

THRIVING THROUGH RELENTLESS CHANGE

Chris Dyer

HELPING GOOD COMPANIES
BECOME GREAT!



WE HAVE ALWAYS
ADAPTED





WE HAVE ALWAYS
ADAPTED



SAME PLACE.
NEW
PLAYBOOK.





SHRINK THE LOOP



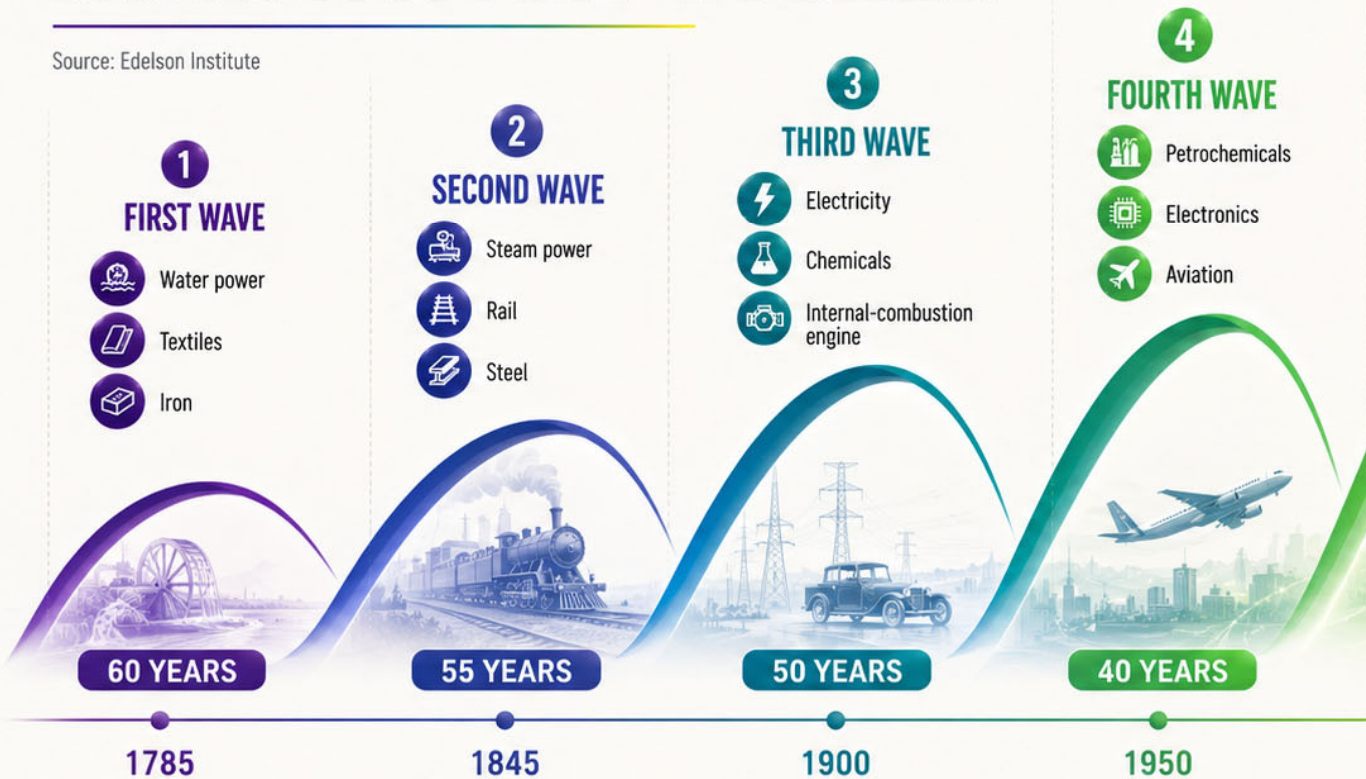


SEE THE WAVE

The History of

