

WELCOME

The Future Leader:

Defining strategies for effective leadership to manage people and work in today's ever-changing environment and well into the future

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Session Overview/Objectives

There has been a lot written about leadership for the present day, but the world is changing quickly. What worked in the past won't work in the future. We need to know how to prepare leaders who can successfully navigate and guide us through the next decade and beyond. How is leadership changing, and why? How ready are leaders today for these changes? What should leaders do now?

This course will teach you how to implement strategies, mindsets, and practices for becoming a more effective leader now and into the future.



Leadership

Definition: Leadership, both as a research area and as a practical skill, encompasses the ability of an individual, group or organization to "lead", influence or guide other individuals, teams, or entire organizations

A future leader embodies the necessary skills and characteristics required to successfully lead a workforce or team of the future. While setting a vision and executing a strategy is expected from a leader today, achieving these organizational goals also relies on the ability to motivate, communicate, and inspire a workforce

Leadership

- Effective leadership is not just given through a title, it is a demonstrated through actions – both actively and passively
- Leadership can be demonstrated not just on major decisions or initiatives, but also through simple actions, situations, or tasks
- Effective leadership:
 - Is built on trust
 - Demonstrates alignment of words with actions
 - Creates a desire to emulate by others

Polling Question #1

Leadership is defined as:

- a. **The ability of an individual, group or organization to influence or guide other individuals, teams, or entire organizations**
- b. **Wearing a cape**
- c. **Having people do what you tell them to do**
- d. **Achieving high performance results**



The Shifting Working Environment

We all should recognize that the current working environment is vastly different today as compared to five years ago and the working environment five years from now will be vastly different from today



What Matters?

Trust, Transparency, Inclusion and Caring Matter Most



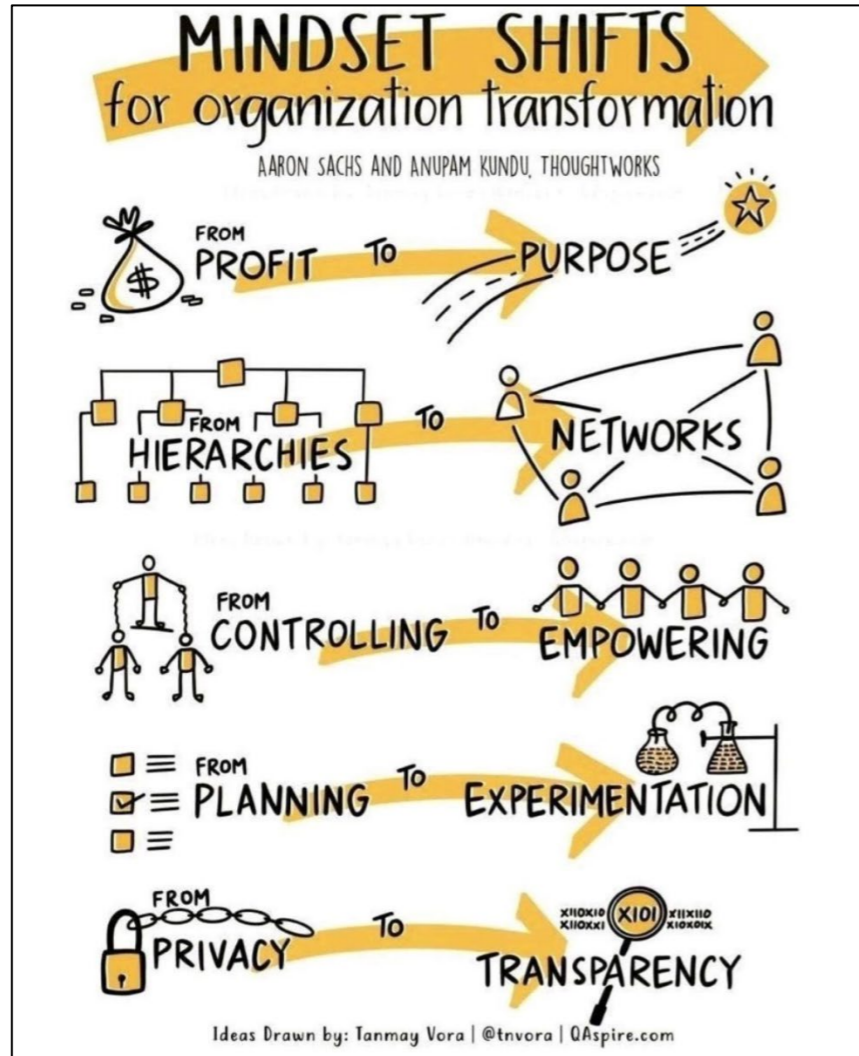
Meaningful Work	Strong Management	Positive Workplace	Health & Wellbeing	Growth Opportunity	Trust in the Organization
Job and values fit	Clear goals with stretch opportunity	Tools, processes and systems to get work done productively	Safety and security in all aspects of work	Open, facilitated job and role mobility	Mission and purpose beyond financial goals
Autonomy and agency	Regular coaching and feedback	Appreciation, recognition, and rewards	Personal fitness, health, and physical wellbeing support	Career growth in multiple paths	Transparency, empathy, and integrity of leadership
Agile teams, supportive coworkers	A focus on management development	Flexible hours and workspace	Psychological and emotional wellbeing and support	Many forms of learning as needed	Continuous investment in people
Time to focus, innovate, and recover	Transparent, simple performance management	Inclusive, diverse, and sense of belonging and community	Family and financial support	A culture that supports learning	Focus on society, environment, and community

