
Trends and Challenges in Leadership

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5 Key Trends

1. Leadership As a Strategic Imperative
2. The Importance of Talent
 - Selection
 - Generational Differences
 - Women In Leadership
3. A Growing Emphasis on Emotional Intelligence
4. Globalization and Leadership Across Differences
5. Energy

Trend #1

A close-up, slightly blurred photograph of a hand moving a wooden chess piece. The hand is positioned at the top, and the piece is being lifted. The background is a soft, out-of-focus green and white. The overall tone is professional and strategic.

Leadership

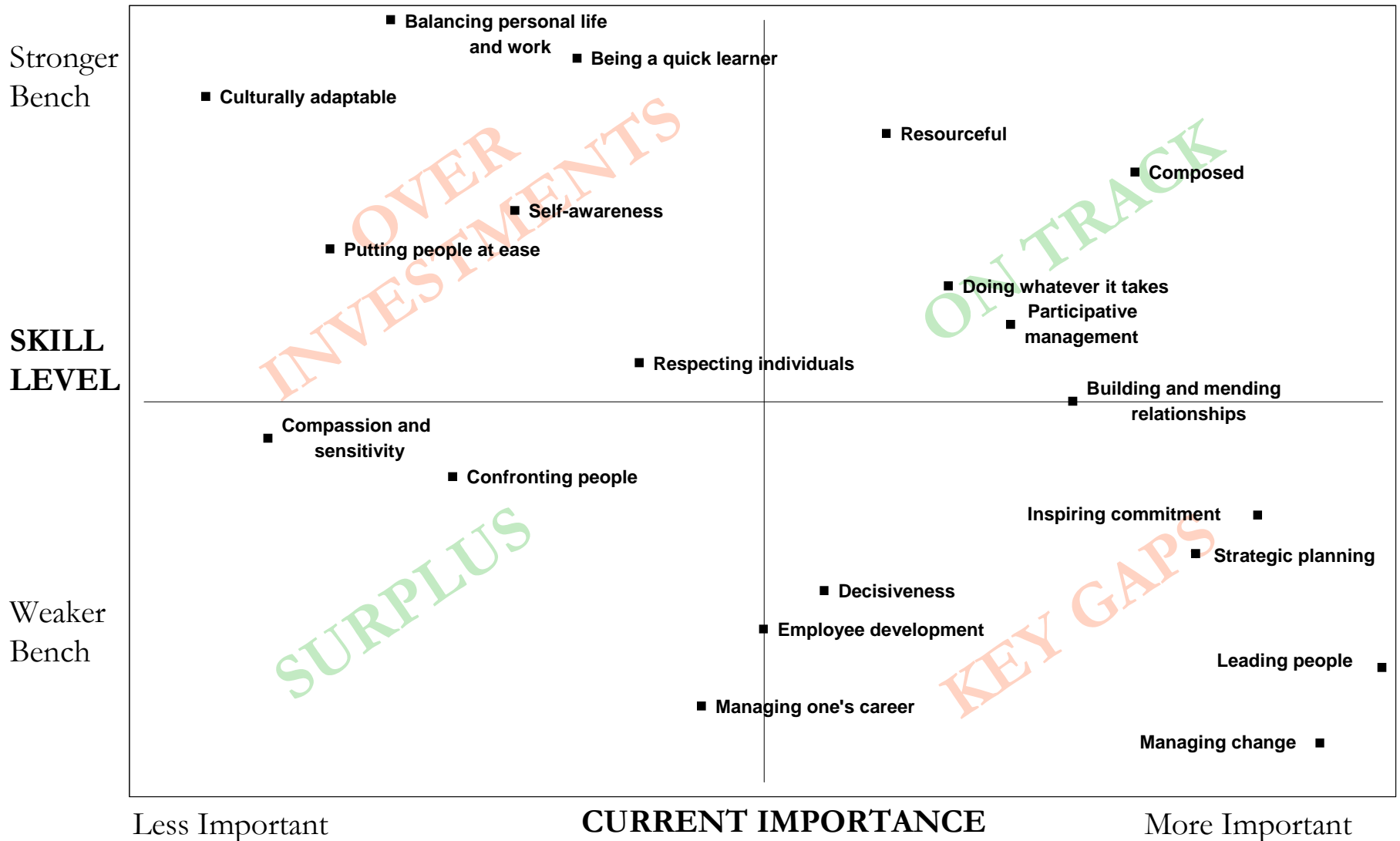
As A Strategic Imperative

Challenges Leaders Face

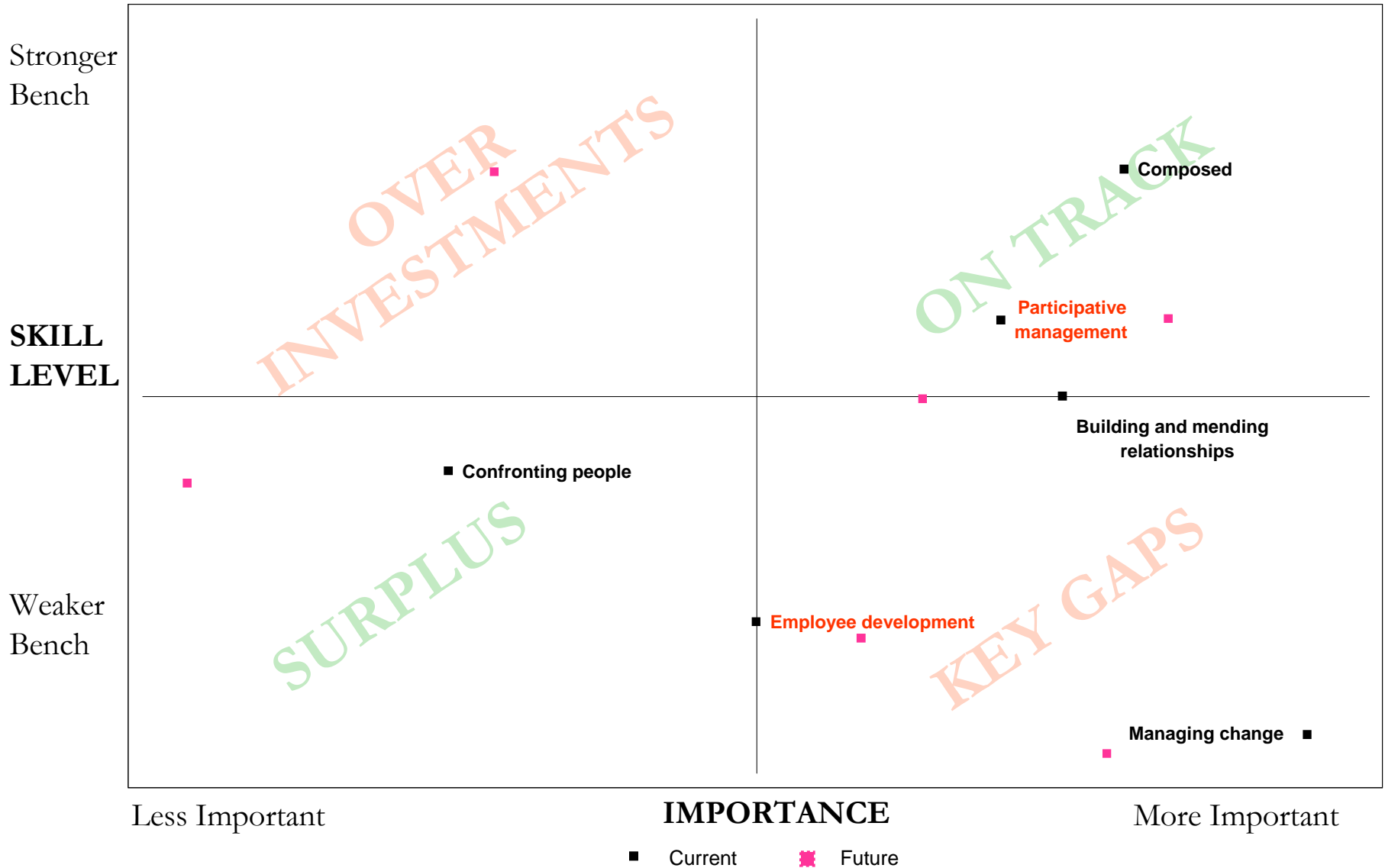


1. Dealing with an accelerating rate of change
2. Working collaboratively across boundaries
3. Leading different generations
4. Setting a strategic direction in the face of ambiguity