THE HISTORY OF INNOVATION CYCLES

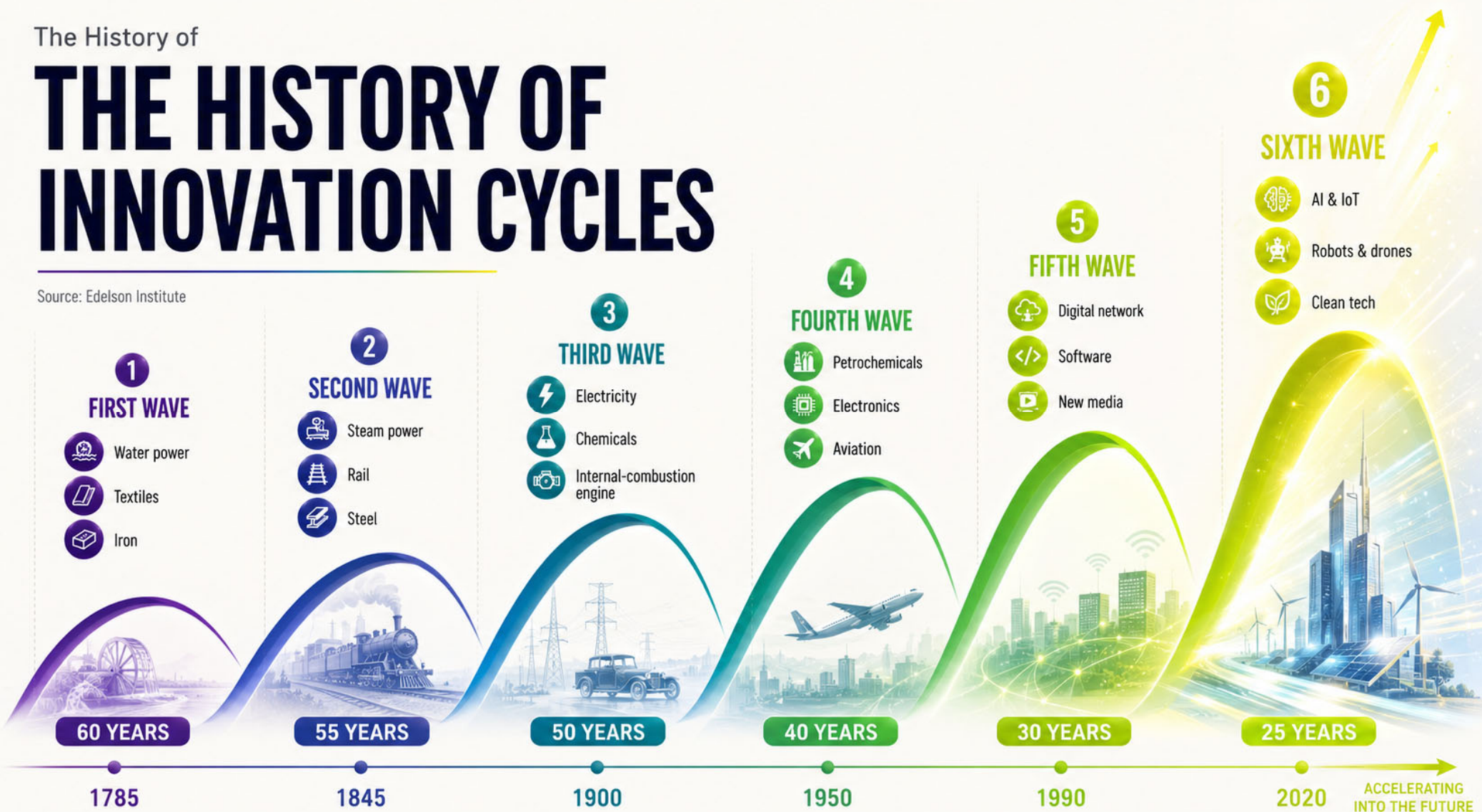
Source: Edelson Institute



The History of

THE HISTORY OF INNOVATION CYCLES

Source: Edelson Institute



AI IMPACT IS UNEVEN ACROSS JOBS

Anthropic, March 2026 Report

ANTHROPIC

Labor market impacts of AI:

