

# Navigating Change: Leading the Workforce of the Future

**Matt Burney**

Senior Talent Strategy Advisor, Indeed

9<sup>th</sup> – 23<sup>rd</sup> April 2025

**1,944** employees

**898** senior managers

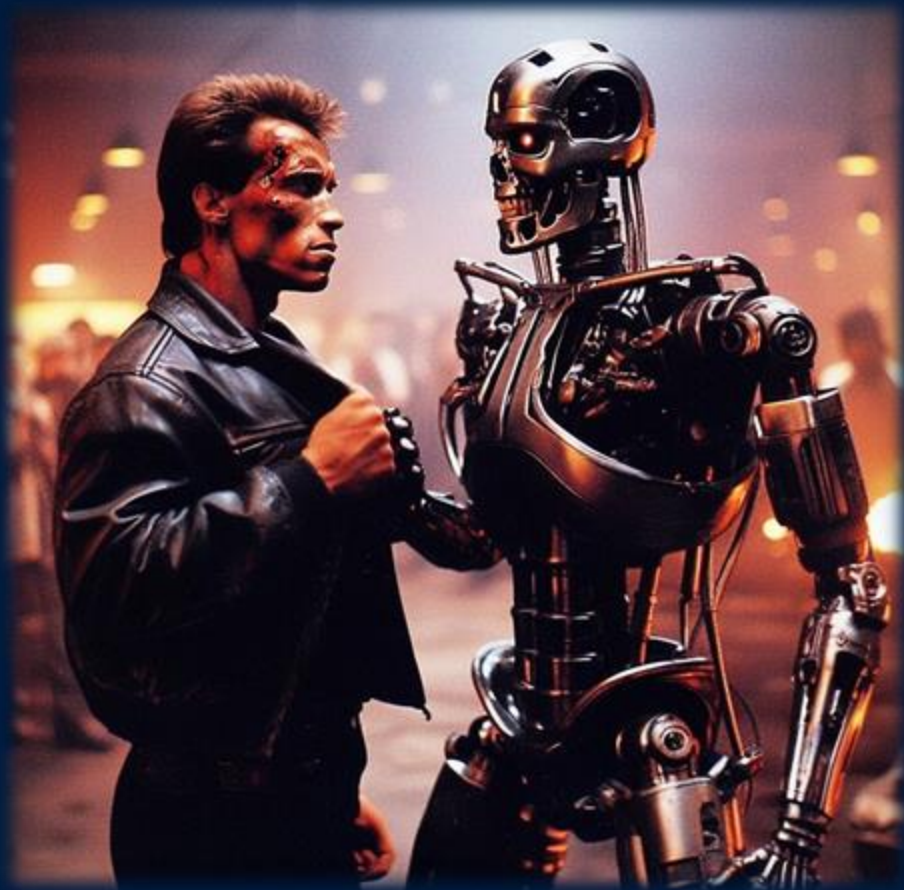
**569** HR decision-makers

YouGov® | indeed

# Reuniting the workforce

# Up to 8 million

UK jobs *could* be at risk from AI unless government acts  
Actual impact depends on investment in skills, support, and  
strategic planning.

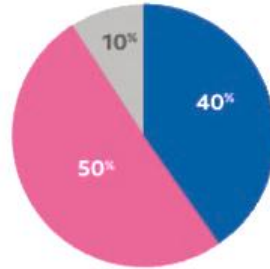




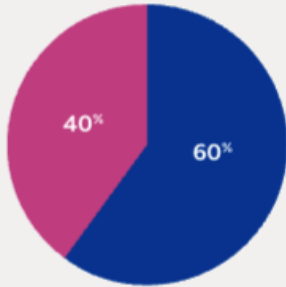


How important, if at all,  
is AI to your organisation currently?

