

# Leadership in the Future World of Work

## Title or Action

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13.03.24



Welcome





# Introduction

In our session today we will explore:

Leadership in the New World of Work

The power of Influence

Leading multiple stakeholders

The importance of Leadership presence

To answer the question – Leadership is it a Title or Action?





# Leadership Quiz

[www.menti.com](http://www.menti.com)



# The Changing Leadership Paradigm

## Navigating the next industrial revolution

Revolution	Year	Information	
	1	1784	Steam, water, mechanical production equipment
	2	1870	Division of labour, electricity, mass production
	3	1969	Electronics, IT, automated production
	4	?	Cyber-physical systems

## 80's & 90's Leadership

**"The only definition of a leader is someone who has followers."**

Peter Drucker

**"Leadership is the capacity to translate vision into reality."**

Warren Bennis

oo's +  
Influence

**"As we look ahead into the next century, leaders will be those who empower others."**

**Bill Gates**

**Leadership is a process of social influence, which maximises the efforts of others, towards the achievement of a goal.**

**Forbes**

# Your Leadership Qualities

Prominence &  
Gravitas



# Prominence

the state of being important, famous or noticeable.

# Gravitas

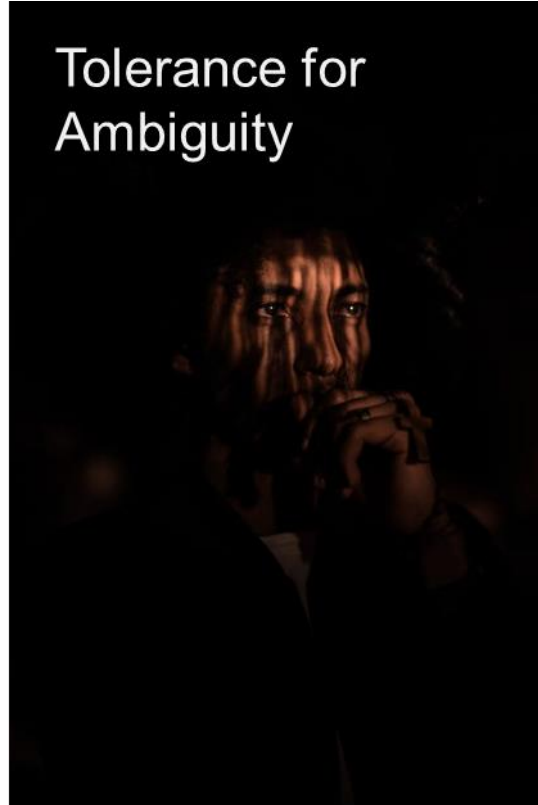
Having weight, seriousness, dignity, and importance, indicating a certain substance or depth of personality



