# Sales Leader Compass

October 2024 | Navigating the Path to Future Ready

We teamed up with Ipsos and LinkedIn Insights to explore sales trends and strategies for the future. Here's what we found.



### Navigating the Path to Future Ready in the Al-Powered Era of B2B Sales

We are at a pivotal moment that will determine the winners and losers in the new Al-driven B2B sales landscape. It's all about laying the groundwork today so that your organization is ready for what's next. Being future ready—in this Alpowered era—involves being equipped with the technologies and the skills, and the best practices, so that your team can have the right conversations with people who matter and achieve profitable, sustainable, and exponential growth.

But, only one quarter (28%) of sales executives are highly confident about being future ready.

It's tougher than it sounds. Being future ready involves a complex set of challenges to solve. To that point, nearly three-quarters of executives lack confidence in their future readiness, primarily due to difficulties and complexities with AI integration and the pressing demand for sellers to have stronger human and AI skills.

Al matters because it has the potential to revolutionize sales by automating administrative tasks, increasing productivity and efficiency while freeing up valuable time for selling and relationship building.

Of course, just having the right technologies—and a team that knows how to use them—isn't enough. Your sellers actually have to use AI solutions in the right way to realize a meaningful impact on revenue. By infusing proven sales best practices with AI-technologies, you can empower your team to have higher-quality conversations with buyers and crush their quotas.

We are all navigating this path together and Linkedln is here to help you every step of the way.

We partnered with <u>lpsos</u>, a leading global market research firm, and also gleaned LinkedIn Insights data, to discover the current state of sales, future trends, and actionable strategies to help you prepare for what's next. Here's what we found.



### **Executive Summary of Key Findings**

### Most Executives Are Not Future Ready

Only one quarter (28%) of sales executives are highly confident about being future ready.

### If this feels like a wake up call, it is

There are three elements to being future ready in this Al-powered era.

It's about having the **technologies**, the **skills**, and the **best practices**, so that your team can have the right conversations with people that matter to achieve profitable, sustainable, and exponential growth.

### **Al Technologies**

# Double Selling Time

Al Can Double Your Team's Selling Time: Al can offload administrative tasks and double every salesperson's average selling time from 10 to 20+ hours per week.

#### Al Skills

# It's Time to Hire for Al Skills

Al Literacy is The Most Critical Skill to Be Future Ready, But You're Yet Not Hiring For It: According to LinkedIn data, less than 1% of sales roles demand Al expertise.

#### **Al Best Practices**

# Sellers are incorporating Al into Proven Best Practices

Assisted by Al, Proven Sales Best Practices Can Increase Productivity and Help Sellers Show Up Prepared: Over 50% of sales teams are already using Al to perform tasks such as researching accounts and multithreading.

### In this edition of Sales Leader Compass...

We share new market research data and exclusive Linkedln insights gleaned from over 1 billion members globally to help you navigate your path to future ready.



### Chapter 1

## **Future Ready**

# Only About a Quarter of Sales Executives Globally Are Future Ready. Here's Why

Ask yourself, "Are you future ready?" If you're not there yet, then you're not alone. We found that nearly three-quarters (72%) of sales executives are not highly confident about being future ready.

Here's why being future ready matters. Executives who are highly confident about being future ready are nearly 2x more likely to exceed quota.

### Sales Executives Face Urgent Challenges That Are Blocking the Path to Future Ready

In today's rapidly evolving business landscape, sales executives are increasingly finding themselves unprepared for the future. According to lpsos data, the top three challenges they face include navigating the complexities of AI, staying current with emerging technologies and tools, and balancing the acquisition of both tech and human skills.

### Top 3 Reasons Why Sales Executives Don't Feel Future Ready

#1

Navigating the role of Al

#2

Keeping up with new technologies and tools

#3

Having the right technology and human skills to be successful

Base Executive n=117. Q. You mentioned you are unsure or not confident about your future-readiness. What are some of the specific areas where you feel less prepared?

