

# Zukunft—Fabrik.<sup>2050</sup>

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## Young Leaders on Board

Fostering Long-Term Success by  
including Next Generation Leaders

2025



# From Dialogue to Action: Cross-Generational Collaboration

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**ST.GALLEN SYMPOSIUM**

**Cross-Generational Transformation Lab at the 51st SGS**

200 senior and young leaders came together

**Young people urged business and policy-makers to speed up efforts toward creating a fair and just future.**

**Senior leaders demonstrated willingness to involve youth but an effective pathway was required.**

# YLOB

— Young Leaders on Board —

**YLoB aims to secure a better future by integrating young, outstanding leaders in decision-making capacities.**

# Challenges To Opportunities: How Leadership Must Evolve

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## 1. Strategic Challenges:

- Lack of succession planning
- Predominantly short-term thinking



## 3. Market Challenges:

- Failure to address the needs of younger customers
- Reduced market relevance due to resistance to change



## 2. Innovation Challenges:

- Missed opportunities to innovate and business models
- Risk-averse culture that prevents bold decisions



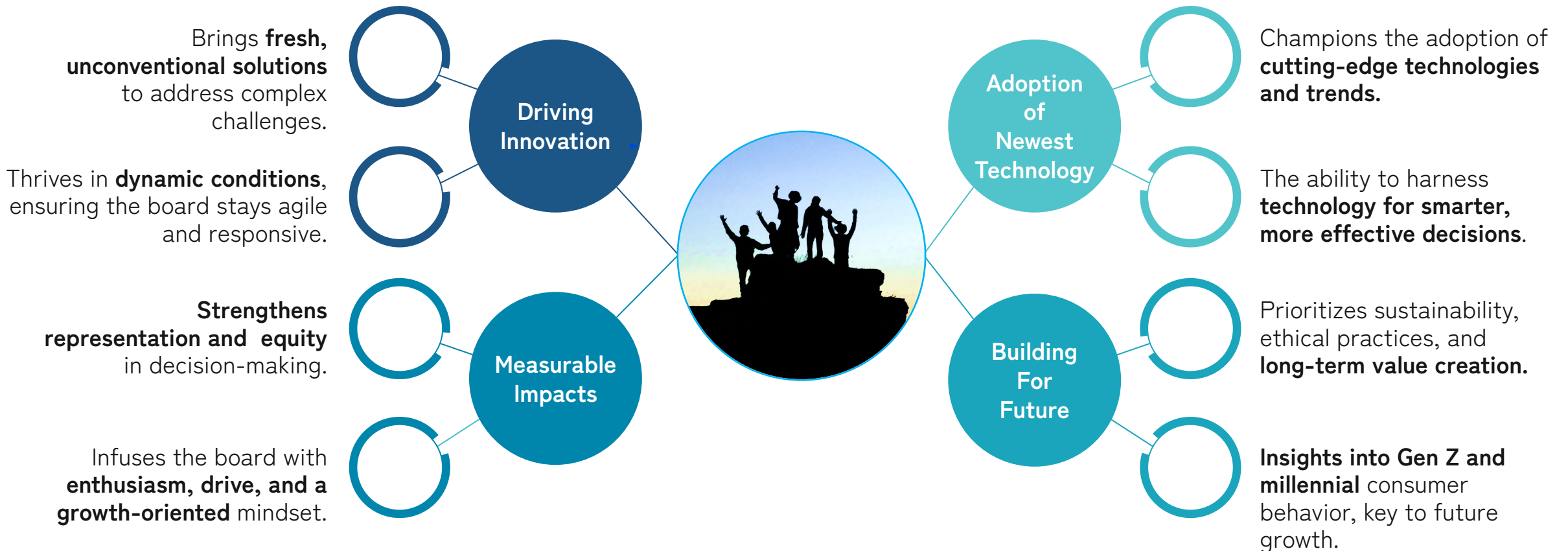
## 4. Ethical and Cultural Challenges:

- Ethical issues arise from outdated practices
- Lack of incentives to adopt transformative practices

**Long-term thinking, digital knowhow** and **ability to rapidly adapt** to a changing environment are key business needs for companies that aim to be successful in the long run.