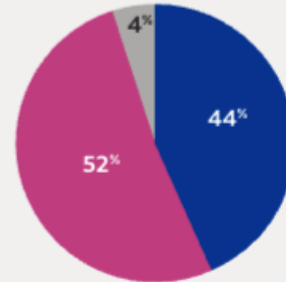
● Important ● Unimportant ● Don't know



Employees



Senior managers



HR decision-makers



Senior Managers

60%

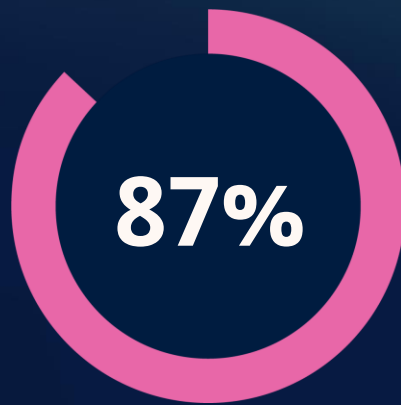
Employees

40%

Source: Indeed Survey with YouGov, April 2025

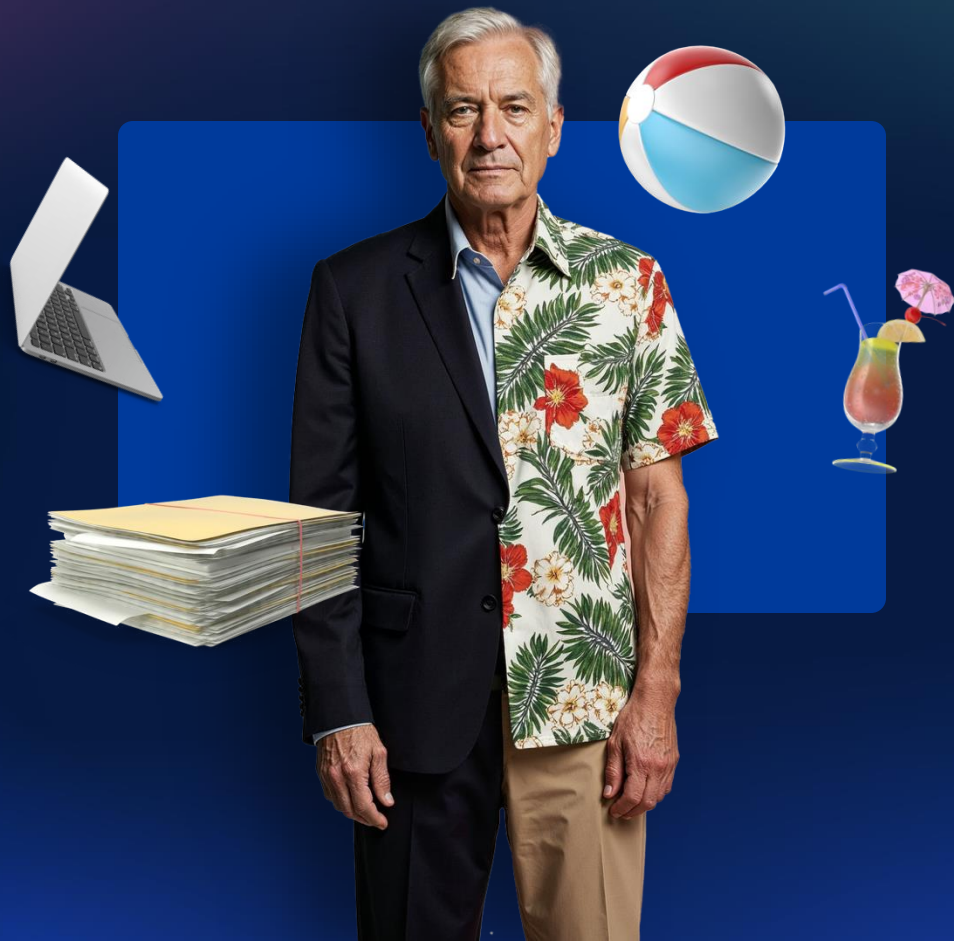


Senior  
Managers



Employees

Source: Indeed Survey with YouGov, April 2025



**01**

**Clarity**

**02**

**Security**

**03**

**Inclusion in the journey**

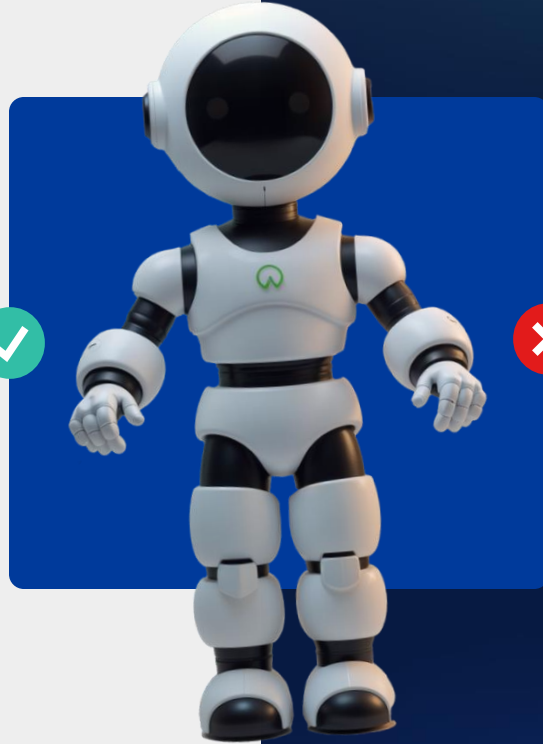