## Al-ifying Best Practices is a Game Changer

Earlier this year, we published the <u>Deep Sales Playbook</u>, which identified 10 best practices that top performers do that increase their chances of exceeding their quota by nearly 2x vs. the sellers who do few or none of these best practices.

By augmenting these proven best practices with Al technologies, sellers can find and engage buyers more quickly and in a more informed way. It can also elevate buyer relationships by helping sellers show up prepared for every conversation—which over 80% of sellers agree is the key to success.



of sellers believe that the more that they invest in creating and nurturing as many buyer relationships as possible, the more successful they will be.

Base Sellers n=1000. Q. Thinking about the tasks and responsibilities of your B2B sales role, please indicate how much you agree with the following statements. I believe that the more that I invest in creating/nurturing as many buyer relationships as possible, the more successful I will be.

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### Navigating the Role of Al Can Be Overwhelming

Navigating the role of AI in sales has become a formidable challenge for many sales executives, who can sometimes view it as an added burden rather than a seamless integration into their existing responsibilities.

The sheer volume of Al-powered technologies available makes it difficult for sales leaders to discern which tools will deliver the most significant impact and return on investment. This confusion and frustration contribute to a widespread sense of being unprepared for the future.

### Al Technologies and Potential Data Quality Issues Have Executives Concerned



Roughly half (51%) of sales executives think that their current sales stack is too cumbersome or hard to use.



Over half (53%) of sales executives also say that they are overwhelmed by the number of Al technologies available



Over 4 in 10 (43%) sales executives think that AI technologies are confusing and don't know where to begin.



The number one challenge that executives are concerned about is having high quality data to train Al models



Base Executive n=528. Q. Now please rate your level of agreement with the following statements on Al in relation to your role. I feel overwhelmed by the number of Al technology options available to me

Base Executive n=528. Q. Now please rate your level of agreement with the following statements on Al in relation to your role. Al technologies are confusing and I don't know where to begin

Base Executive n=528. Q. In your opinion, what are the biggest challenges for sales teams when incorporating Al into existing sales processes and workflows?

### Al and Technology Skill Building is Critical

As sales executives navigate the evolving landscape of B2B sales, they recognize the crucial need to enhance their teams' Al skills, in addition to strengthening their human skills. When we asked sellers globally about the skills that they need to succeed in the future—from a list representing both human and technology options—the top three were all technology-focused.

Top three skills identified as vital by sellers globally in the next 1-2 years are tech-focused:

#1

Understanding and leveraging AI tools and insights

#2

Adapting to new technologies

#3

In-depth product knowledge and technical proficiency

Base Sellers n=1000. Q. As the B2B sales landscape evolves as a result of Al technologies, what skills do you anticipate will be essential for success in the next 1 to 2 verys?

### **Next Steps**

To help you and your team travel farther along the path to future ready, here are three approaches we recommend.

- Simplify and Streamline Al Technology: Address the overwhelming complexity of your current tech stack by selecting and implementing Al solutions that are user-friendly and effectively supported by high-quality data. We're biased, but we believe that future-ready selling starts with <u>LinkedIn Sales Navigator</u>.
- 2 Strengthen Al Skills On Your Team: Invest in comprehensive Al training programs for your team so that they can effectively use the Al-technologies you invest in.
- 3 Review the Deep Sales Playbook: Familiarize yourself with the 3 habits, or 10 best practices, that top performers follow to exceed their quotas and explore ways AI can help augment or assist each of these to transform every one of your sellers into top performers.





Chapter 2

### Al Technologies

Al Can Offload Administrative Tasks and Free Up Over 10 Hours a Week, Doubling Every Salesperson's Average Selling Time From 10 Hours to Over 20 Hours Per Week

Doesn't this sound dreamy? You lead a transformative shift where Al is fully integrated into your team's processes, enabling them to offload mundane tasks and redirect their focus towards relationship building and strategic selling.

