Leadership in a Digital World

Gordon Barker

Webinar Focus

- A new way of leading?

- Digital leadership framework
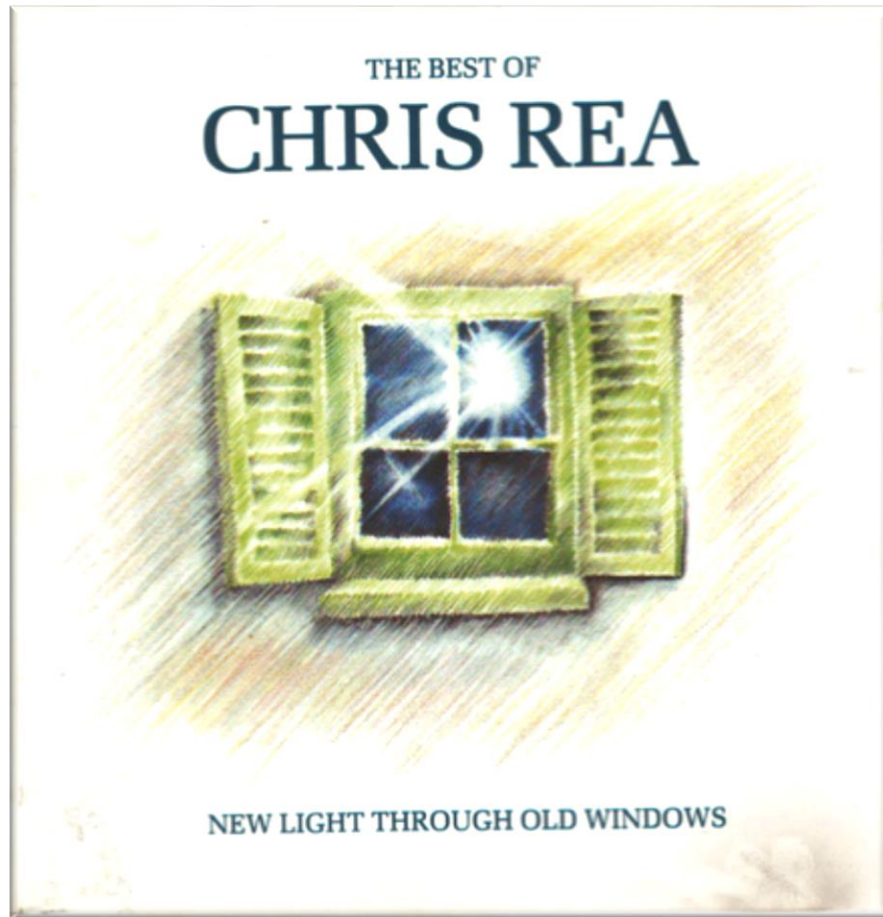
LEADERSHIP IN A DIGITAL WORLD

A NEW WAY OF LEADING?