**60%**

of senior managers  
feel supported

**40%**

of employees  
feel supported

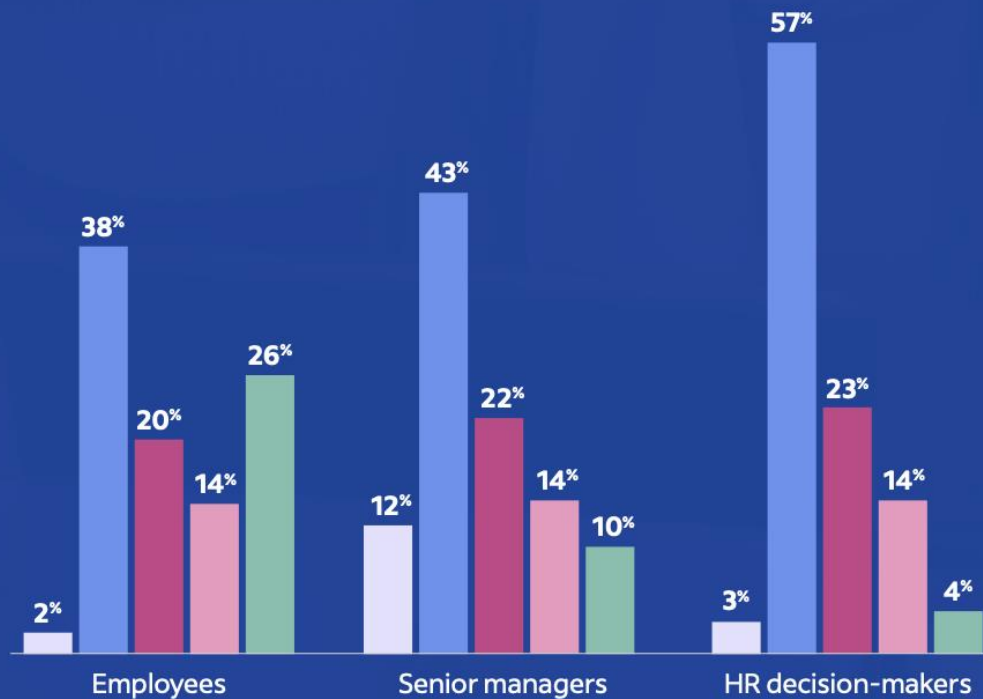
**Senior  
Managers**



**Employees**

## Does your organisation currently use AI in any capacity?

● Yes, extensively   ● Yes, somewhat   ● No, but considering it   ● No, and not planning to  
● Don't know



# 9 in 10

organisations using AI say it's  
improved their processes.