### Your Team Only Spends 10 Hours a Week Selling

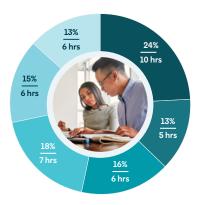
Last year, we asked over 2,000 sellers globally how they spend their time during an average week and asked them to assign percentages of time they spend on 6 activities: selling, training, internal meetings, researching customers and prospects, administrative tasks, and updating their CRM. The list was randomized and respondents were required to account for a full 40 hour week.

Surprisingly, we found that sellers typically only spend 24%—or about 10 hours a week—of their time actually selling. This time includes customer meetings, negotiation activities, and other communications with buyers.

Based on this data, we determined that three of these activities are uniquely human and would be difficult for AI technologies to replace: selling a product or service, sales training, and internal meetings.

However, we do believe that Al can assist with the three remaining categories including researching customers and prospects, updating a CRM, and various other administrative tasks.

### 6 Activities that Sellers Dedicate Time To Every Week\*



- Selling Product/Service
- Trainings
- Internal Meetings
- Researching Customers / Prospects
- Administrative Tasks
- Updating your CRM

\*Assumes 40 hour work week Base Sellers n=2187. Q. Think about how you use your time during an average week. What percent of the time do you spend doing each of the following activities? This should total 100%.

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# Administrative Tasks Are Time Consuming and Diverting Precious Time Away from Selling

Here's a reality check: A majority of sales teams are swamped with administrative tasks that are distracting sellers from the most important job that they have—having conversations and building relationships with buyers.

This administrative time sink not only hinders their efficiency, but also directly impacts the team's ability to drive growth.

(stats to right) Base Sellers n=472. Q. Thinking about the tasks and responsibilities of your B2B sales role, please indicate how much you agree with the following statements. I feel overwhelmed by the number of administrative tasks I need to complete.

Base Sellers n=472. Q. Thinking about the tasks and responsibilities of your B2B sales role, please indicate how much you agree with the following statements. I don't have enough time to invest in building buyer relationships because mundane "odministrative" tasks take too much time.



of sales teams say that these mundane tasks are robbing them of crucial time that could otherwise be invested in nurturing and developing buyer relationships.



of sales teams report being overwhelmed by the sheer volume of administrative work.

### Unlocking More Selling Time is THE New Competitive Advantage

The LinkedIn Economic Graph team found that a staggering <u>59%</u> of sales skills can be augmented by Al including cold calling, inside sales, and sales processes.

By leveraging AI to streamline crucial functions like researching customers and prospects, updating CRM systems, and managing administrative work, sales teams can potentially reclaim an additional 29% of their time.

This shift could free up approximately 11.5 hours per week, doubling their selling time from 10 hours a week to over 20 hours a week.

In LinkedIn lingo, we call that a huge "unlock."

11.5

Extra hours a week of selling time unlocked.

# From 10 to 21.5 hrs

of selling time a week now available for every member of your sales team.

Base Sellers n=2187. Q. Think about how you use your time during an average week. What percent of the time do you spend doing each of the following activities? This should total 100%.

### Here's How We Got There, Because We Know You're All About the Numbers

We estimated how much time could be saved based on current Al-capabilities and made some reasonable assumptions about potential time saved. Based on our analysis, we estimate that when Al-assisted technologies are applied to administrative tasks, they have the potential to free up an additional 29% of a sellers' week—that's 11.5 hours—that they can then redirect to relationship building and selling time.

