **men (down 9 points).** (Qualtrics)

69% of C-suite respondents are seriously **considering quitting** for a job that **better supports their well-being.** (Deloitte)

Senior leaders view their work as **15-20% less meaningful than before the pandemic** and want to remedy this. (Potential Project)

Leaders can find renewal and inspiration without quitting their jobs. The path to take has been proven over thousands of years.

RETREATS: ANCIENT SOLUTION TO A MODERN PROBLEM

Retreats are a tradition as old as time.
They are urgently needed now to help leaders find the renewal, inspiration and meaning they seek.

THREE KEY ELEMENTS OF RETREATS

NATURE

On retreat, leaders immerse in a completely new setting, away from the usual office or home environment.

DEVICE- FREE

Leaders relinquish their devices at the start of a retreat and let go of the main source of distraction in their minds.

OPEN SPACE

Leaders step away from packed days and daily pressures and experience freedom from busyness.

THREE KEY SHIFTS FROM RETREATS

FROM AUTOPILOT TO AWARENESS

Default behaviors are replaced with conscious reflection and open awareness. Habits and normal reactions fall away, and ideas and answers start to flood in.

FROM DISTRACTION TO FOCUS

Leaders sit with their thoughts rather than distract themselves through their phone. With a focused mind, leaders can sink into deep work and reflection.

FROM BUSYNESS TO CLARITY

With an open agenda and space to just be, busyness dies down and uncluttered spaciousness and clarity arises.

Source: Potential Project

THE RETREAT JOURNEY

FROM AUTOPILOT...

Leaders arrive with well-worn patterns of behavior and ingrained habits.

The brain finds mental shortcuts and responds to cues to get things done efficiently. We call this "auto-pilot" mode.

A change in environment breaks the "auto-pilot" mode because normal cues are disrupted.

The conscious brain awakens in response to new stimuli.

Awareness is turned back on, and there is space for new ideas and answers.

...TO AWARENESS

Leaders can tackle big questions like "what should I be doing with my life?"

FROM DISTRACTION...

Leaders arrive distracted, between 30-60% of the day.

Distraction impedes the ability to be present with others and engage in deep thinking.

Creating a device-free environment removes the constant flow of distractions.

The body syncs back to the naturally slower rhythm of nature.

Leaders become more present in the moment and can focus for longer periods of time.

...TO FOCUS

Deep reflective work can begin.

FROM BUSYNESS...

Leaders are expected to be busy and overbooked; it is a symbol of rank and importance.

Their brains go looking for more dopamine hits by completing another action and on and on.

Open agendas don't demand much thinking or doing.

When leaders break the busyness trap, brain space is created.

Ideas and insights have room to take root and sprout.

...TO CLARITY

Leaders can more deeply consider who they are and where they want to go.

Source: Potential Project
People illustrations by Storyset

The Human Leader is Potential Project's bi-annual study of the critical attributes that constitute a new model of leadership. Based on data from 5,000 companies across 100 countries, The Human Leader provides ground-breaking insights into how leaders can unlearn management and relearn how to be human. The research was done in partnership with academic experts at Harvard Business School, Columbia Business School, Haas School of Business, Rotman School of Management at the University of Toronto, and the University of Amsterdam School of Business.

Potential Project