

# AI & The Manager Magnifying Glass: A Crisis of Accountability or an Opportunity for Growth?

## The Problem: AI Makes Manager Impact Visible

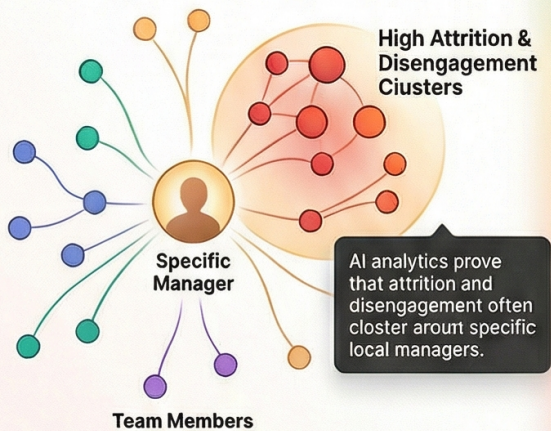
From Lagging Reports to Real-Time Signals



Annual Surveys  
(Delayed, Aggregated)

Real-Time Analytics  
(Live, Manager-Specific)

## Retention Isn't Just an HR Metric, It's a Manager-Driven Outcome



Team Members

## The High Cost of Inaction



Financial impact includes recruitment, onboarding, and lost productivity.

## The Solution: A Developmental Approach

Use Data for Coaching, Not Criticism



## Build Skills to Address Root Causes

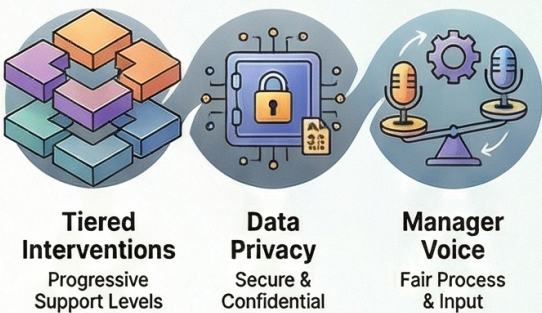


Psychological Safety  
Building Trust & Openness

Feedback Delivery  
Effective Communication & Performance Conversations

Career Development  
Pathways for Growth & Future Opportunities

## Ensure Fairness and Strong Governance



Tiered Interventions  
Progressive Support Levels

Data Privacy  
Secure & Confidential

Manager Voice  
Fair Process & Input