

Identifying the Future Leadership Persona

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Identifying the Future Leadership Persona

Leading in the Age of AI Acceleration

By Dr. Elena Alikhachkina



About Me



- Fortune 500 CDO/AI, CIO
- NACD, Board Director
- Tech advisor
- Workforce development



Publishing & Media



Healthcare



Manufacturing



Human Capital
Development

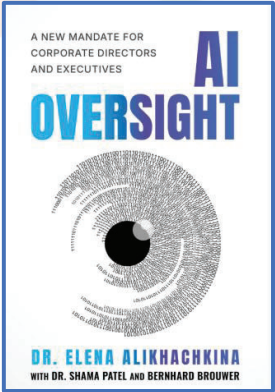









ignite your data & AI fluency
Data Product Mastery



Coming Q1 2026

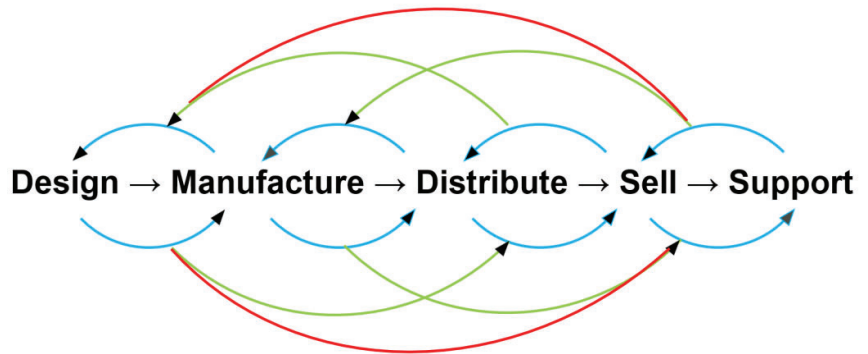
Acceleration Loops Are Redefining the Industrial Engine

Linear Business Model

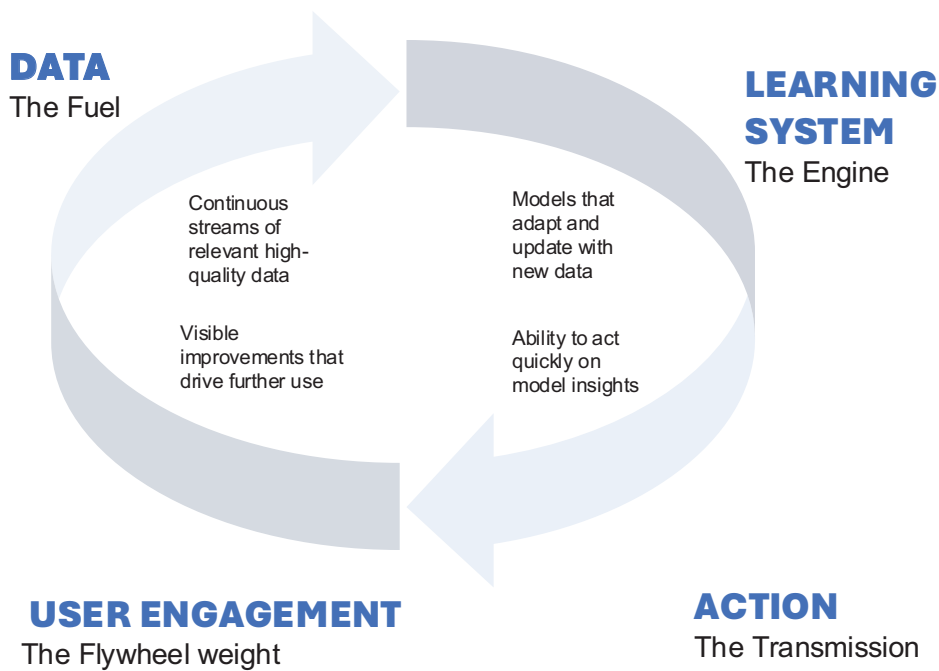
Design → Manufacture → Distribute → Sell → Support

- ❖ Continuous feedback creates exponential learning cycles.
- ❖ Each iteration has the potential to improve quality, yield, and cost in real time.

