

Focus 2040

Better Leadership: Simplify Success With 5 Skills You Already Have



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More leaders more effective sooner

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Bad news... or Good?

- 75% of CEOs say “not enough leaders is my biggest headache”
- people skills rate *lowest* for 82% of executives
- up to 80% of employees are ‘disengaged’ (ie: bored, unhappy, frustrated and feeling underutilized) after their first 12-18 months

Better Leadership With Skills You Already Have!

Agenda

1. Practical tools simplify the challenges
2. Is this new? No, but better clarity
3. Results & examples show this works

for higher probability in...

complex, uncertain

(ie: future) ...situations!

BOTH SKILL SETS CONTRIBUTE!

Technical...

Complicated

- Hard sciences, detailed, exact measures, rules
- ...**Certainty**



Present, concrete

Uncertain, Fuzzy...

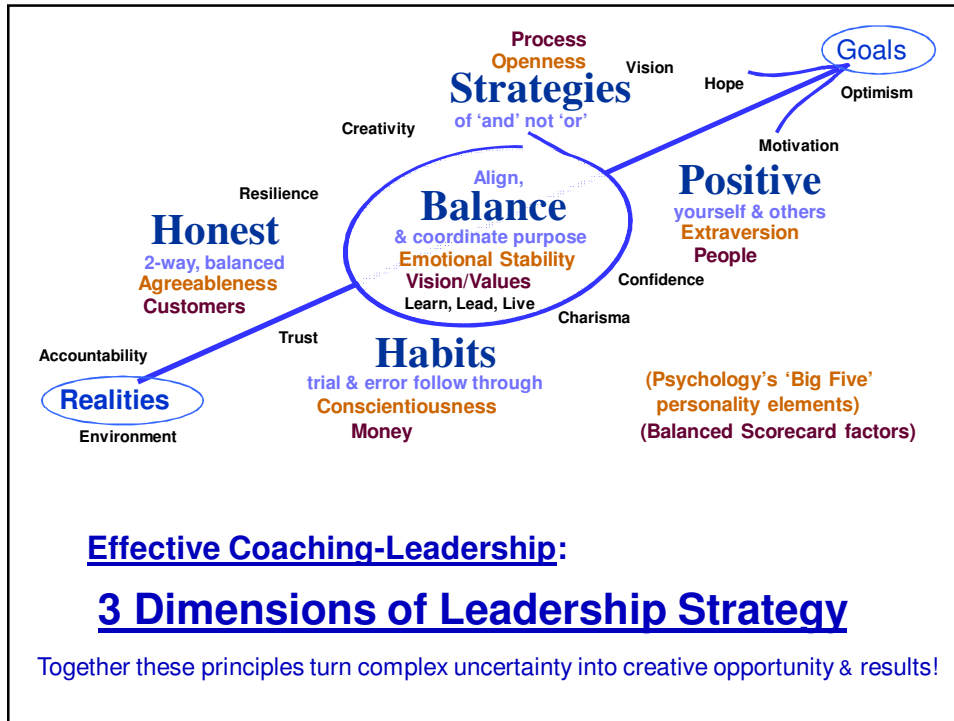
Human... **Complex**

- Complexity Science, Chaos theory, fuzzy math
- ...**Probabilities**



Future, uncertain

Better Leadership With Skills You Already Have!



Two extremes of Leadership? ... 3:1 to 5:1

Certainty \longleftrightarrow Balance \longleftrightarrow Uncertainty

50 years ago	Task (management)	People (leadership)
Today	“Expert” (Answers)	“Adaptive” (Questions)
	Command & Control	Complete & Creative
	Telling..... Hard Sell Teach lessons.....	Brainstorming..... Consensus Coaching Supportive Learn & implement together

Better Leadership With Skills You Already Have!

