

EXPERTISE

- Leading and Thriving in a VUCA World
- Personal and Organizational Reinvention
- How to Eliminate Blindspots
- New Leadership Requirements for Tomorrow and How to Prepare for them

Further description and learning objectives:

Personal mastery and growth:

In an increasingly uncertain, complex, and interdependent world, past knowledge is not enough because assumptions are constantly changing. To prevail, we need the most powerful assets in our organizations - the human asset - to lean in on their superpowers, grow and pivot towards the future. This type of personal mastery and growth, both individually and collectively requires 3 interrelated key ideas:

Power of Teams:

In a VUCA world, no matter how talented any single individual is, the opportunities and challenges have surpassed the capacity of any single individual to solve. Challenges that results from an interdependent world require interdependent organizational architecture - we need teams and a network of teams. Effective teaming requires vulnerability and generosity. It's a recognition that we don't have the full set of answers and require help from others. Its' also a generosity that we have a responsibility to help each other grow.

Inclusion and belonging.

On A teams, its members don't question their sense of belonging. Research has shown that psychological safety is the biggest predictor of revenue growth because it enables our people to learn from mistakes and the courage to take strategic risks. Creating a culture in which people feel, know, and believe that they belong requires intentionality. It requires an understanding of our mission and purpose and giving people the freedom to express that in a way that is aligned with and celebrates the value they have to offer. It also requires SEEING what they do and finding every opportunity to thank them. Those are the foundations for building trust.

Contextual Leadership:

While credibility (drawn from integrity, vision, and expertise) and trust (built on empathy and belonging) are necessary, they are insufficient for our organizations to succeed in a VUCA world. In the past, the fog of war is not enough data. In the present and future, the fog of war is too much data. It requires our leaders to contextualize, prioritize, and focus the team's actions. To do this effectively requires simplification - more specifically, the use of visual symbols, musical energizers such as a fight song, and clarity. When we are able to put all three of the above into action, not only will our organization survive, it will lead others into a bright new future.