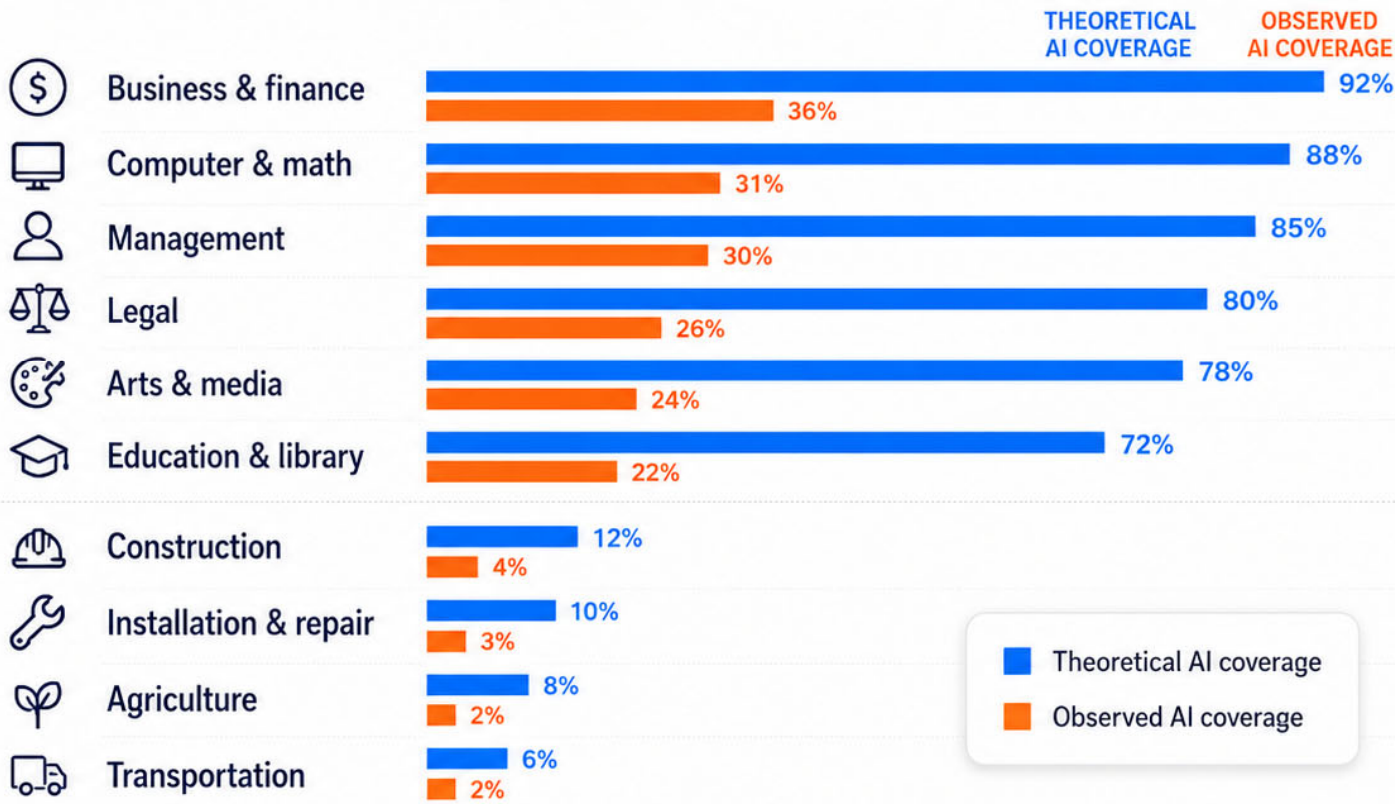
A new measure and early evidence



KEY TAKEAWAY

AI exposure is concentrated in knowledge work, but real-world usage still trails theoretical potential.