AI Accelerated Business Model



4 Ingredients of the successful AI-Loop



- ❖ The manufacturing model has shifted from output to **learning velocity**.
- ❖ “Loopy” businesses treat every process as an **experiment** that improves itself.
- ❖ The leadership challenge is managing the **learning**, not just production.

The Leadership conversation is urgent

- ❖ AI is revolutionizing manufacturing faster than leadership is adapting.
- ❖ Factories now learn through AI feedback loops, not just operate. AI Agents are supplementing tasks.
- ❖ Companies are rapidly investing in AI but not seeing sizable results yet. AI pilots fatigue everywhere.
- ❖ Data and AI literacy programs teach tools, but don't change mindsets.
- ❖ The real challenge is *leadership readiness* in this era of *learning systems*.



The New DNA of Manufacturing Leadership

“The Learning Leader”

- ❖ Curiosity as a discipline
- ❖ Data empathy
- ❖ Adaptability through experimentation
- ❖ Collaborative intelligence (human + AI)
- ❖ Reflective awareness

*“The best manufacturers won’t be the fastest machines, they’ll be the most **adaptive minds**.”*



Traditional Leadership Development Playbook

1. Personality and Style

- MBTI
- DiSC
- Big Five
- Insights Discovery
- Hogan Personality Inventory

2. Leadership and Management Competency

- 360 Degree Feedback
- Korn Ferry Leadership Architect
- CCL Benchmarks
- Situational Leadership assessments
- Management competencies scorecards

4. Cognitive and Problem-Solving

- Watson Glaser Critical Thinking
- Korn Ferry Assess
- Cognitive ability and reasoning

5. Motivation and Values Inventories

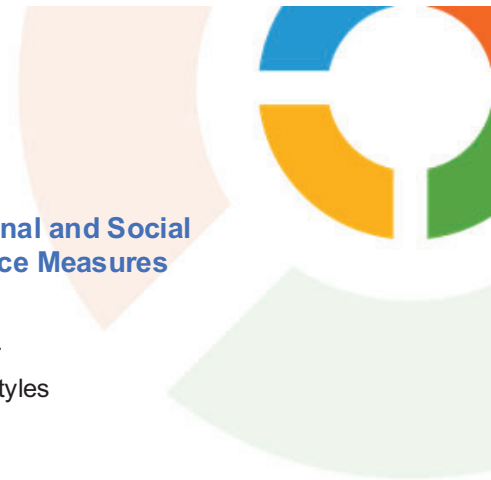
- Hogan MVPI
- Clifton Strengths
- Values in Action (VIA)
- FIRO-B

3. Emotional and Social Intelligence Measures

- EQi 2.0
- MSCEIT
- Social Styles

6. Team and Collaboration Diagnostics

- TKI Conflict Mode Instrument
- Belbin Team Roles
- Lencioni Five Dysfunctions Team Assessment



Why Traditional Leadership Development Falls Short in Digital Era & AI?

Designed for a pre-data environment

- Built when work was slower and information was limited
- Assume stable conditions and predictable linear decision cycles
- Do not account for real-time AI intelligence or digital signals

Focus on personality instead of information behaviors

- Emphasize traits, style, and interpersonal preferences
- Do not measure how people seek, interpret, or communicate information
- Miss the skills needed for data rich, cross functional work

Not aligned with modern complexity and decisions

- Provide static profiles that do not reflect dynamic environments
- Ignore information overload, noise, and conflicting inputs
- Do not help leaders influence through data, insight, and narrative clarity



InfoFluence™ was born in 2019 after 247 global workshops

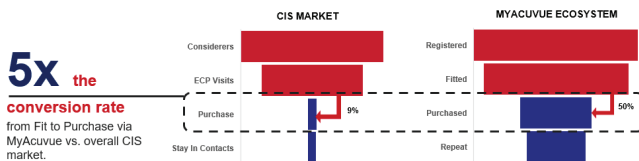
- ❖ Focuses on influence through information
- ❖ Builds clarity, alignment, and decision effectiveness
- ❖ Rooted in sensemaking, data and AI fluency, and narrative clarity
- ❖ Emphasizes how leaders seek, interpret, communicate insight, and make decisions in data and tech rich era
- ❖ Designed for modern, technology and data-rich, high-complexity environments