A quick reality check

- 54% of managers around the world **don't want** to manage people

- Pale, stale male syndrome is beginning to change
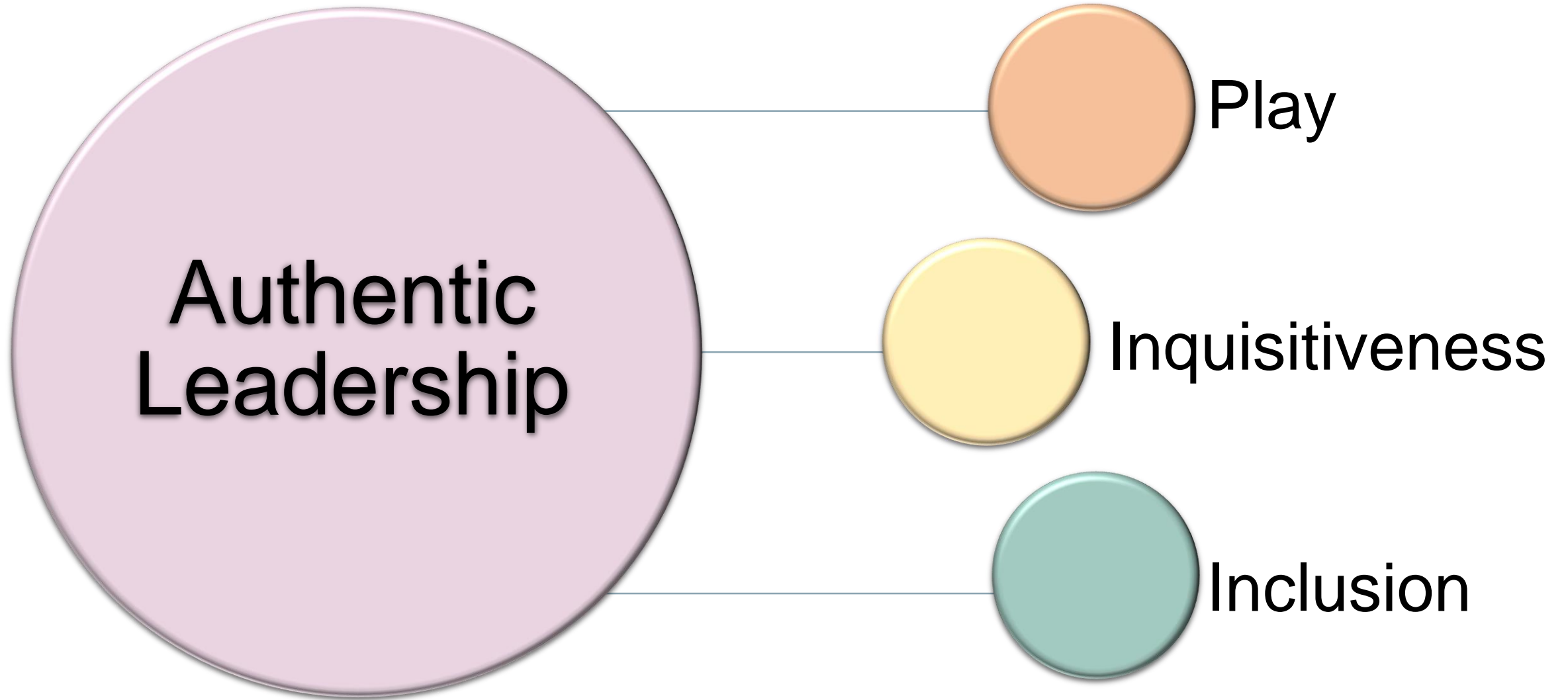
Old light through new windows

Core leadership principles will still serve you well

Disruptive technology makes high quality leadership **an imperative,** not a nice to have

Leading In Any Environment…

"Is simple,

but it isn't easy"

A Digital Leadership Framework

Authentic Leadership

Play

Inquisitiveness

Inclusion

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MY AUTHENTIC LEADERSHIP
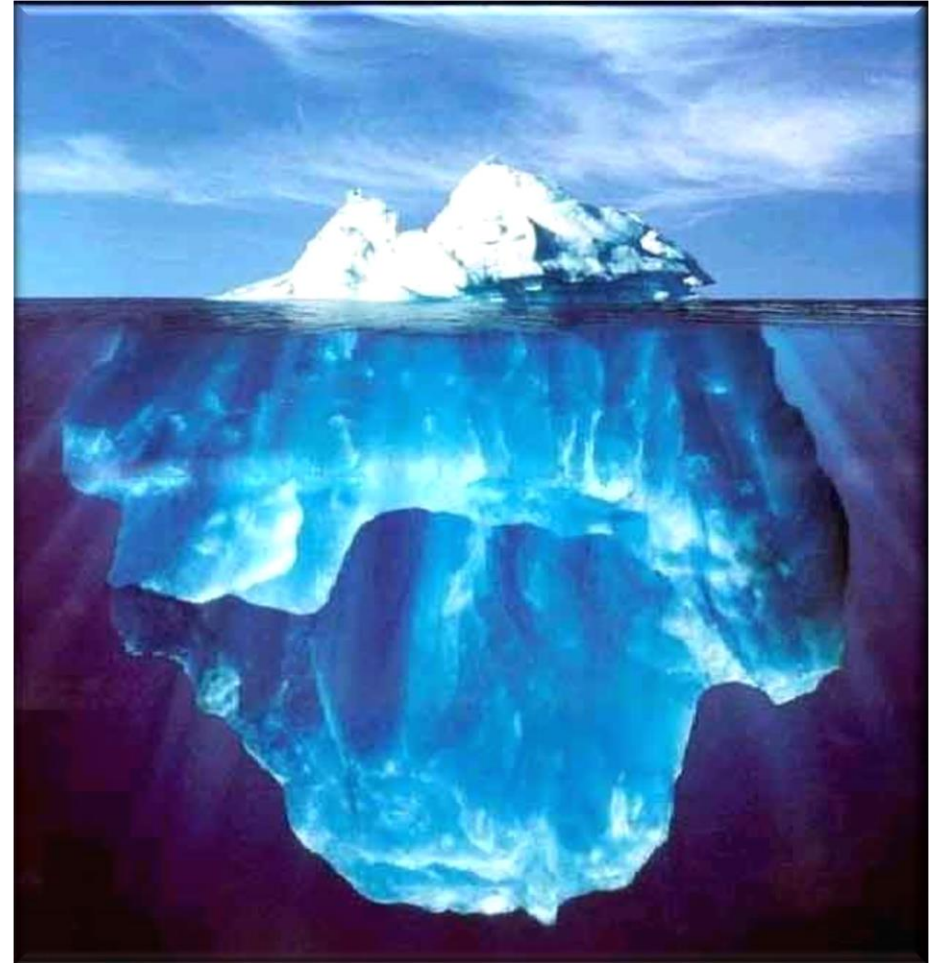
Key Philosophy

BE YOURSELF

BUT

WITH MORE SKILL

Understanding People

Behaviour

Values
Personality
Beliefs
Feelings
Attitudes
Experience

What are my core personal values?