6 Activities That Sellers Dedicate Time to Every Week	% of Time Sellers Spend on Each Activity	% of Time AI Can Potentially Save	Assumptions About Al Time Savings	Potential Time Saved by Al-Assisted Tasks
Selling Product/ Service	24% / 10 hours	0%	Human Activity	
Trainings	13% / 5 hours	0%	Human Activity	
Internal Meetings	16%/ 6 hours	0%	Human Activity	
Researching Customers/ Prospects	18%/ 7 hours	85%	Al-assisted technologies, such as AccountIQ in <u>Sales Navigator</u> , can deliver research in seconds, but sellers still need time to read and absorb it.	15% 6 hours
Administrative Tasks	15%/ 6 hours	50%	Some administrative tasks cannot yet be fully Al-assisted like expense reports, internal processes, etc.	7.50% 3 hours
Updating Your CRM	13%/ 6 hours	50%	Although Al-assisted CRM integrations can make updating CRM data faster and easier than ever before, we assume that there will still be some manual work required.	6.50% 2.5 hours
Total	99+% / 40 hours			29% or 11.5 hours of additional selling time a week

Base Sellers n=2187. Q. Think about how you use your time during an average week. What percent of the time do you spend doing each of the following activities? This should total 100%.

### **Next Steps**

Here are three ways to help you transform your Al investments into stronger sales performance—fast and at scale. 1 Automate Administrative Tasks with Al: Implement Al solutions to handle repetitive administrative tasks such as data entry, CRM updates, and report generation. 2 Conduct a Time Audit and Al Strategy Session: Regularly assess how your team spends their time and identify opportunities where Al can augment their processes. Develop a strategic plan to integrate Al into highimpact areas, ensuring your team can shift focus from routine tasks to building relationships and closing deals.

3 Bonus Points—Use Al to Enhance Seller Satisfaction:

By offloading tedious tasks, you not only improve productivity, but also boost morale. Salespeople who spend less time on administrative work and more time on strategic selling activities report higher levels of job satisfaction.



# Chapter 3 Al Skills

Human Skills Remain Paramount, But Al Literacy is The Most Critical Skill Required to Be Future Ready: Your Team is Ramping Up Their Al Skills, But Less Than 1% Sales Roles Demand Al Expertise

At LinkedIn, we embrace the mantra #AlwaysBeLearning. Sales professionals, known for their innate curiosity and competitive nature, dedicate about 13% of their time—or just over 5 hours a week—to training and skill development to help them achieve greater levels of success. It turns out that while continuing to uplevel their human skills is critical, sellers are getting up-to-speed on their Al skills—formally and informally.

### Sales Remains Fundamentally Human-Centric

It should come as no surprise that the top ten skills identified in job descriptions for sales roles globally are exclusively human-focused. After all, skills such as relationship development, communication, and negotiation are crucial to establishing buyer trust, engaging in meaningful conversations, nurturing relationships, and closing deals. Interestingly, Al was not even close to entering the top 10 list.

The demand for these core human skills in sales globally has actually increased compared to the demand for these skills in 2022. According to LinkedIn skills data, relationship development and customer satisfaction are the top two skills with the largest increase in demand. More specifically, roles requiring relationship development have increased 45x and roles requiring customer satisfaction have increased 3x in the last two years.

Salespeople understand this deeply. When provided a list of top skills to choose from—a mix of both human and Al skills—the top 5 skills that sellers globally identified as critical for success today are all human.

## Top 10 Skills Required in Sales Jobs, Last 24 Months

- Sales
- 2 Communication
- 3 Sales Processes
- 4 Customer Relationship Management (CRM)
- 5 Account Management
- **6** Business Development
- 7 Negotiation
- 8 Sales Management
- 9 Relationship Development
- 10 Customer Service

LinkedIn Insights, Sep 2024

### Top 5 Skills Needed to Succeed Today, According to Sellers

- Client empathy
- 2 Negotiation
- 3 In-depth product knowledge
- 4 Storytelling
- 6 Active listening

Base Sellers n=1,000. Q. What are the top 3 skills you believe are most critical for success in your B2B sales role today?

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### Over Two-Thirds of Sellers Have Received Formal Al Training, But They Are Still Hungry for More

Al represents a significant opportunity for sales professionals, with understanding and leveraging Al tools and insights being identified as the #1 most critical skill for future success.

Considering that the AI revolution is just over a year old, it's remarkable that over two-thirds of sellers report that they have received formal AI training from their employers, but sellers want more. Nearly half of sellers globally are independently pursuing additional learning—either taking online courses on AI or proactively playing around with AI tools on their own.