# Young Leaders: The Catalyst for Transformation

A guided young leader will tirelessly add value to your mission across four key pillars:



# From Research to Impact: How YLoB Creates Change

## Main Pillars of Young Leaders on Board Project

### Explore

- **Research** and identify instruments for integrating young leaders
- **Optimize** 5 distinct options to facilitate intergenerational exchange
- **Investigate** the effectiveness of age-diverse teams

### Showcase

- **Leverage** alumni network to identify relevant companies and individuals
- **Outreach** efforts to implement integration options
- **Highlight** the unique selling propositions (**USPs**) of young leaders on boards

### Promote

- **Organize** "brown bag" sessions and participate in conferences
- **Collaborate** with PhD students from HSG, Bocconi and Harvard
- **Establish partnerships** with organizations to promote YLoB's mission in public and private channels

### Leverage

- **Engage partners** and multipliers to spread the message
- **Foster** mutually beneficial **partnerships** by utilizing their resources and experiences
- **Support partners** in their mission through expertise and collaboration



# Connecting You to the Next Generation of Leaders

- **SGS Leaders of Tomorrow**  
unique hand-selected young professionals of over 1.500 active members and 10.000 alumni worldwide
- **HSG Alumni**  
Network of over thousands of former HSG students, at least 1/4 of HSG students is active as entrepreneurs
- **Global Leadership Challenge**  
An initiative of the University of Oxford and the St Gallen Symposium: Empowering the next generation of leaders
- **WEF Global Shapers Zurich, START Summit, St. Gallen Board Programms**
- **Over 300 partner universities**



# Diverse Backgrounds, Shared Impact: The Profiles of Our Young Leaders

	<b>Young Leader 1</b> <b>Digitalisation</b>   30-35 years	<b>Young Leader 2</b> <b>Sustainability</b>   30-35 years	<b>Young Leader 3</b> <b>Impact Investor</b>   35-40 years	<b>Young Leader 4</b> <b>Logistics</b>   25-30 years
<b>Position</b>	Co-Founder	Co-Founder	Co-Founder	Exec-Assistant
<b>Function</b>	Digital Learning	Carbon Accounting	Impact Investment	Logistics Solutions
<b>Industry</b>	Education	Retail, Finance	Retail, Finance	Finance, Nutrition
<b>Education</b>	AI & Public Policy	Management	Management	Finance
<b>Leadership Experience</b>	5+ years	5+ years	7+ years	2+ years
<b>Major Achievements</b>	C-level executive in a prominent newspaper when under 30 years old	Co-founder of a community connecting over 3000 companies	Product manager at a Fortune 500 company when 25 years old	Manager of equity funds with nearly 1 billion USD by the age of 25
<b>Former Experience</b>	C-Level Executive Research Associate	Founding Member Finance Intern	Product Manager	Equity Manager Co-Founder

# Collaborating for Impact, Driving Change Together

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**Paul von Preussen**  
CEO/Founder  
Digital 8

**DIGITAL8.AI**

## Digital8 as Knowledge and Experience Partner

Digital 8 is Europe's leading Digital Native network, specializing in digital transformation and innovation. They offer innovative formats like Reverse Mentoring and Co-Creation Workshops, connecting senior managers with exceptional talents from Generation Z and Y. These initiatives intergenerational dialogue and forward-thinking.



**Georg Guttman**

Director of Board Programmes  
Assistant Professor of  
International Corporate Governance  
at University of St.Gallen



University of St.Gallen

## St.Gallen Board Programmes as Training and Peer-Exchange Partner

The St.Gallen Board Programmes offer evidence- and experience-based board trainings. They provide insights into boardroom best practices, addressing topics such as cohesion, diversity, ESG, succession planning, and strategic involvement. Participants engage with incumbent chairpersons, board members, academics, and search consultants, gaining a comprehensive understanding of effective board dynamics.

**These partnerships empower us to bridge traditional corporate governance with the perspectives of younger generations, ensuring that our projects are both long-term oriented and inclusive.**

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### Meet The People Behind YLoB – Let’s Connect & Collaborate!



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