InfoFluence™ is a modern leadership and communication system that helps people at every level succeed at AI age by improving how they:

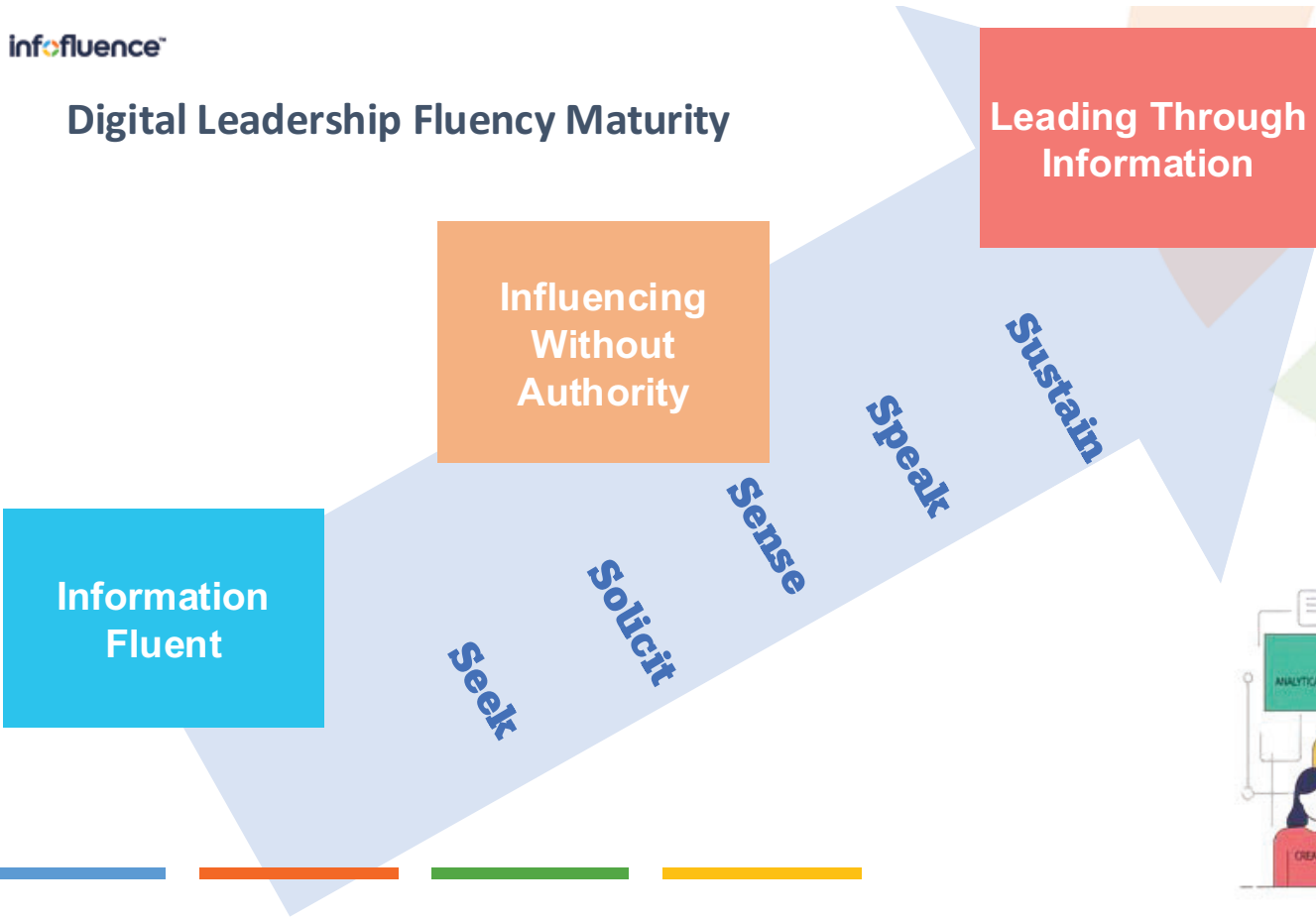
- seek,
- interpret,
- communicate,
- sustain information.