In terms of what sales leaders and teams are learning on LinkedIn, both are taking a mix of human and AI skills, but we wanted to share two courses that made both groups' top 10 list: What is Generative AI? and Introduction to Artificial Intelligence, both of which are free and unlocked for you and your team to get up to speed on AI basics.

### Sellers Are Proactively Upskilling Themselves on Al



of sellers say that they took formal AI training from their organizations.



of sellers are taking online courses on AI and experimenting with AI tools on their own.

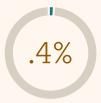
\*items asked among those knowledgeable of Al Base Sellers n=884. Q. How did you develop your skills and knowledge of Al for sales? Select all that apply

### Here's Your Al Hiring Talent Wakeup Call

While certain sales roles, particularly those in "hunter" and "sales executive" positions, are starting to require Al skills, the overall demand for Al expertise for sales roles generally, remains extremely low.

After analyzing job descriptions for sales roles listed on LinkedIn, we found that less than 1% of sales positions currently list AI skills as a requirement, when compared to the predominant skill of "selling."

This reveals a significant opportunity for organizations to hire sellers that already know how to use Al technologies and ramp them faster into roles that require them to use Al-powered solutions.



of sales positions currently list AI skills as a requirement, compared to the predominant skill of "selling"

LinkedIn Insights, Sep 2024





### **Next Steps**

In a world where you can either buy skills—hire for them—or build them—train for them. There's work to do for sales executives to do on both fronts to ensure that your team not only understands how to use Al to automate administrative tasks and carve out more time for uplevelling their relationship building skills. Here are three actionable takeaways to consider:

- 1 Embrace and Integrate AI
  Training: Sales executives should
  ensure their training programs
  are comprehensive and up-todate, covering both foundational
  and advanced AI skills to fully
  leverage the potential of these
  technologies.
- 2 Align Job Requirements with Future Skills: There is a notable discrepancy between the skills sales professionals are pursuing and the skills currently required by employers. Sales executives should include Al competencies in job descriptions and performance metrics.
- 3 Balance Human and Al Skill
  Building: While Al is becoming
  increasingly important, sales
  remains a fundamentally humancentric field. Sales executives
  should foster a balanced
  approach, ensuring that while
  their teams develop Al expertise,
  they also continue to hone
  essential human skills.



# Chapter 4 Al Best Practices

When Proven Sales Best Practices are Al-Powered, Sellers Can Have More Time to Have High-Quality Conversations with People That Matter

### Top Performers Who Do These 10 Best Practices Are Nearly 2x More Likely to Beat Their Quotas

Having top-notch AI technologies and skills is a great start, but where the rubber really meets the road is when salespeople integrate AI usage into their daily activities, particularly into proven sales best practices.

Earlier this year, we launched the <u>Deep Sales Playbook</u>, which identified 3 habits, consisting of 10 behaviors or best practices, that were most highly correlated to exceeding quota. In fact, we found that sellers who consistently integrate these behaviors into their daily routines were nearly 2x more likely to beat their numbers vs. poor performers, or those that do only a few or none of these behaviors.

All of these best practices—that range from conducting research to multithreading—are all steps that help sellers have conversations with people that matter and strengthen buyer relationships—the heart of successful selling. In fact, over 80% of sellers believe that the more that they invest in creating and nurturing as many buyer relationships as possible, the more successful they will be.

The question we asked is, "What if we applied Al-powered technologies into these best practices and what is potential impact?

2x

Top performers, or deep sellers, who consistently do these 10 best practices to help create and nurture buyer relationships have nearly 2x the chance of beating their quotas vs. poor performers, or shallow sellers.



of sellers believe that the more that they invest in creating and nurturing as many buyer relationships as possible, the more successful they will be.