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Strength of impact Moderate Medium High Very High

Source: Employee Experience: The Definitive Guide, © Josh Bersin Research, April 2021

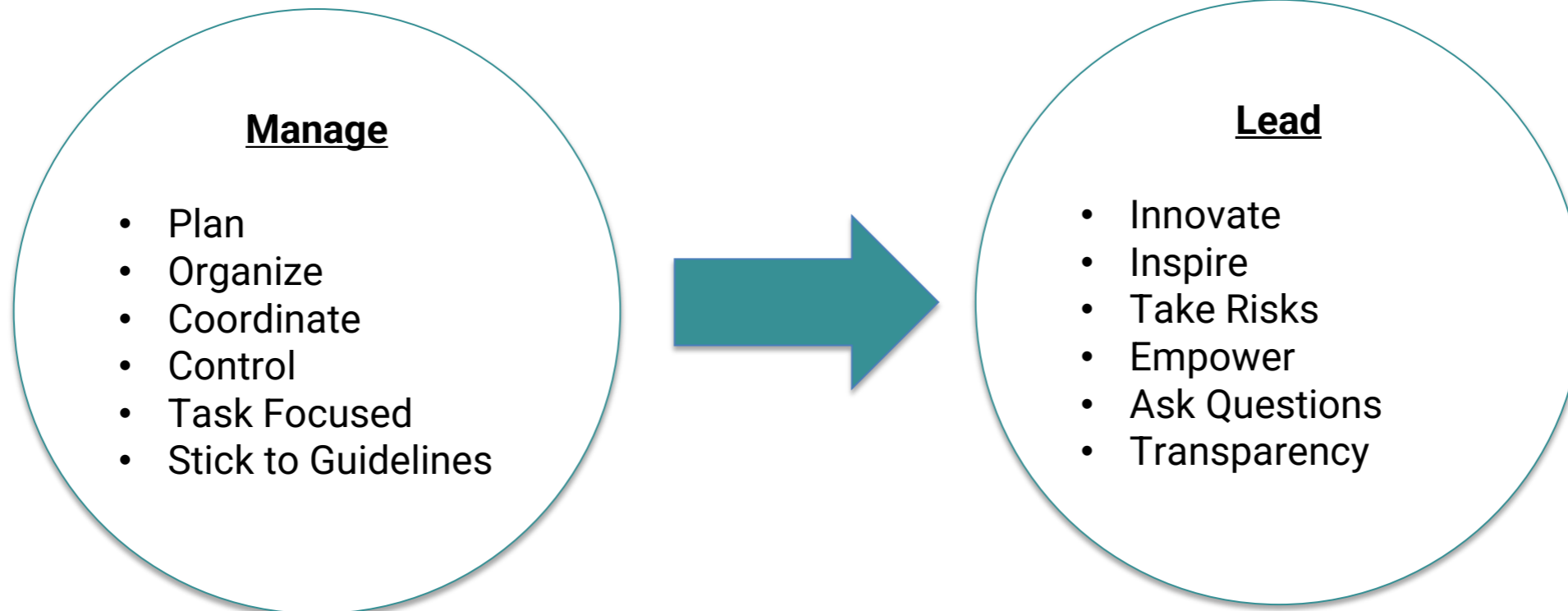
General Changes in Mindsets



- Positive work environment
 - Technology and job tools should be current
 - Effective communications throughout the organization
 - Strong performance management system
 - Foster innovation and collaboration – *“don’t be afraid to fail”*

General Changes in Mindsets

Effective leadership (organizational/departmental/direct) is critical for recruiting and retaining employees which organically builds additional leaders