Theoretical capability and observed usage by occupational category

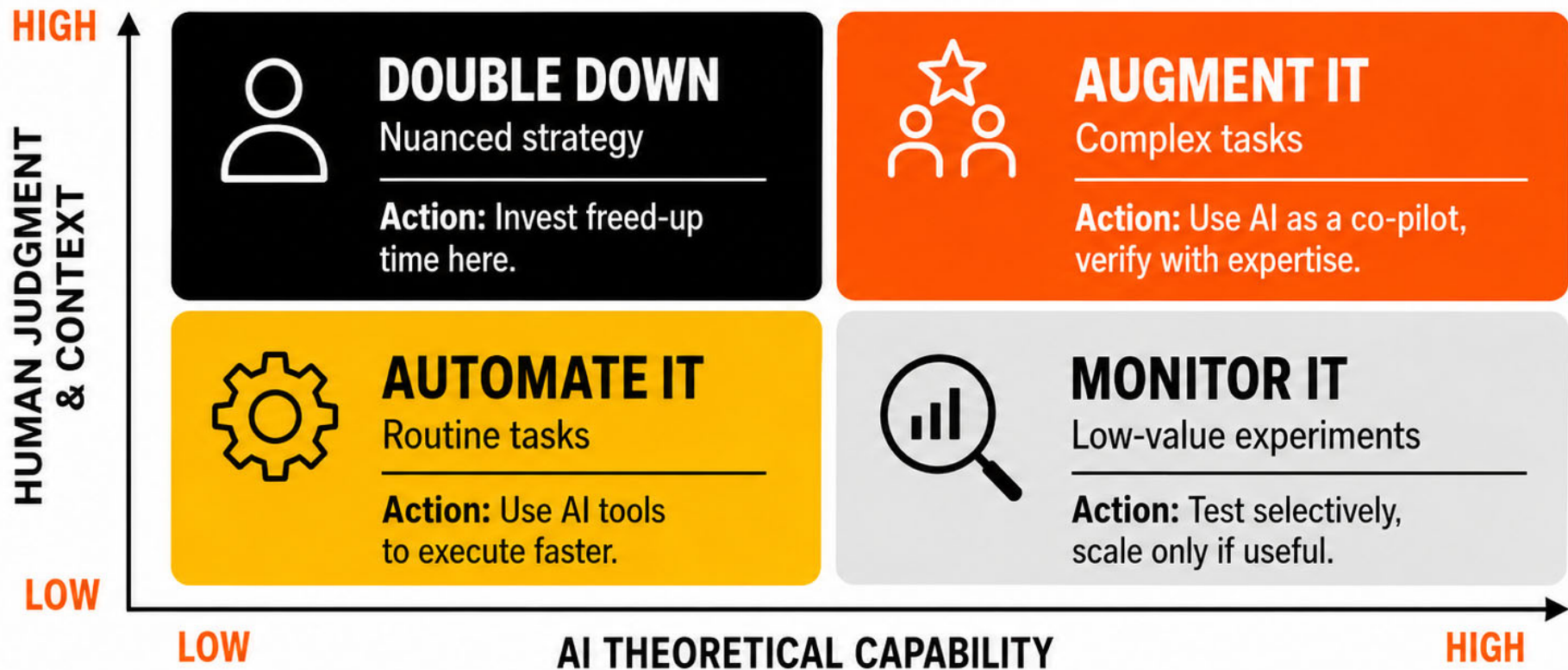


Percent of total employment

Categories ranked by theoretical AI coverage (high to low)