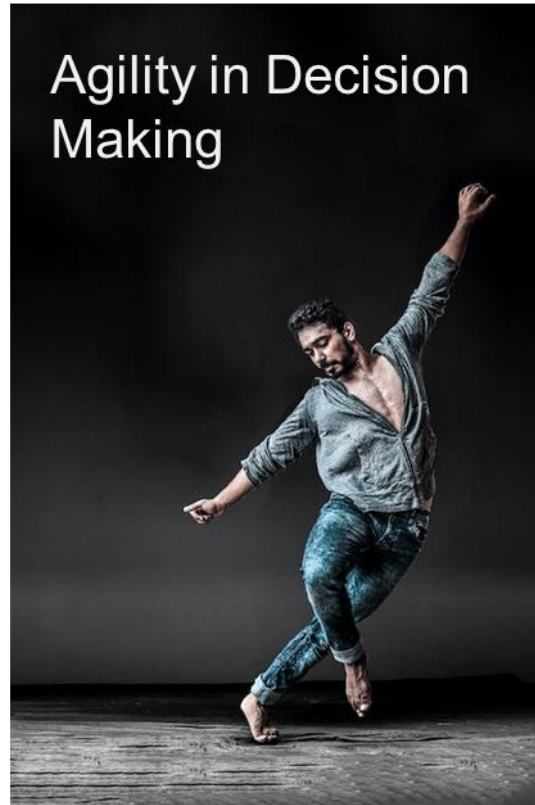
See around  
corners



Tolerance for  
Ambiguity



Agility in Decision  
Making

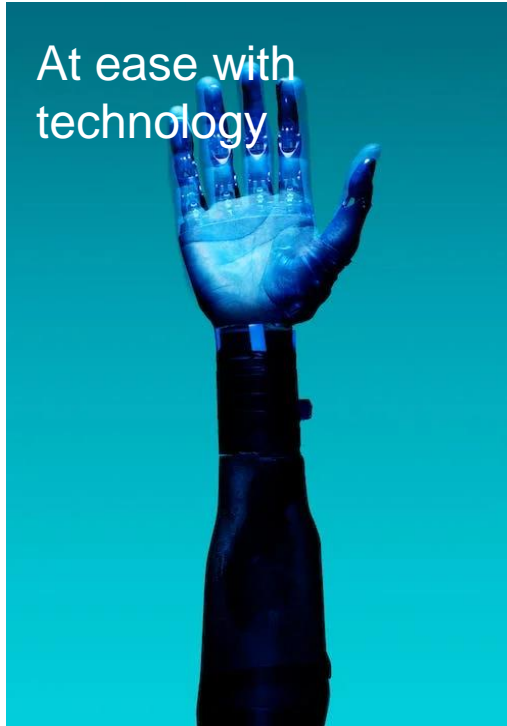


Adaptability in  
Execution

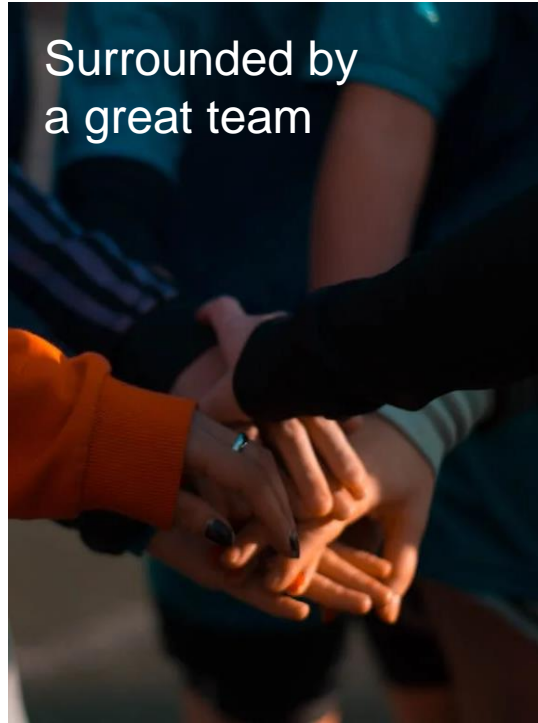


# 7 Skills for Tomorrow's Leaders

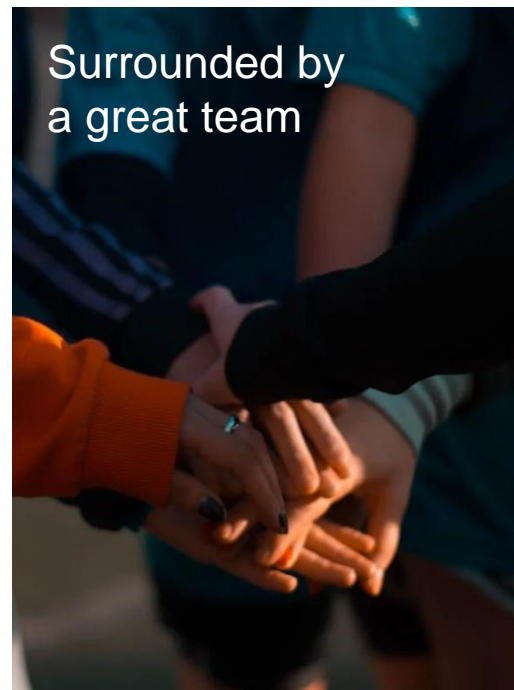
At ease with  
technology



Surrounded by  
a great team



## 7 Skills for Tomorrow's Leaders



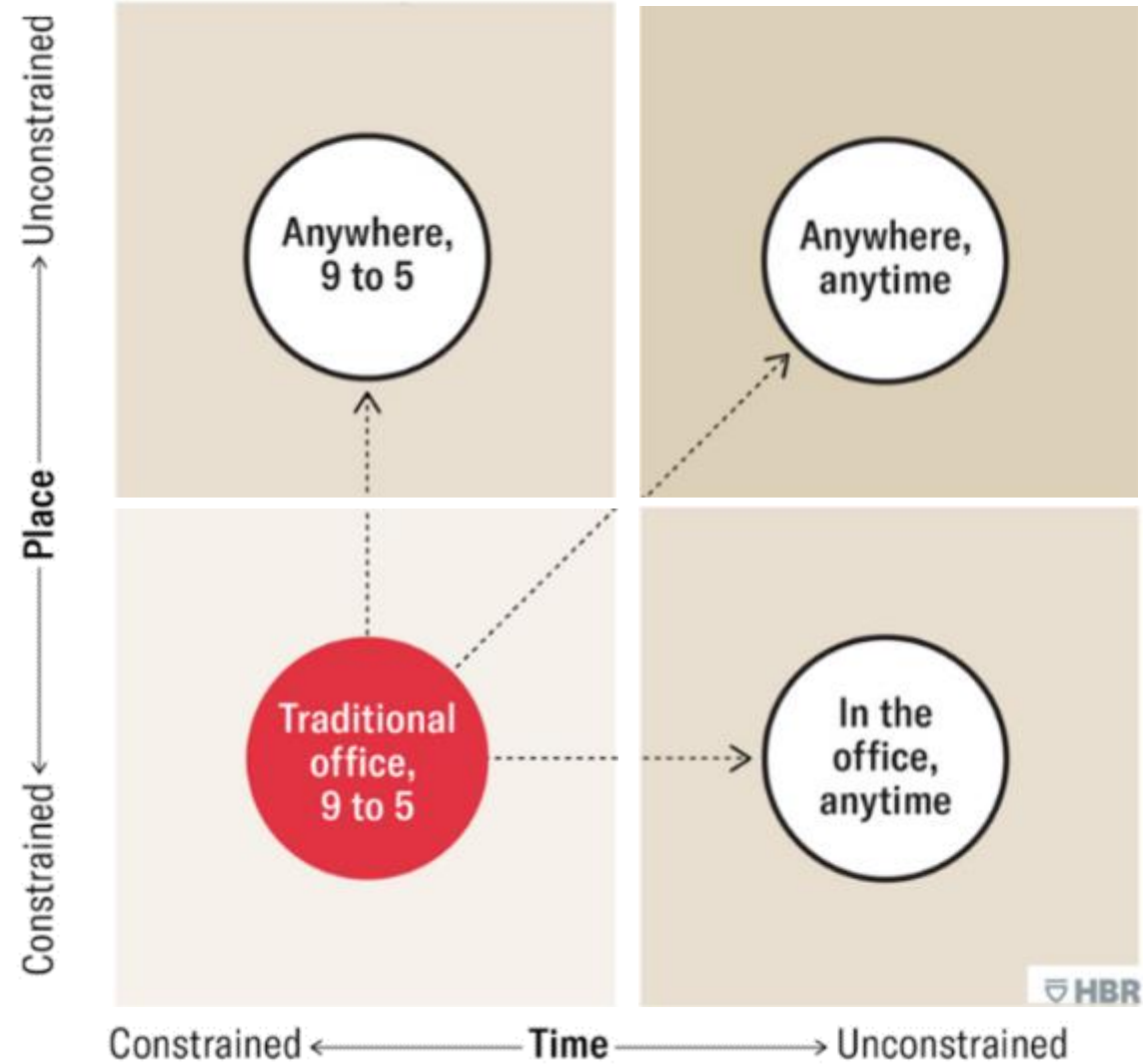
# 7 Skills for Tomorrows Leaders





Leadership is Influence

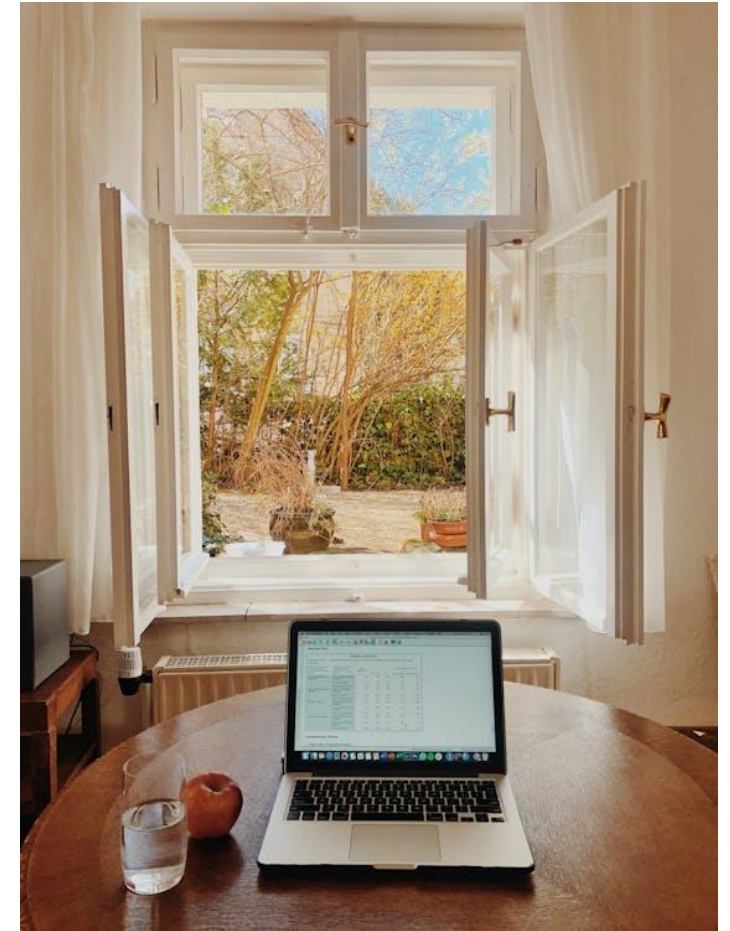
# Leading Hybrid Teams

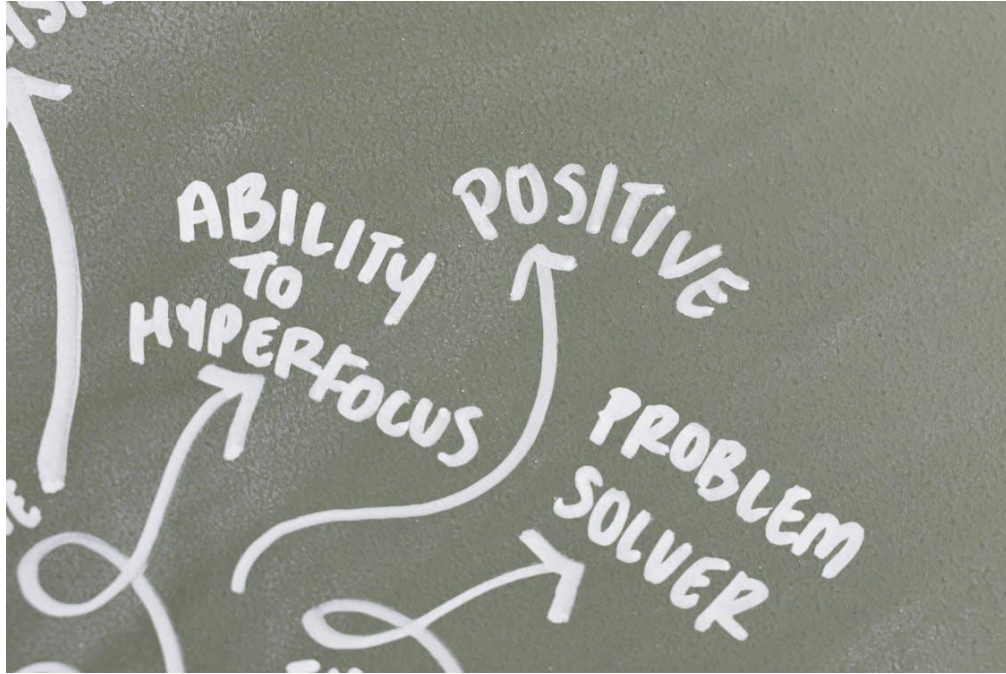


# 5 New Rules for Leading Hybrid Teams

1. Make work purpose driven.
2. Trust your people more than it feels comfortable.
3. Learn in the small moments. Send people – and yourself – nudges.
4. Provide clarity. Be more decisive than feels comfortable.
