

# The changing nature of work

## 8 ways to navigate leadership of the future

The headwinds of change are mighty. Technology, robotics, globalisation, disruption, social media and customer demands are just some of the challenges facing business leaders as they head into an ambiguous and complex future.

It's time to consider new approaches to leadership so that leaders are equipped for the vast unknown.

1

### Build new capabilities

Leaders need to be agile, adaptable, collaborative and communicative. They need to execute strategy, while adapting as things change.



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### Have a flexible strategy

Leaders need to be faster and more emergent in their approach to strategy, to ensure an organisation can be both proactive and reactive.



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### Learn

With change so rapid, leaders must engage people from across the business and facilitate networks of leaders to thrive during adversity.



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### Empower people

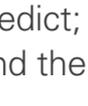
People have a desire to feel connected to a purpose in their work, and to own their contribution. Leaders need to support this, and encourage a wide range of viewpoints.



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### Recognise and embrace different points of view

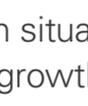
Truly engaging with stakeholders in a way that recognises that they have valuable insights to offer is central to leading change. Change doesn't occur by edict; people want their contribution and their ideas valued.



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### Embark on self-discovery

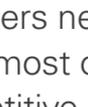
Leaders need to understand biases, know how they behave in certain situations, and realise that leadership is about growth as a human being.



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### Foster innovation

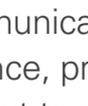
Future thinking leaders need to look outward, and make the most of opportunities to be competitive and relevant.



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### Tell the story

When leading through change, leaders need to engage with a communication style that draws on personal experience, practical examples and organisational context to provide a narrative to build support for the change process.



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