THRIVE AS A LEADER OF AI CAPABILITY

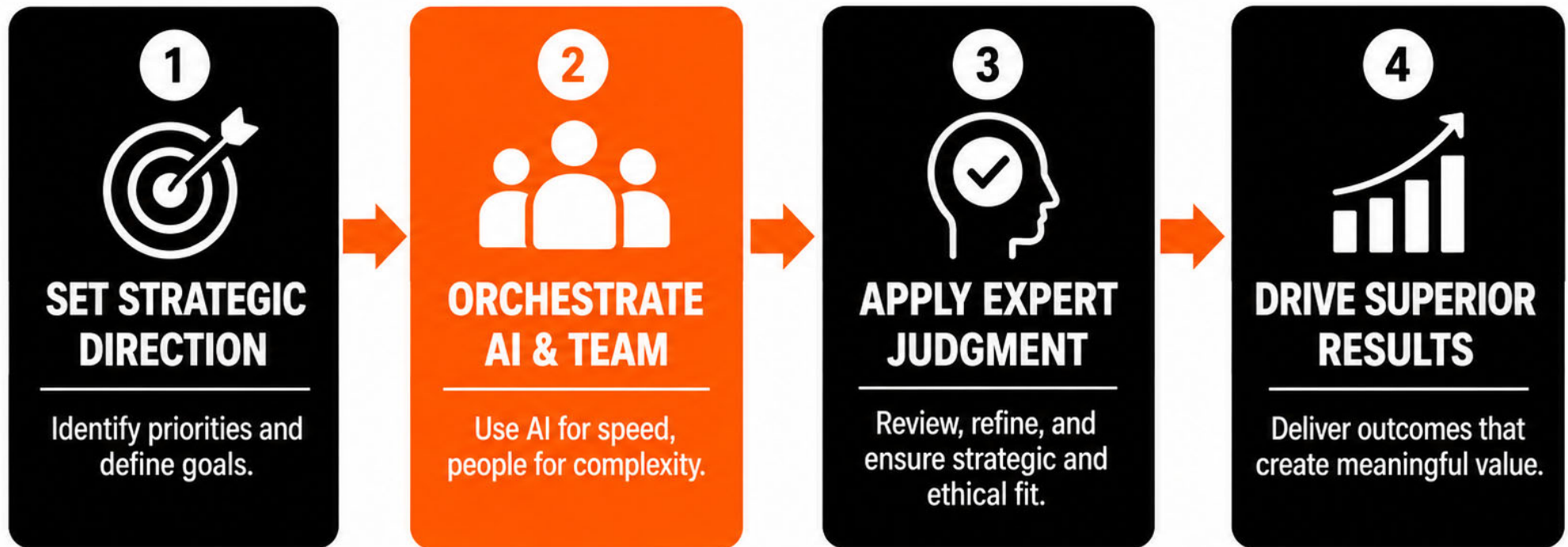
TASK VULNERABILITY & ACTION MATRIX



KEY IDEA: Automate the routine, augment the complex, and double down on human judgment.

THRIVE AS A **LEADER OF AI CAPABILITY**

THE LEADER'S NEW OPERATING MODEL



KEY IDEA: Set direction, orchestrate AI and people, apply judgment, and drive results.

AI IS CHANGING OUR FOCUS

Old School Operating System



- **Money**
- **Praise**
- **Perks**

AI IS CHANGING OUR FOCUS

New School Operating System



PROGRESS

THE SINGULARITY

When AI begins improving
faster than humans can
predict or control.

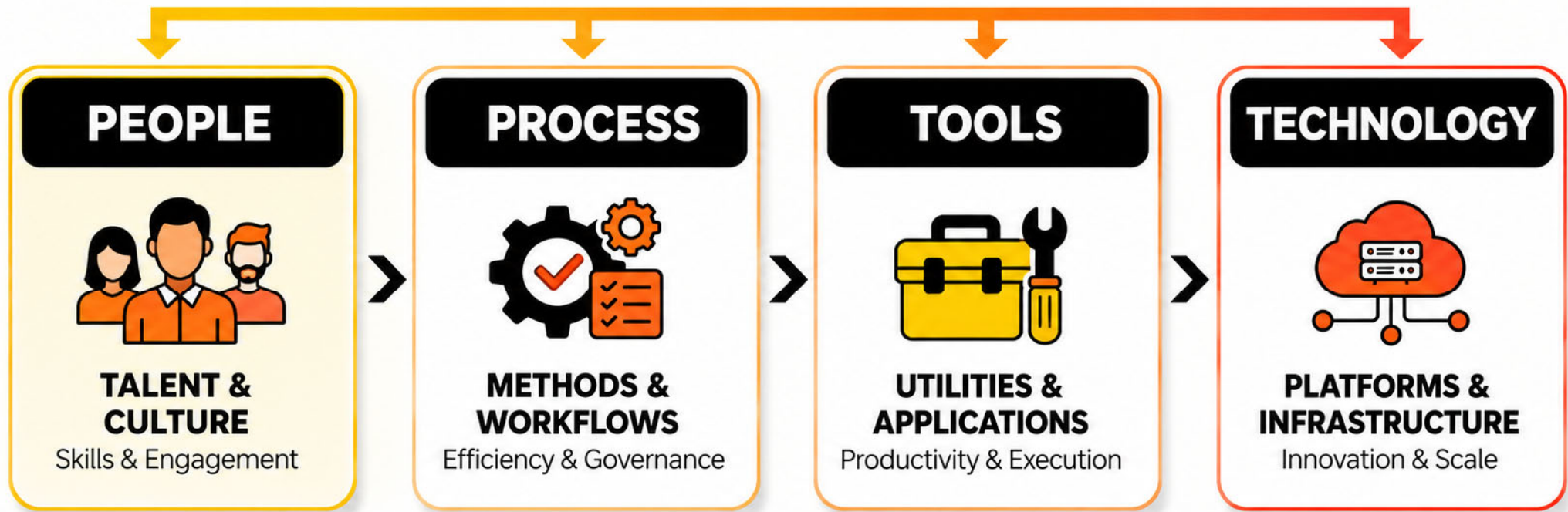




SENSE MAKER



CORE BUSINESS PRINCIPLES



FOUNDATIONAL HIERARCHY OF VALUE

People > Process > Tools > Technology

BOUNDARY-HONORING COLLABORATION

1 OF 4



1. TEAM CHARTER

Align on purpose, values,
roles, and ways of working.
Build trust from the start.

