



# Dealing with Overload in a Time of Uncertainty

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# A Time of Global Uncertainty

- Unexpected political upheaval in the U.S. and Europe
- Uncertain sources of economic growth since 2008
- Potential trade wars on the horizon
- Backlash against immigration and worker visas



# Deloitte 2017 Global Millennial Survey

<b>% Expecting their Country's Situation will Improve in Next 12 Months</b>	<b>Economic Situation</b>	<b>Social &amp; Political Situation</b>
Mature economies	34%	25%
Emerging markets	57%	48%



# Always On, Never Done

- Global supply chains
- Tethered to our smart phones 24x7
- “Productivity improvements” increase job scope



# “Hidden” Causes of Overload

- Network demands: the more you contribute ...
- More rewards for hardest workers
- Leaders expect quick responses to queries



# Some things to consider ...



**Do you need sprinters?**

**10K runners?**

**Marathoners?**

**Triathletes?**

**What can you afford?**



**How do we measure productivity?**

**Do more productive people work more?**

**How can we tell when someone approaches overload?**





Whatever happened to the company man?



# Are There Enough Company Men ... and Women?

- Women earning more college degrees than men
- Not constrained to only do “women’s work”
- Educational assortative mating



**What are the pressing issues in your company?**

**What solutions have been tried?**

**Have they worked? Why and why not?**