

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

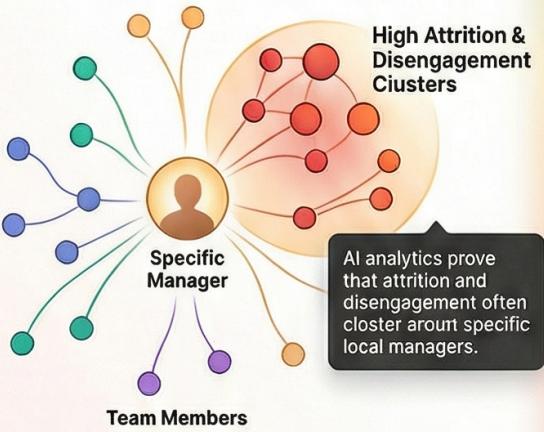


Annual Surveys
(Delayed, Aggregated)



Real-Time Analytics
(Live, Manager-Specific)

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



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**



**Ensure Fairness and
Strong Governance**

