

Building Stronger Teams:

Engagement, Talent, and Skills
in Finance & Procurement



In a few words - what is your biggest people challenge right now?



Panel Speakers



Tolu Lawrence

**Founder
The Corporate Impact Lab**



Adam Schulman

**Director, Global Finance Services
The Boeing Company**



Jessica Kozak

**CHRO
apexanalytix**

Discussion Topics

"The future of Finance and Procurement depends on more than technology — it requires the right people, equipped with the right skills, working in the right culture."

1

Fostering Engagement

Keeping teams energized, connected, and performing

2

Attracting & Retaining Top Talent

Building your talent brand and keeping great people

3

Building Continuous Learning Pathways

Upskilling teams for an AI-enabled future

The opportunity in front of us

87%

Higher employee retention

In organizations with strong people strategies

(SHRM Employee Job Satisfaction Report)

23%

Higher profitability

In companies with highly engaged teams

(Gallup Meta-Analysis)

70%

Of AI value comes from people

not the technology itself...making your team the real competitive advantage

(BCG)

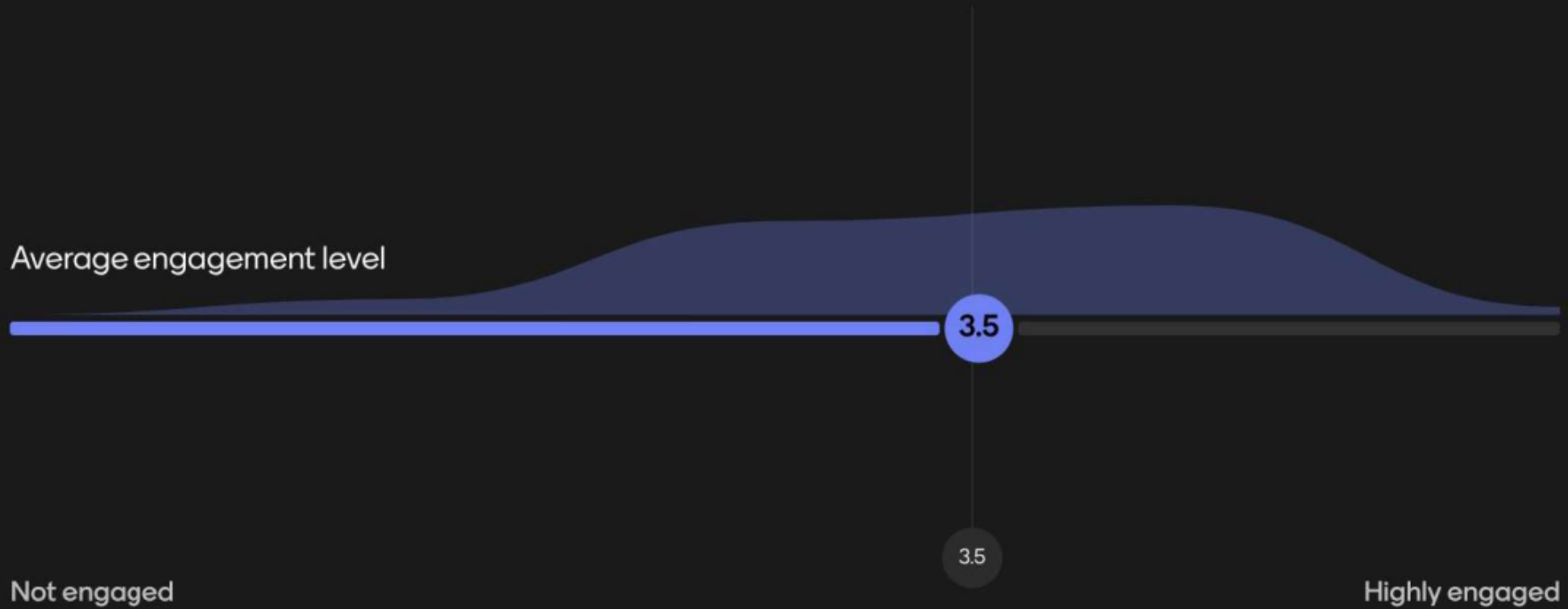
17%

Increased productivity

In highly engaged teams

(Gallup Meta-Analysis)

On a scale of 1-5, how engaged would you say your team is currently?