Source: Indeed Survey with YouGov, April 2025





**Digital literacy**



**Adaptability**



**Communication**

Source: Indeed Survey with YouGov, April 2025

**Workload**

**Purpose**

01

Economic uncertainty

02

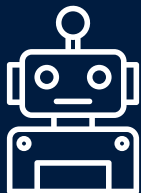
Limited internal resources

03

Poor communication

Source: Indeed Survey with YouGov, April 2025

**More Speed. More Insight. Less Bias.**



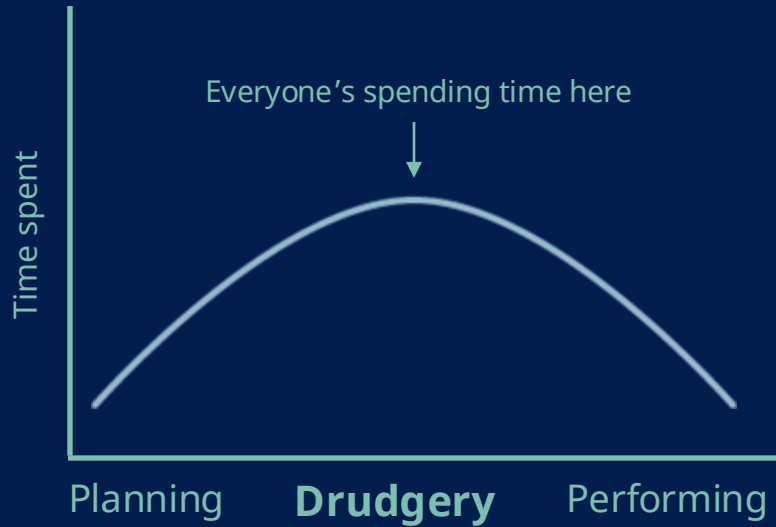
# 43%

Only 43% are currently using  
AI in their recruitment processes

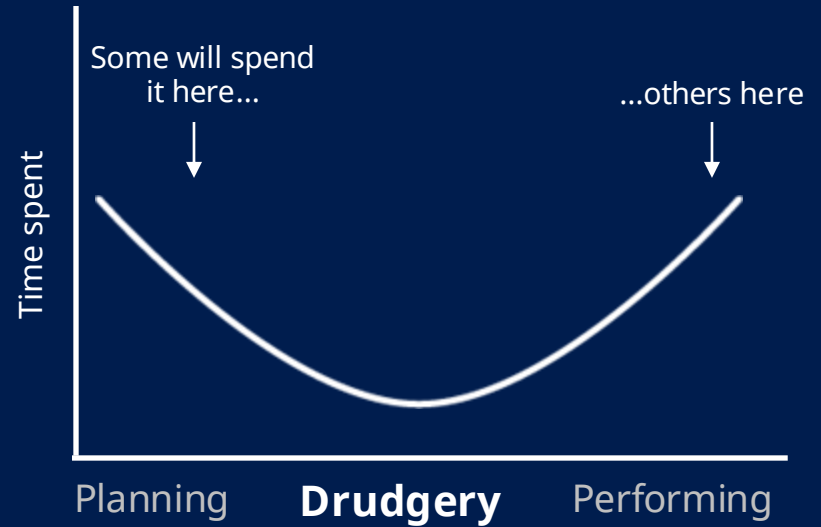
Source: Indeed Survey with YouGov, April 2025

# AI Adoption in HR

Current state

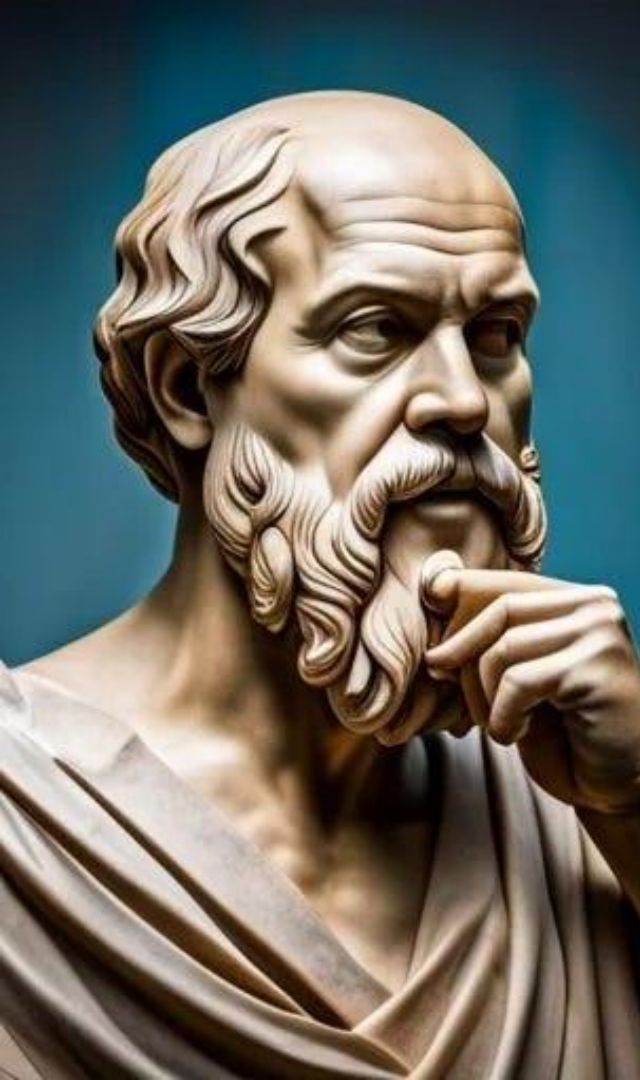


Future state









//

The secret of change is to focus all of your energy not on fighting the old, but on building the new”

Socrates



Your *employer brand*  
is your external promise.

Your *culture*  
is the internal proof.



~~Uniformity~~

Alignment

~~Certainty~~

Clarity

**Lead with clarity.  
Move with purpose.  
And most of all  
include your people.**



# Download the 2025 report today

[uk.indeed.com/lead/navigating-change-report](https://uk.indeed.com/lead/navigating-change-report)



**Thank you**