Polling Question #2

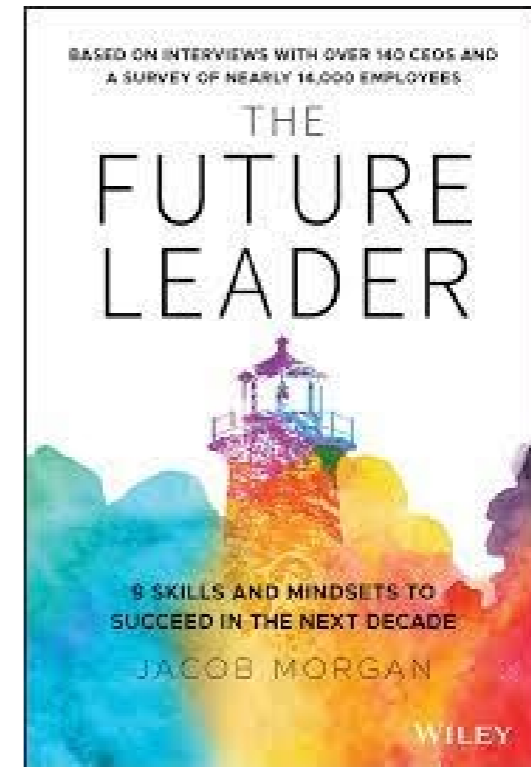
Attributes of “leading” as opposed to “managing” include:

- a. Control
- b. Inspire
- c. Task Focused
- d. Stick to Guidelines



The Future Leader

- “The Future Leader” by Jacob Morgan is a great read for any professional at any level
- The book describes the “Notable Nine”
 - Four key mindsets – *Global Citizen, Servant, Chef, Explorer*
 - Five key skills – *Coach, Futurist, Technology Teenager, Translator, Yoda*



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The Future Leader, Jacob Morgan

Key Mindset – *Global Citizen*

The world is becoming increasingly connected, which means every company has the potential for worldwide employees and customers. The mentality of the Global Citizen means thinking globally and embracing diversity. Leaders need to understand and appreciate new cultures, actively seek diverse teams, lead employees with different backgrounds, and know-how to enter and succeed in new global markets

Key Mindset – *Servant*

The servant mindset goes against much of the old way of thinking that leaders stay at the top of the company. The mindset of the service means that you practice humility and that you serve four groups: your leaders if you have them, your customers, your team, and yourself

Key Mindset – *Chef*

Like chefs balance numerous ingredients to create masterful meals, leaders must balance the two most essential ingredients of any business: humanity and technology. That means embracing technology and using it to improve efficiency in the organization while also providing a sense of purpose and caring for human employees. One side can't succeed without the other

Key Mindset – *Explorer*

Future leaders need to be like explorers of old and embrace the unknown. They need to be open to new ideas, and change course as the world around them evolves. Just like explorers had to learn continually, leaders need to be super perpetual leaders and practice curiosity

Polling Question #3

According to *The Future Leader*, what are the four key mindsets?

- a. Global Citizen, Selfish, Chef, Explorer
- b. Global Citizen, Servant, Waiter, Explorer
- c. Global Citizen, Servant, Chef, Explorer
- d. Global Citizen, Servant, Chef, Aimless Wonderer



Key Skill – *Coach*

Great coaches motivate, inspire, and engage their teams while caring about each member as an individual. Likewise, future leaders need to appreciate employees as individuals as opposed to viewing everyone as just workers. The best coaches and leaders develop their people to be more successful than them.

Key Skill – *Futurist*

Futurists make sure organizations aren't surprised by what the future might bring. The world in which we live and work is continually changing and full of unknowns. Futurists consider multiple scenarios and think through new possibilities. They stay on top of trends and are connected to their networks. This was the #1 skill, according to the 140+ CEOs Jacob interviewed.

Key Skill – *Technology Teenager*

Teenagers seem to always be current on the latest technology, and future leaders must be the same way. They don't need to be experts in the practical application, but they should embrace technology and know-how to best leverage it to serve their company. They need to be tech-savvy and digitally fluent.

Key Skill – *Translator*

Translators are master communicators. They listen to understand and do more than hear what people are saying. They use verbal and non-verbal communication to connect with people and know the best channels to use to cut through the noise and deliver their messages. Listening and communication are two timeless aspects of great leadership, yet they are also the two which are changing the most!

Key Skill – *Yoda*

For decades, leaders have shied away from being emotional. But in the future, leaders need to be emotionally intelligent like Yoda and develop their empathy and self-awareness. Great communicators build connections and aren't afraid to be vulnerable. Empathy understands the feelings and perspectives of others. Self-awareness is about understanding your strengths and weaknesses and helping others understand yours as well.

Polling Question #4

According to *The Future Leader*, what are the five key skills?

- a. Coach, Futurist, Technology Teenager, Translator, Darth Vader
- b. Player, Futurist, Technology Teenager, Translator, Yoda
- c. Coach, Pessimist, Technology Teenager, Translator, Yoda
- d. Coach, Futurist, Technology Teenager, Translator, Yoda



In Closing...

- We all must periodically evaluate ourselves as leaders – how we act and react
- What worked five years ago is not sustainable into the future – leaders must continuously assess and evolve
- Seek 360 input/feedback – you don't have to make everyone happy, but its good to understand others' perspectives on your leadership styles and actions

QUESTIONS?

Thank You

FINAL QUESTIONS OR COMMENTS?

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