



How does this diagram represent being a successful leader?





# What do we know about Business

### **1. Globalisation has become the norm**

Economies, societies, and cultures have become integrated through a global network of communication, transportation, and trade.

### **2.** Employee demographics having a larger impact

Changes in demographics including; gender, age, ethnicity, occupation, seniority, salary levels, marital and family status.



# What do we know about Business

### 3. Protection of intellectual property and talent heightened

Copyrights, trademarks, designs, confidential information, trade secrets, patents and knowledge are a vulnerable resource.

### 4. Sustainable development has become a main focus

Triple bottom line (TBL) accounting- people, planet, profit

- *Economic-* reduce costs and increase revenues, emerging markets and labor practices
- *Social-* attract and retain quality talent, human rights management.

*Environmental-* resource limitations, regulations and laws, urban growth, food scarcity.



# What do we know about Leadership

- 1. Age- Grey hair is not a legitimate credential for leadership.
- **2. Communication-**Leaders will be useless if they can't communicate their passion to their organization.
- **3. Drive-** All effective leaders are driven to achieve beyond expectations.
- **4. Play to the Strengths-** High performance leaders create an alignment of strengths making weaknesses irrelevant.



# What do we know about Leadership

- 5. Power Sharing- When leaders share power they are demonstrating profound trust in and respect for others ability
- 6. Optimism and Organisational Commitment- These are fundamental to leadership (try running an organisation without them).
- 7. Leaders are Different from Managers
  - a. Managers- relies on control and intimidation
  - **b.** Leaders inspire trust and originate ideas

# Managers

- 1. Maintain the status quo
- 2. Monitor situation
- 3. Allocate resources
- 4. Communicate targets
- 5. Measure the results
- 6. Feedback on the trends

# Leaders

- **1. Strategic Thinkers** 2. Look Forward 3. Create Visions 4. Challenge 5. Motivate
- 6. Inspire



# What do we know about Leadership Agility

## Leadership agility refers to....

- 1. Performing faster.
- 2. Being more flexible.
- 3. Responding with adaptability.
- 4. Being resilient to change.
- 5. Building upon shared knowledge.
- 6. Developing wisdom and innovation.
- 7. Taking the organization forward and allowing it to respond quickly.



# What do we know about reality

# Poor leaders know the storm of change is coming and choose not to respond.







# What do we know about reality

# Let's face it..... Fast Track is the new norm!

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# When you change the way you look at things, you change the way things look.

### In this picture is there two pillars or three?









From your experience as

a leader and a follower,

what are the traits or

competencies of an

excellent leader?

- Write one trait per post-it note.
- Keep them with you until later

## **Agile Business Leader**

Action using your capability

#### **STRATEGIST** *delivers*:

- Change Leadership
- Strategic Adaptability
- Resources for Innovation
- Path to more profitability

Business Business Capital

#### **SPECIALIST** has:

- Industry Knowledge
- Operational Intelligence
- Specific expertise
- Corporate accountability

Capability skills, knowledge, and abilities

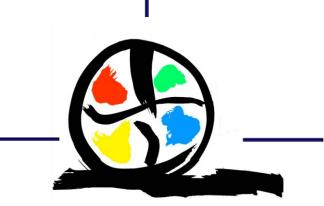
### **ENABLER** *facilitates*:

- Outcomes
- Motivation
- Learning in action
- Collaborative cultures

People *Human Capital* 

#### **CHAMPION** *is*:

- Resourceful
- Responsive
- Resilient
- Committed







Capability skills, knowledge, and abilities

# Specialist

- Industry Knowledge
- Operational Intelligence
- Specific expertise
- Corporate accountability



## **Specialist Traits and Competencies**

### **Industry Knowledge:**

Ensure good ideas come to fruition. Understand industry trends.

### **Operational Intelligence:**

Build quality systems.

Build a reservoir of internal and external operational expertise.

### **Specific Expertise:**

Consistently update their specialist knowledge.

### **Corporate Accountability:**

Exemplify corporate governance.

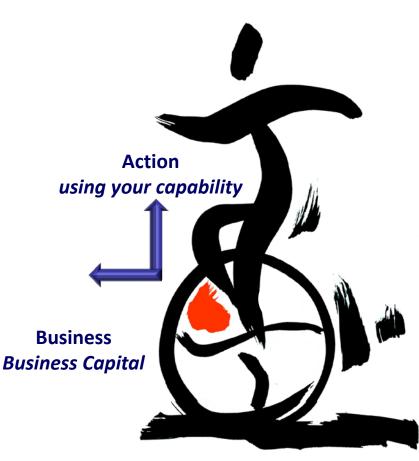




# Specialist role to the rescue

HUDSON RIVER VID





# Strategist

### **Delivers:**

- Change Leadership
- Strategic Adaptability
- Resources for Innovation
- Path to more profitability



### **Strategist Traits and Competencies**

### **Change Leadership:**

Create and communicate vision and values. Promote change.

### **Strategic Adaptability:**

Think strategically. Develop strategic solutions.

### **Resources for Innovation:**

Recognize and rectify specific inefficiencies. Resolve issues through innovation.

### Path to more profitability:

Ensure good ideas come to fruition.