5. Include everyone. Take a long hard look in the mirror.

Follow the guidelines and you can support your workforce and create a world class culture no matter where your people work.





1. Digital Adaptability
2. Empathetic Communication
3. Emotional and Social Intelligence
4. Conflict Management
5. Persuasion and Influence
6. Inclusive Leadership
7. Calculated Risk Taking
8. Strategic Agility
9. Engaging and Inspiring Leadership
10. Leadership without Formal Authority

## Top 10 in demand Leadership Skills for the future of work - HBR

[CRE4069\\_CL\\_RA23\\_Infographic-3\\_3\(harvardbusiness.org\)](https://hbr.org/infographic/2017/07/top-10-leadership-skills-for-the-future-of-work)

# 3 Qualities of Leadership Presence

Character  
Substance  
Style



# Building Leadership Presence – become the leader you want to be

## Ask for Feedback

- How would you (briefly) describe my style of presence?
- What's your general perception of me?
- What can I do to communicate with more impact?

## Tune into how you Communicate

- Words and nonverbal behaviours
- Ask trusted colleagues after a meeting “What are two things I could do differently next time to be more impactful?”

## Experiment with New Behaviours

- Based on feedback choose one or two presence building behaviours to practice.
- Make sure to build on your authenticity
- Strive for a balance of warmth and competence – prominence and gravitas and humility.

## Be Present

- Keep your focus in the moment, ask thoughtful questions and share comments that flow from the conversation.

# Leadership in the Future – Title or Action

'Leadership without a title is better than a title without the ability to lead.'

Simon Sinek



Q&A – use  
the chat  
function



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