Current Strength and Current Importance



The Leadership Gap - Major Shifts

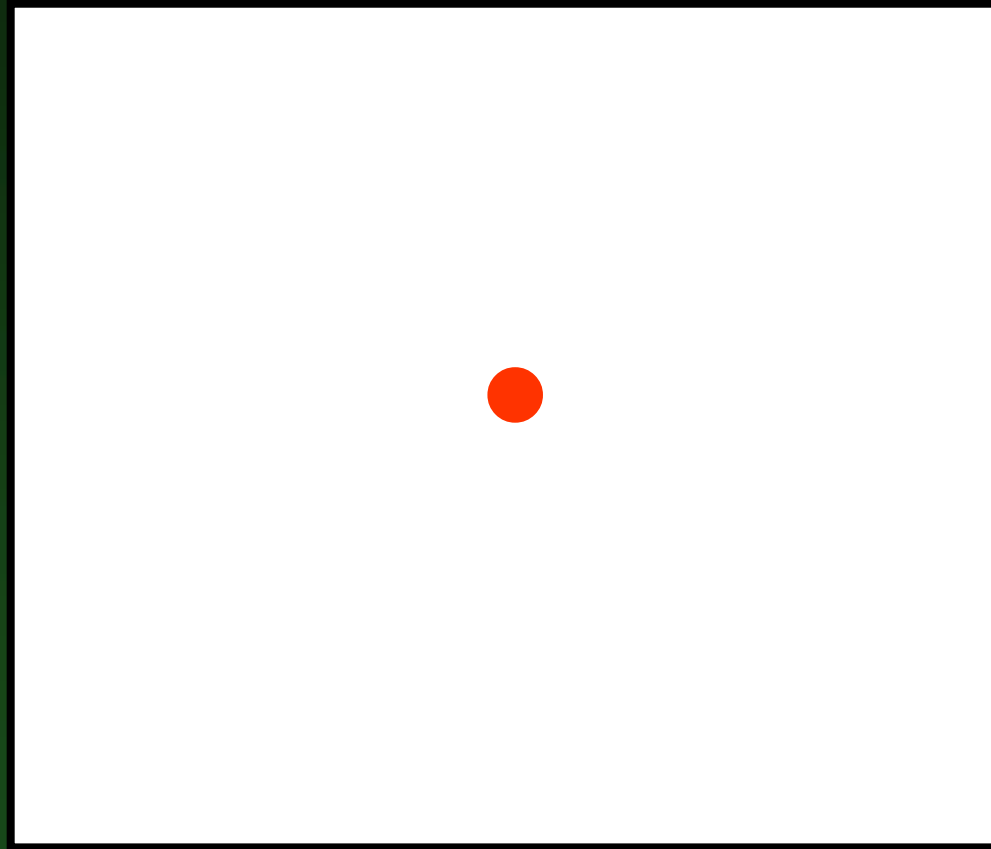


Trend #2



Talent

Challenges Leaders Face



Talent



A road map for successful hiring:

- Teams
- Organizational assessment
- Strong and diverse candidate pool
- Information
- Follow through and support

Generational Challenges

Leadership at All Levels

Cohort Groups

Trend #2



The Lucky Generation

1922-1943

Trend #2



the
boomers

1944-1963

Trend #2

Generation

1964-1980

X



Generation X

- Individuals born between 1964 and 1980
- Their approaches to work
 - Build their resume by building marketable skills
 - Skeptical of institutions
 - Often prefer immediate pay-offs rather than long time rewards
 - Prefer direct communication and feedback

Trend #2



the internet
generation
1981-present



Keys to Developing

- Challenging opportunities and training
- Continuous Feedback
- Mentoring and Coaching
- Customization of the development process
- Technology and outcome driven learning, flexible format, experiential

Women in Top Leadership Positions





Women's Issues

Themes:

- Authenticity
- Feeling whole
- Taking charge
- Making connections
- Gaining self/other clarity

E.I.

