

MACROTRENDS

FAST =
TOO SLOW



40% of current
Fortune 500 co. won't
be in business **2025**

 **MAN VS. MACHINE**

In **30** yrs **50%**
of the workforce will
be AI

TALENT EXODUS
83% students
want to spend

<3 YRS in a
first job 

"You can have the best place, but if you have people who all think alike and nobody has **creativity** or **freedom** to express themselves, then it's like an empty shell." -Sandrine Gadol, CIO L'Oreal USA

THE INNOVATION BLUEPRINT

SHIFTING THE FOCUS FROM OUTPUT TO INPUT

BRING PERSPECTIVES



FLUID ORGANIZATION
ASSEMBLE NETWORKS OF
INDIVIDUALS WITH DIVERSE
THOUGHT AND EXPERIENCES

"WE'VE DISCOVERED THAT
CREATIVE-DATA
SCIENTISTS CAN SOLVE
PROBLEMS IN EVERY FIELD
BETTER THAN EXPERTS"
-JEREMY HOWARD,
KAGGLE CHIEF SCIENTIST

BROADEN PERSPECTIVES



TIME DESIGN
BROADEN MINDS THROUGH
A MODEL OF FLEXIBILITY,
CUSTOMIZATION & ENGAGEMENT

A PwC STUDY REVEALS
THE **#1** BENEFIT
MILLENNIALS SEEK
FROM AN EMPLOYER IS
**LEARNING &
DEVELOPMENT**

EXCHANGE PERSPECTIVES



TRUST CULTURE
TRUST AND OPENNESS IS THE
GLUE THAT CONNECTS TEAMS
AND ENSURES SHARING OF IDEAS

INCREASE TRUST
BY **10%**
= THE SAME EFFECT AS
36%
INCREASE IN PAY

\$
7 YR
PLAN
=
ROI
+18%

Class of 2016, FIT Cosmetics and Fragrance Marketing and Management Masters Degree Program - The Beauty Industry's Think Tank
Dolores Assalini (Unilever), Jennyfer Corazzari (Givaudan), Eleanor Jablon (Tom Ford Beauty), Megan Manco (L'Oreal), Tori McGee (Unilever), James Purcell (Origins), Andrea Steele (Unilever), Kristi Silko (Coty), Alejandra Thompson, Samantha Yungst (Chantecaille)