Integral Leadership Dynamics

INSIGHT REPORT

THE NEED FOR EXPANSIVE AND AGILE LEADERSHIP DEVELOPMENT

Our point of view

We live in an increasingly complex, interconnected world where quality attention to internal and external customers, strategic allies and other stakeholders is essential for business success.

Trends

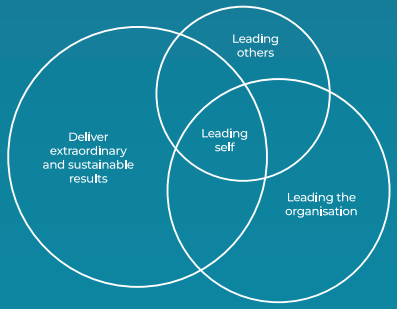
While specific future developments are increasingly difficult to predict, there are two deep trends we can predict with great certainty:

THE PACE OF CHANGE
Will continue to increase

COMPLEXITY AND INTERDEPENDENCE
Will continue to grow

Our approach

We support leaders to become self-aware, authentic and influential in their leadership. They become experts in leading others through the quality of their conversations and focusing on the culture they want to foster.



FROM 'DOING' TO 'BEING'

To enjoy sustained success, companies need to develop a level of organisational agility that matches the increasing level of change and complexity in their business environment.

One of the major reasons for this continuing "agility gap" is the need to develop more agile leaders. To develop teams and organisations, with the level of agility demanded by today's turbulent business environment, companies need leaders who embody a corresponding level of agility.

In order to effectively make the expansion from managing to leading, your leaders need to develop several capacities and skills.

They will also need to adopt a new set of practices, habits and behaviours to make the shifts required to embed the new identity they are creating.

KEY CAPACITIES AND SKILLS

Some of the key capacities and skills that are essential

1

A Coaching Mindset

Adopting a Coaching Mindset and the skills to empower, evoke excellence, innovation and outstanding performance.

2

Systems Thinking

The ability to switch between detailed focus and big-picture thinking, while maintaining a broad understanding of complex systems in business, human dynamics and global contexts.

3

Balancing Power, Task and Relationship

Understanding the human nature of motivation, inspiration and alignment to achieve commitment and sustainable results. Courageously using power when appropriate.