The Importance of Emotional Intelligence





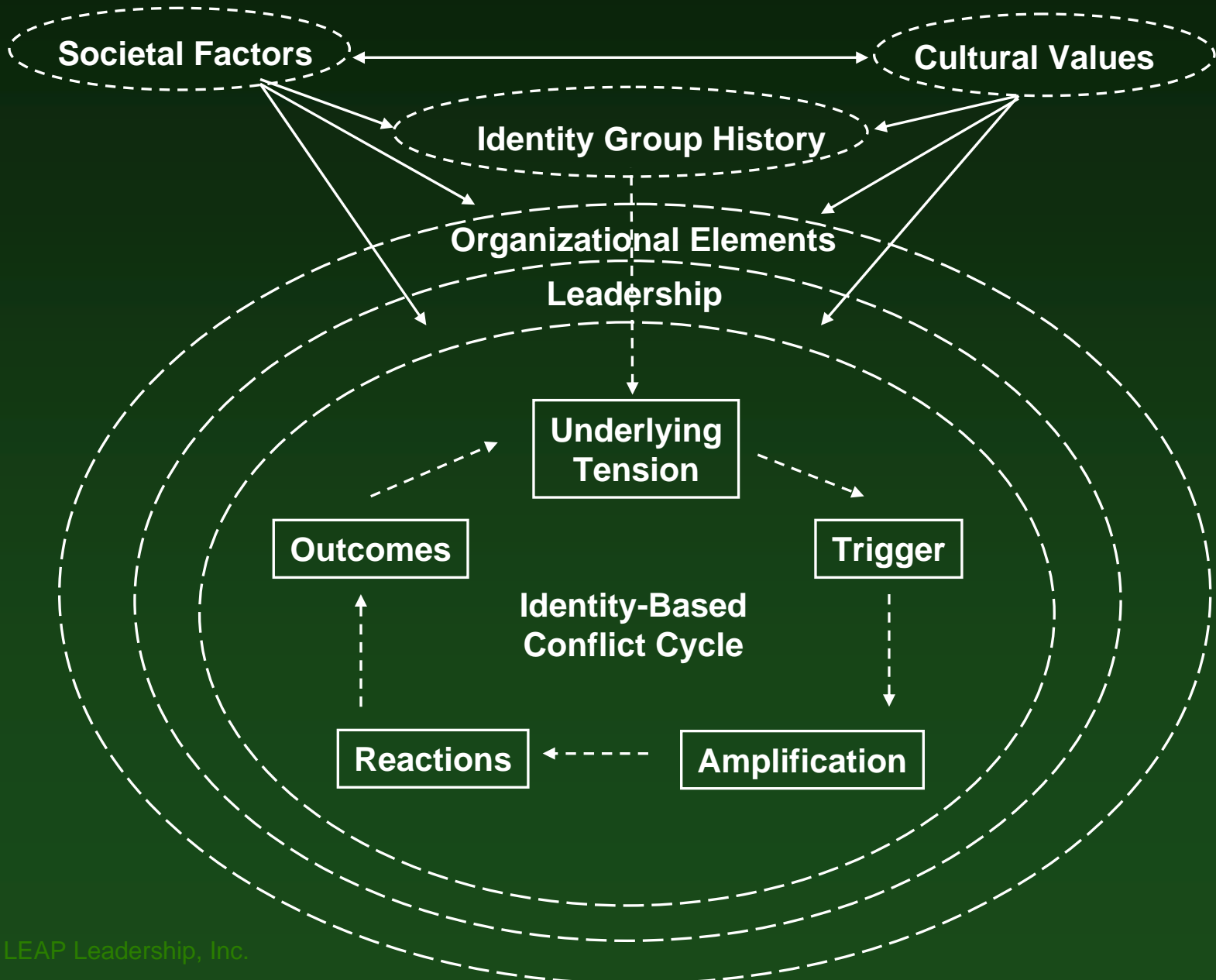
Emotional Intelligence (EI)

- Definition: The ability to perceive and express emotions, to understand and use them, and to manage emotions in oneself and other people.*
- The four dimensions of EI:
 - Self-awareness
 - Self-management
 - Social awareness
 - Social skill

Globalization and Leadership Across Differences

Trend #4

Globalization and Leadership Across Differences



Energy

Energy

1. Know the signals – pay attention to the stress
2. Create a ritual
3. Get away
4. Build a support system
5. Recover
6. Maintain a sense of optimism

Recap

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