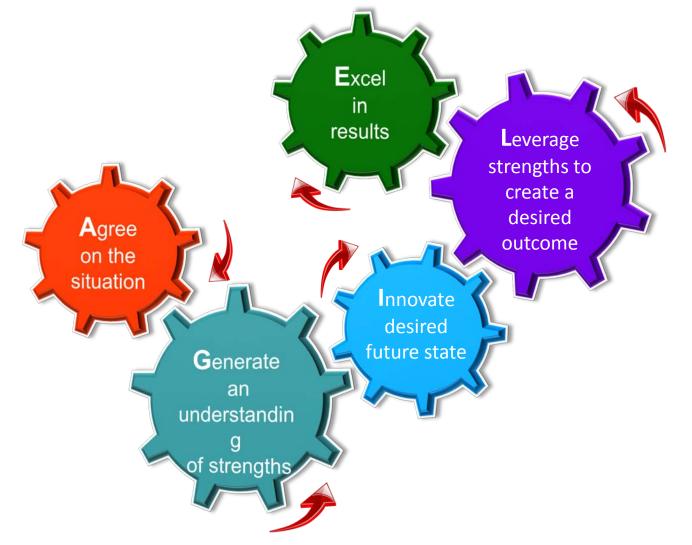


## The AGILE Strategic Planning Approach

# A tool necessary for working in the global economy



### The AGILE Strategic Planning Approach





**Purpose of this step:** Recognize and understand the situation facing the individual, team, or organization and help ensure alignment on the situation.

**Question to prompt thinking:** Based on your understanding, what situation is currently affecting performance?

**Process step confirmation:** Does everyone who needs to be involved understand the situation?



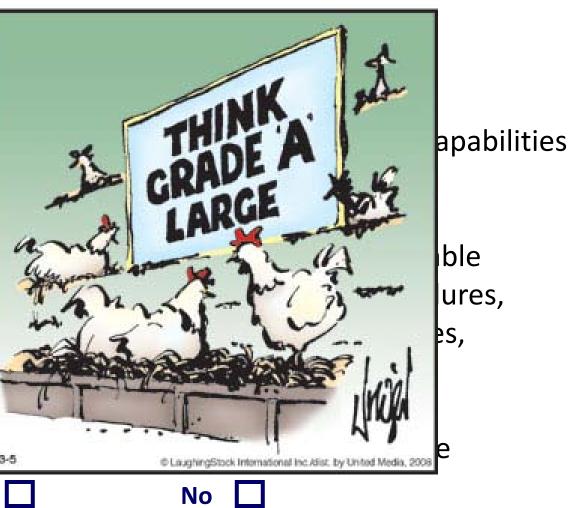
Generate an understanding of strengths

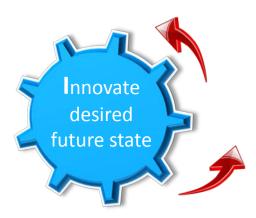
**Purpose of this step:** that are accessible fo

**Question to prompt** within the network? systems, finances, co individuals, attitudes

Process step confirm <sub>3-5</sub> strengths? Yes

HERMAN®





Purpose of this step: Urea seen as the optimal future

Question to prompt thinking: could occur in eight years or with

on this situation?

**Process step confirmation** have we some of dathe realm of possibilities for what course schieved we be organization?

Bizarro

CALL ME A FOOLISH VISIONARY, BUT I THINK IT MIGHT JUST BE POSSIBLE TO SQUEEZE THESE THINGS THIN ENOUGH TO FORM A SOFT, FLEXIBLE SHEET

at our agenus possibilities

have more impact





Process step confirmation: Have we searched and incorporated high-leverage points (strengths) in our strategies to make a difference?













### **Champion Traits and Competencies**

### **Resourceful:**

Use innovation practices to influence and adjust. Build internal and external networks.

### **Responsive:**

Understand self and use strengths. Set high expectations.

### **Resilient:**

Practice work/life balance.

### **Committed:**

Act with courage. Achieve with self-determination.



# **Alligator River**

### **Starring: Abiligal, Gregory, Sinbad, Ivan and Slug**

Once upon a time there was a woman named Abigail who was in love with a man named Gregory. Gregory lived on the shore of a river. Abigail lived on the opposite shore of the river. The river that separated the two lovers was teeming with man-eating alligators. Abigail wanted to cross the river to be with Gregory. Unfortunately, the bridge had been washed away by a heavy storm the previous evening.

So she went to ask Sinbad, a riverboat captain, to take her across. He said he would be glad to if she would consent to go to bed with him before he takes her across. She promptly refused and went to her brother named Ivan to explain her plight. Ivan did not want to be involved at all in the situation.

Abigail felt her only alternative was to accept Sinbad's terms. Sinbad fulfilled his promise to Abigail and delivered her into the arms of Gregory.

When she told Gregory about her amorous escapade in order to cross the river, Gregory cast her aside with disdain. Heartsick and dejected, Abigail turned to Slug with her tail of woe. Slug, feeling compassion for Abigail, sought out Gregory and beat him brutally. Abigail was happy to see Gregory getting his due. As the sun sets on the horizon, we hear Abigail laughing at Gregory."



# Action using your capability People Human Capital

# Enabler

### **Facilitates:**

- Outcomes
- Motivation
- Learning in action
- Collaborative cultures



### **Enabler Traits and Competencies**

### **Outcomes:**

Develop collaborative processes for delivering outcomes. Value and build upon group diversity.

### **Motivation:**

Motivate people toward action. Coach and mentor teams and individuals.

### **Learning in Action:**

Develop learning environments. Create productive working environments.

### **Collaborative Cultures:**

Build relationships of trust. Foster communication.





PHUKETREALITYTEAMBUILDING





- 1. What ABL role or trait is your strength as a leader?
- 2. What ABL role or trait is your stretch as a leader?
- 3. How would you like to improve as a leader?
- 4. What would be a good next step towards improving?



THANKYOU

## www.agilebusinessleader.com