Deep Sales Playbook
Base Sellers n=1,000. Q, Thinking about the tasks and
responsibilities of your B2B sales role, please indicate how
much you agree with the following statements. I believe
that the more that I invest in creating/hurturing as many
buyer relationships as possible, the more successful I

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### Al Can Help Your Team Find the Right People, Engage With Them Effectively, and Elevate Every Conversation by Being Prepared

Imagine having an AI tool that not only helps sellers pinpoint the key decision-makers in each account, but also engages with them effectively and in an informed way. This tool would provide tailored content and context, leading to more productive and meaningful conversations with buyers.

Al can do all of that, but not all tools are created equal. Enabled by trusted data from LinkedIn, the world's largest professional network with an activated, engaged community of over 1 billion members globally, and powered by cutting-edge Al models from LinkedIn, Microsoft, and OpenAl. Sales Navigator unlocks high-quality conversations with the people that matter, at scale.

Almost half of sellers are already using Al to perform tasks such as researching accounts and multithreading. Let's see what Alassisted selling looks like in the life of a seller.

#### Case in Point #1:

### Identifying Buyers—With Buying Committees Growing, A Majority of Salespeople Are Still Not Using Al to Multithread

Our research shows that the number of people involved in buying decisions is increasing. There are generally up to 11 people involved in a buying decision. But that number seems to be growing with nearly three-quarters of sellers reporting that the total number of buyers has increased over the last two years. This signals that the multithreading imperative is only becoming more urgent and critical to growth.

While roughly one third of sellers are using Al in some capacity to identify decision-makers and others in the buying group, half of sales teams believe they will identify decision-makers or buying committees without Al in the next 1-2 years, which very often leads to missed buyers and potentially missed opportunities.

<u>Sales Navigator</u> can not only identify the right people within an account, but also alert sellers to past customers, former colleagues, and job changers.



of sellers report that the total number of buyers in the decisionmaking process has grown over the last 2 years.



of sales teams say that they will research decision-makers themselves vs. using AI in the future



of sales teams say that they will research buying committee members and influencers themselves vs. using Al in the future

#### Case in Point #2:

### Researching Customers and Prospects—Al Can Not Only Save Time, But Sellers Can Also Show Up More Prepared for Every Conversation

One of the best practices we identified was researching a customer or prospect's company and industry before connecting with them.

In the pursuit of building strong, trust-based relationships, sales teams currently spend an average of 2.5 hours researching each buyer and their business before every meeting. This substantial time investment reflects the belief that in-depth knowledge of a buyer's needs and industry is crucial for establishing credibility.

Using AI technologies—such as AccountIQ functionality within <u>LinkedIn Sales Navigator</u>—sellers can swiftly generate comprehensive research dossiers with just a few clicks, transforming a 2.5 hour activity into a 30 minute one.

2.5

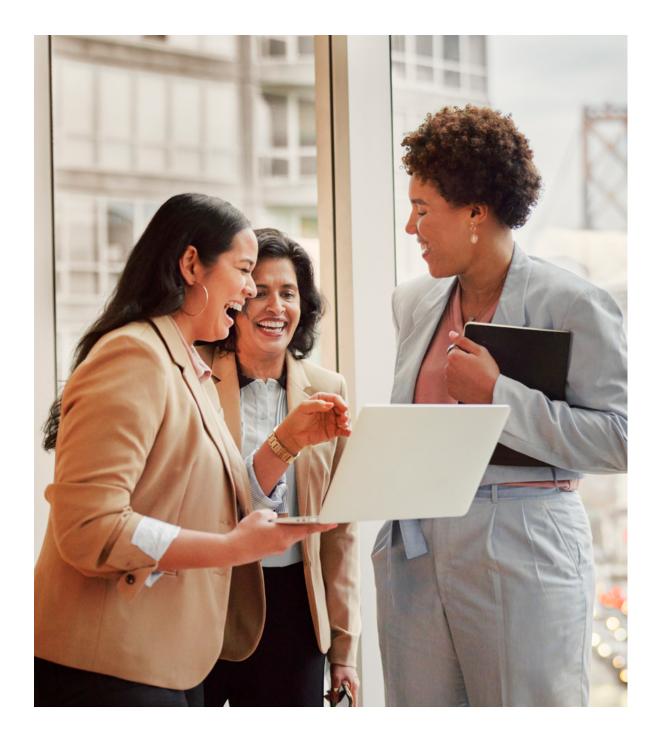
The number of hours that sales teams typically spend researching buyers and their businesses before every meeting.