1

Fostering Engagement

Keeping teams energized, connected, and performing

ENGAGED TEAMS DELIVER

59%

Lower turnover in highly engaged organizations

(Gallup, 2025)

- 20% individual performance improvement for engaged employees (Corporate Leadership Council)
- 23% higher profitability and 17% higher productivity (Gallup Meta-Analysis)
- 10% higher customer ratings from engaged teams (Gallup Q12 Survey)

WHAT DRIVES ENGAGEMENT

70%

Of team engagement is driven by the manager alone

(Gallup, 2025)

- At AI-leading companies, 88% of people managers actively role model AI use in daily work (BCG, 2026)
- Great managers reduce departure likelihood by 40% (LinkedIn, 2024)
- Recognition, purpose & team-building activities rank among the top retention investments (Hire Talent Report, 2025)

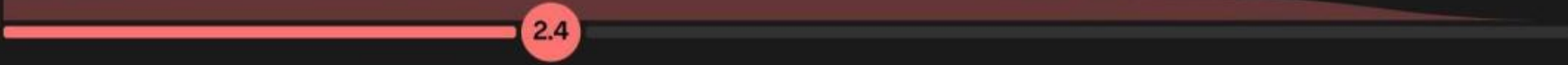
What is one thing you've done in the last year to build engagement on your team and how did you measure it?

Quick assessment - rate your organization on each of the following:

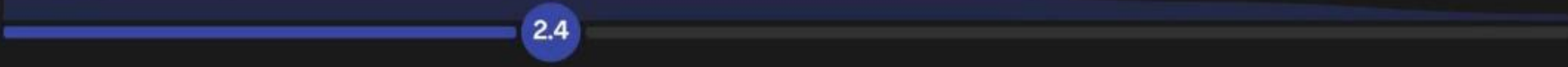
Manager effectiveness at driving team engagement



Internal mobility and career path clarity



AI literacy among your team



Not there yet

Leading the way

2 Attracting & Retaining Top Talent

Building your talent brand and keeping great people

WHAT CANDIDATES & EMPLOYEES WANT

75% more likely to stay after making an internal career move
(LinkedIn Workforce Learning Report)

- **45% say career advancement opportunities** are a top reason to stay
- **36% cite professional training & development** as a key factor in their decision to stay (ADP, 2025)

WHAT WORKS FOR ORGANIZATIONS

47% less likely to quit – internally promoted vs. external hires
(Wharton School of Business)

- **53% of employers have removed degree requirements, expanding the talent pool by 8.2x** through skills-based hiring (Csgtalent)
- **75% of businesses with wellness programs** see measurable retention improvements (Society for Human Resource Mgt)

What are you doing to position Finance & Procurement as an exciting, purpose-driven career destination?

Building Continuous Learning Pathways

Upskilling teams for an AI-enabled future

THE SHIFT UNDERWAY

86% Of employers expect AI to transform their business by 2030
(WEF Future of Jobs Report, 2025)

- **60%** agree *AI actually improves their ability to learn & grow* (edX, 2025)
- **61%** of workers are *actively considering upskilling in response to AI advancements* (edX, 2025)

WHAT LEADING ORGANIZATIONS ARE DOING

70% Of AI value comes from people – not the technology itself
(BCG, 2026)

- **77%** of employers committed to *reskilling teams* to work alongside AI (WEF, 2025)
- **Most in-demand skills:** 1. Data analytics, 2. AI literacy, 3. Strategic thinking, 4. Change management (Robert Half, 2025)

What's actually working to get your team to participate in learning?

THANK YOU!

Please attend **apexanalytix|Learn** session
tomorrow at 8:30am!