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2025 Global Human Capital Trends

IS THERE STILL VALUE IN THE ROLE OF MANAGERS?



As work grows increasingly people-powered and Al-augmented, workers need more support than ever. But the traditional role of the manager may no longer be fit for purpose. For most organizations, eliminating the role isn't the solution; they need to reinvent it.

Do we still need managers, and if so, how should they spend their time?

THE CURRENT STATE OF MANAGEMENT

Nearly 40% of managers' time

is devoted to solving short-term problems or performing administrative work **21%** solving problems for today

16% completing administrative tasks 36% of managers

felt they were not sufficiently prepared for the people-manager parts of their role



say reinventing the role of managers is important 36% of managers

believe their organization hasn't implemented tech solutions to help perform these roles



but only

are making great progress

Managers spend too little time on what matters and need more support to be effective.

LIVING THE TREND

Provide managers with AI-enabled insights and judgment support to focus on what matters most:



Developing, motivating, nurturing people



Redesigning work, <mark>reallocating</mark> resources, optimizing human/ machine inter<mark>actions</mark>



Catalyzing agility, problem-solving, organizational reinvention

Al can be a key enabler in reinventing the role of manager.

CREATE MORE VALUE FOR YOUR PEOPLE AND ORGANIZATION



Read the 2025 Global Human Capital Trends report

