

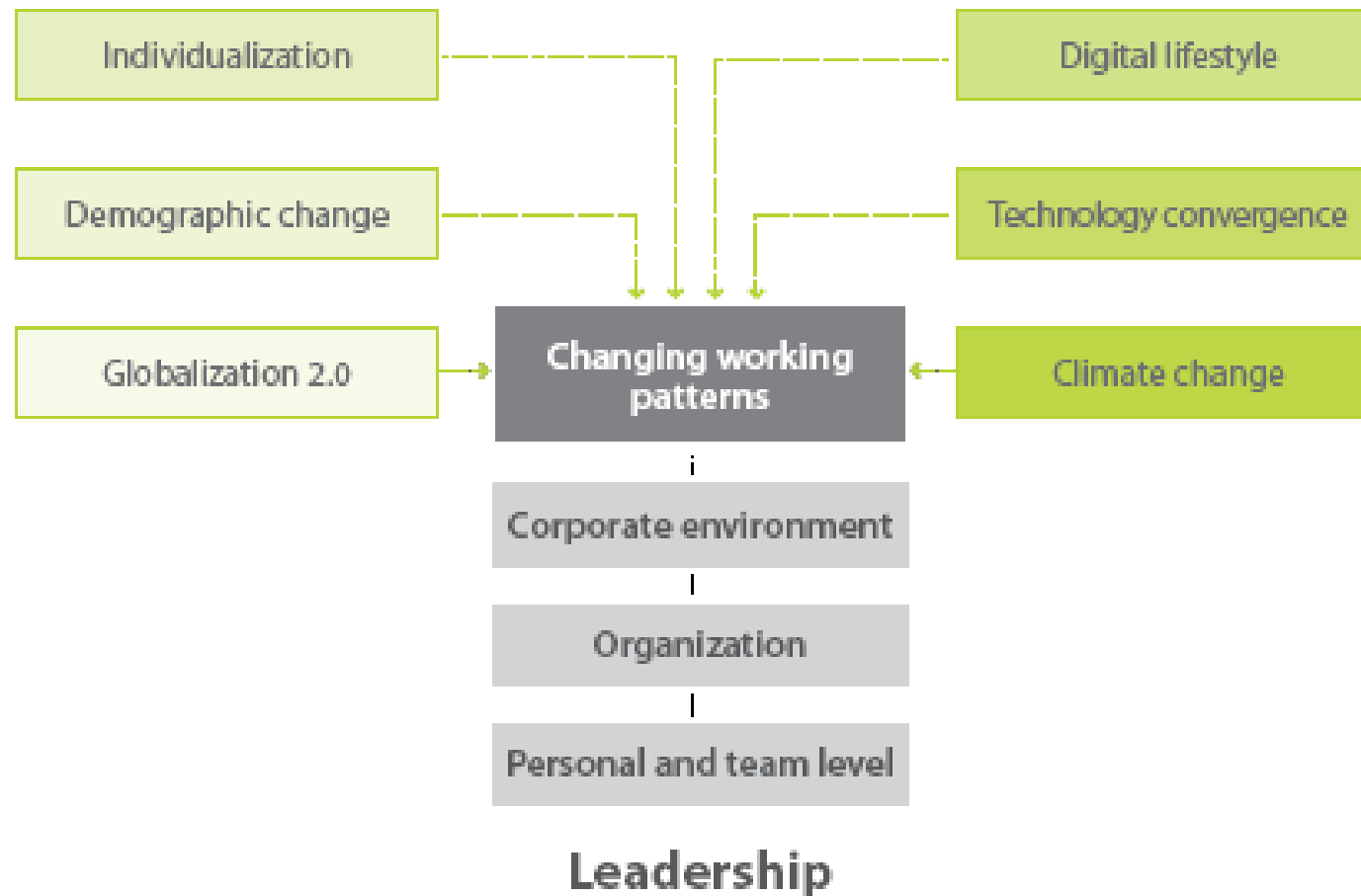
Lettura

Building the new leader

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<http://www.haygroup.com/leadership2030/>

I trend globali di cambiamento...



...e l'impatto sulla leadership

“ Leaders will have to be multilingual, flexible, internationally mobile and adaptable. But, most crucial of all, they must be highly collaborative and have strong conceptual and strategic thinking skills ”

New leadership competencies

I leader di domani si trovano ad affrontare sfide su tre livelli: cognitivo, emozionale e comportamentale

Cognitive

Leaders need new forms of contextual awareness, based on strong conceptual and strategic thinking capabilities.

They need to be able to conceptualize change in an unprecedented way, again based on conceptual and strategic thinking.

Leaders need to exhibit new forms of intellectual openness and curiosity.

Emotional

Overall, leaders will need to be much more sensitive to different cultures, generations and genders.

They will need to demonstrate higher levels of integrity and sincerity and adopt a more ethical approach to doing business.

They must also tolerate far higher levels of ambiguity.

Behavioral

Leaders must create a culture of trust and openness.

As post-heroic leaders they must rethink old concepts such as loyalty and retention and personally create loyalty.

Collaboration – cross-generational, cross-functional and cross-company – will be their watchword.

They must lead increasingly diverse teams.