BOUNDARY-HONORING COLLABORATION



2. ONE CHANNEL

Choose one primary channel to reduce noise and keep communication clear.

BOUNDARY-HONORING COLLABORATION

3 OF 4



3. MEETING AUDIT

Evaluate every meeting for purpose, participants, and outcomes. Keep what matters.

BOUNDARY-HONORING COLLABORATION



4. RETHINK 1:1 MEETINGS

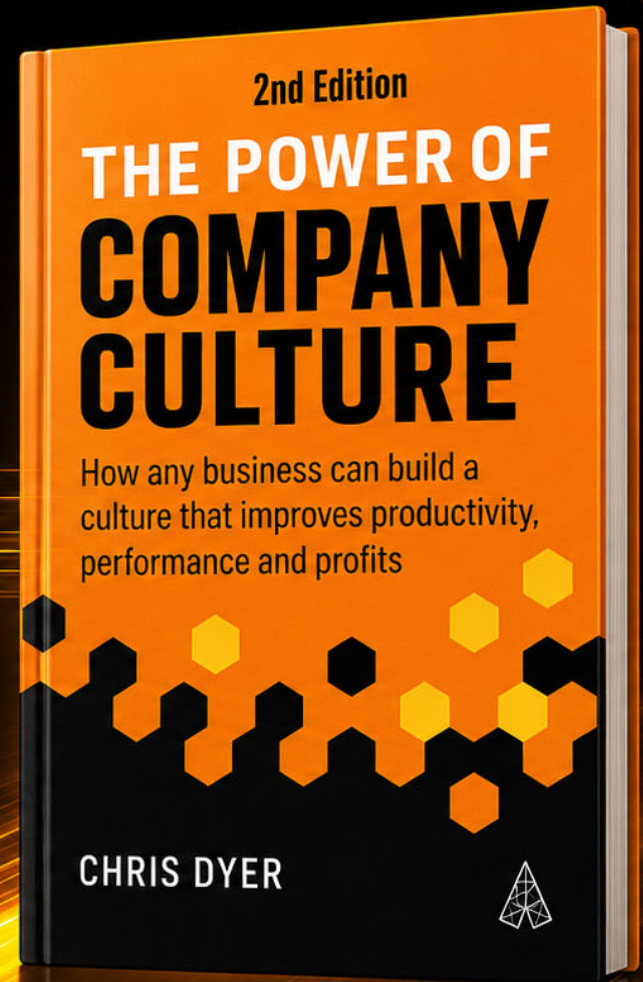
Make 1:1s more meaningful with clear agendas, action, and follow-through.

BIG IDEA 3:
MAKE
WORK...WORK



7 Pillars

- | TRANSPARENCY**
- | POSITIVITY**
- | MEASUREMENT**
- | UNIQUENESS**
- | RECOGNITION**
- | LISTENING**
- | MISTAKES**



TRANSPARENCY



POSITIVITY



***POSITIVE
DEVIANCE***



**PROTECT THE
HUMANS**

***FEED
FORWARD***



THE 7 TYPES OF REST

PHYSICAL
REST

EMOTIONAL
REST

MENTAL
REST

SENSORY
REST

CREATIVE
REST

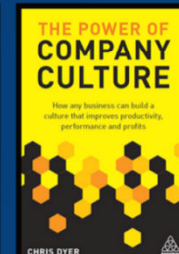
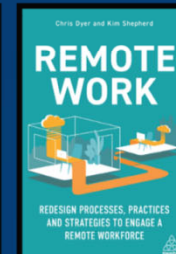
SOCIAL REST

SPIRITUAL
REST

***WHAT YOU ARE
NOT **CHANGING**,
YOU ARE
CHOOSING!***



Thriving Through Relentless Change



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