

Talent Connect Summit

BIG IDEAS SESSION | OCTOBER 21, 2025

How today's leaders can navigate disruption and uncertainty

Leadership today is a test of trust and adaptability. How do you help teams thrive while everything shifts around you? Hear how forward-thinking leaders are staying steady and driving real change.



SPEAKER

Lars Schmidt

Head of Talent, Fruitist



SPEAKER

Scott Domann

CPO, Fruitist

Leaders can navigate uncertainty by treating trust like the currency of change, starting with first principles, and building trust through human connections- not just metrics.

Straight from the Speaker:

"Actually showing up, and working alongside people, is more important than any well-crafted message, policy or practice." - Scott Domann

Key Takeaways:

- When trust is high, decisions accelerate, execution improves, and resistance decreases. Treat trust like working capital- invest daily and measure it.
- Use the five-step first principles flow: Ask → Challenge → Deconstruct → Rebuild → Decide. It's the fastest route from ambiguity to aligned action.
- Leaders can earn credibility by assuming good intent, seeking to understand, treating people as individuals, and letting metrics inform—not dictate.

Practical Tips & Actions:

- Make trust visible (cadence, artifacts, metrics) and tie actions to outcomes (quality, speed, retention).
- Run short, structured sprints on high-stakes choices; ship the decision logic so everyone sees the why behind the what.
- Pair people-first habits with clear data signals; numbers guide the conversation, relationships carry it.