(stat above) Base Sales Teams n=472. Q. How much time do you, or people on your team, typically spend researching customers/prospects before meeting with them?

(stats to left) Base Sellers n=1,000. Q. How has the number of total buyers, including all decision-makers, committee members, and other influencers, for the majority of your clients/prospects changed over the past 2 years?

Base Sellers n=1,000. Q. Looking ahead to the next 1 to 2 years, in your opinion will each of the following tasks be done by Al, done by a person or done utilizing both Al automation and a person.

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### **Next Steps:**

- 1 Read About What's New in Sales Navigator: On October 1, we announced a series of new Alpowered features coming soon to Sales Navigator. To help you better understand how Sales Navigator can help you clear the path to future ready, read the blog post and let us know what you think on LinkedIn.
- 2 Subscribe to our Global Sales
  Trends Newsletter: Discover
  the current state of sales, future
  trends, and actionable strategies
  to ensure you're prepared for
  what's next in our new <u>bi-weekly</u>
  newsletter curated for sales
  executives.
- 3 Share Your Perspectives on Being Future Ready: What insight or key takeaway did you think was most valuable? Let us know on the LinkedIn for Sales page and use the hashtag #FutureReadySales.

### Ipsos Research Methodology and Survey Coverage

### Ipsos Research Methodology

Primary quantitative research was conducted by Ipsos via a 15 minute online device aanostic survey designed with each market in mind, losos recruited a sample of 1,000 sales professionals utilizing a mix of expert network and B2B panel samples. Survey development drew from losos and LinkedIn expertise as well as findings from other losos and LinkedIn data. The data is based on respondents from the survey and may or may not be representative of all sales professionals.

### **Qualifying Criteria**

- B2B revenue generating professionals who are customer facing
- Mid Market (200-999 employees) or Enterprise (1,000+ employees) organizations

### Respondent Profile

- Regions: North America (n=300), APAC (n=300), Europe (n=400)
- Role: Executives (n=528), non-Excutives (n=472). Executives comprise titles of Director, Senior Director, VP, SVP, Partner/General Manager, Owner, President or C-Suite, while non-executives are Senior Managers, Managers, Analysts, Associates, Sales Development Representatives.
- Industries: Tech (n=191), Finance (n=206), Manufacturing (n=204), Professional Services (n=165) and Other (n=234)
- Org Size: Mid-Market (n=551), Enterprise (n=449)

## Global Survey Covered 7 Countries

To better understand the evolving B2B selling landscape, we surveyed sales professionals in 7 countries

- United States
- Canada
- United Kingdom
- France
- Australia
- · India
- Sinaapore

#### **Data Collection Timeline**

July 29th to August 13th 2024

#### Legend

- Sellers = Total Population
- Executives = Executive Titles (see 'Role')
- Sales teams = Non-Executive Titles (see 'Role)

### **LinkedIn Credits**

- Amanda Van Nuys, Integrated Marketing
- <u>Carla Intal</u>, LinkedIn Insights
- Navin Manoharan, LinkedIn Insights

### Learn More About Sales Navigator

Say Hello to LinkedIn Sales Navigator, the AI solution to partner with.

Enabled by trusted data from LinkedIn, the world's largest professional network with an activated, engaged community of over 1 billion members globally, and powered by cutting-edge AI models. Sales Navigator unlocks high-quality conversations with the people that matter, at scale.

To learn more, and receive a free demo, visit <a href="https://lnkd.in/gzp\_tDp">https://lnkd.in/gzp\_tDp</a> or scan this QR code.