It strengthens behaviors, clarity, influence, and alignment in any role, from early career to the boardroom.

Business Outcomes Example



Digital Leadership Fluency Maturity





InfoFluence™ Digital Leadership Framework

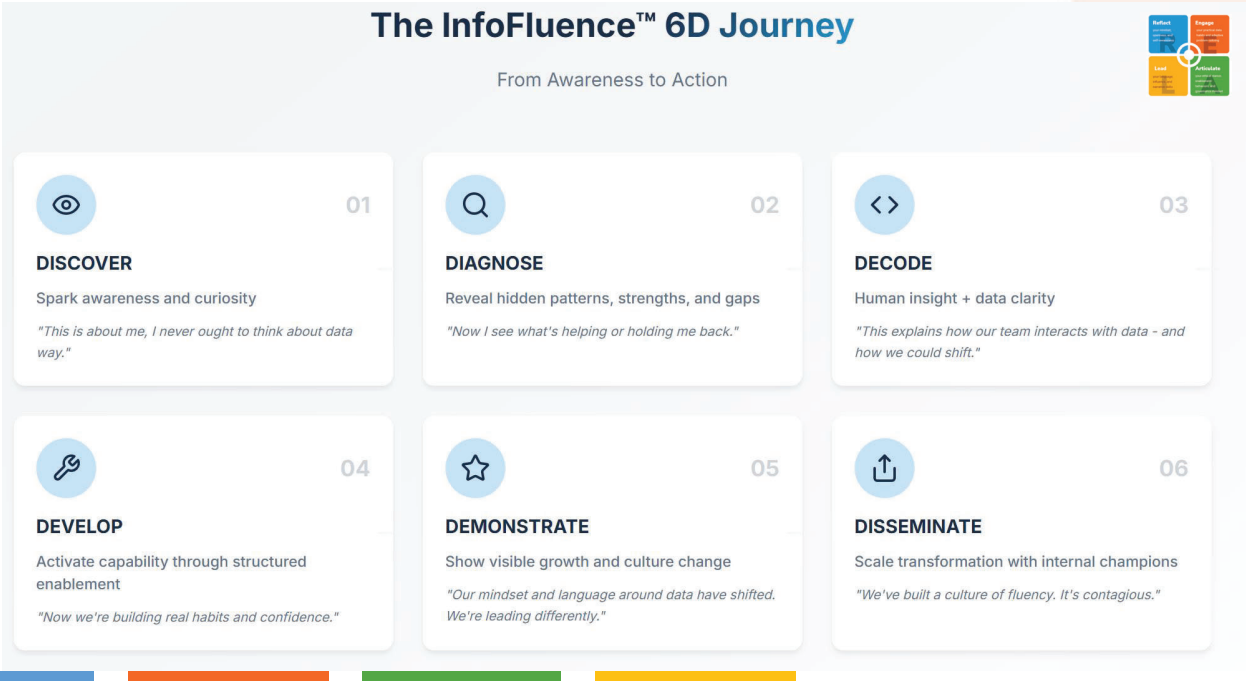
4 dimensions,
12 personas,
and 134 digital traits
Work and life examples

REAL: framework for understanding individual and team digital strengths, communication styles, and motivational drivers in the AI era.





Digital Literacy and Fluency is a behavioral change.
And every company is different.



Selected Applications

Enhanced Self-Awareness and Targeted Development Plan

Individuals gain clarity on their inherent traits and preferences. Develop an individual development plan to achieve objectives.

Improved Team Dynamics and Digital Trust, Team Coaching through AI transformation

Teams learn to leverage diverse digital personalities for collective success. Blind spots and opportunities identified and discussed.

Digital Literacy

Highly targeted and measured data and AI literacy development plans, leading to organizational fluency

More!

- Workforce readiness
- De-risking AI, data, and tech investments,
- Targeted development,
- Organizational design blind spots,
- Onboarding,
- Measurable maturity



Q & A

*Spark awareness
and
curiosity*



Empowering growth through profound self-awareness.

We believe that understanding one's core information personality is the first step towards unlocking true AI potential, fostering stronger teams, and building thriving digital cultures.





Manufacturing
Leadership Council



NATIONAL ASSOCIATION OF
Manufacturers