Our values gives us direction within ambiguity

- Be clear about and live your values
- Understand and work with your people's values
- Create shared, explicit values together as a team

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PLAY

Play Allows Us TO

- Explore and be more creative

- Develop new competencies

- Build relationships and resolve conflict

- Enables us to fail quicker and so find what really works

- And we own it

Disruptive Mindsets

ATTACKER MINDSET

Ask yourself – what does it take to disrupt your own business model

AGILE MINDSET

Be willing to experiment, taking new products out, fast

OK TO FAIL MINDSET
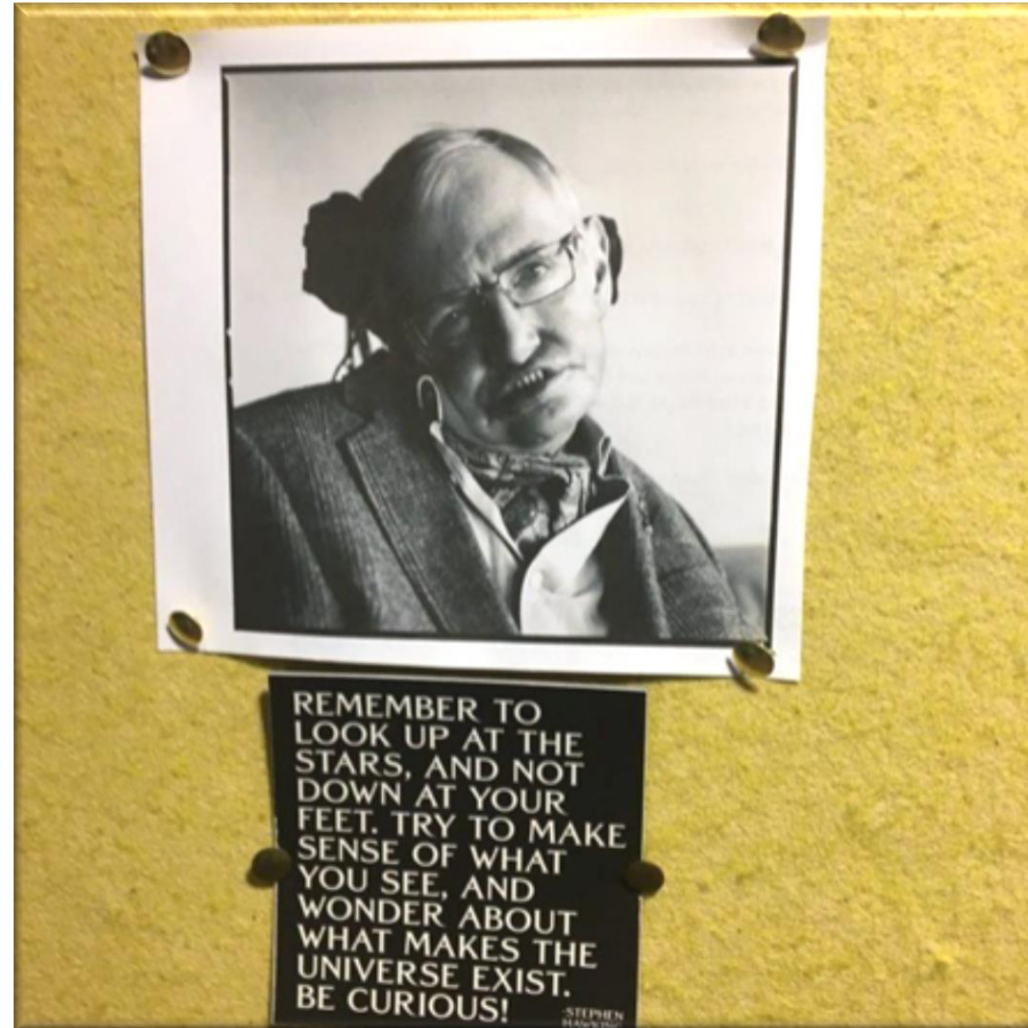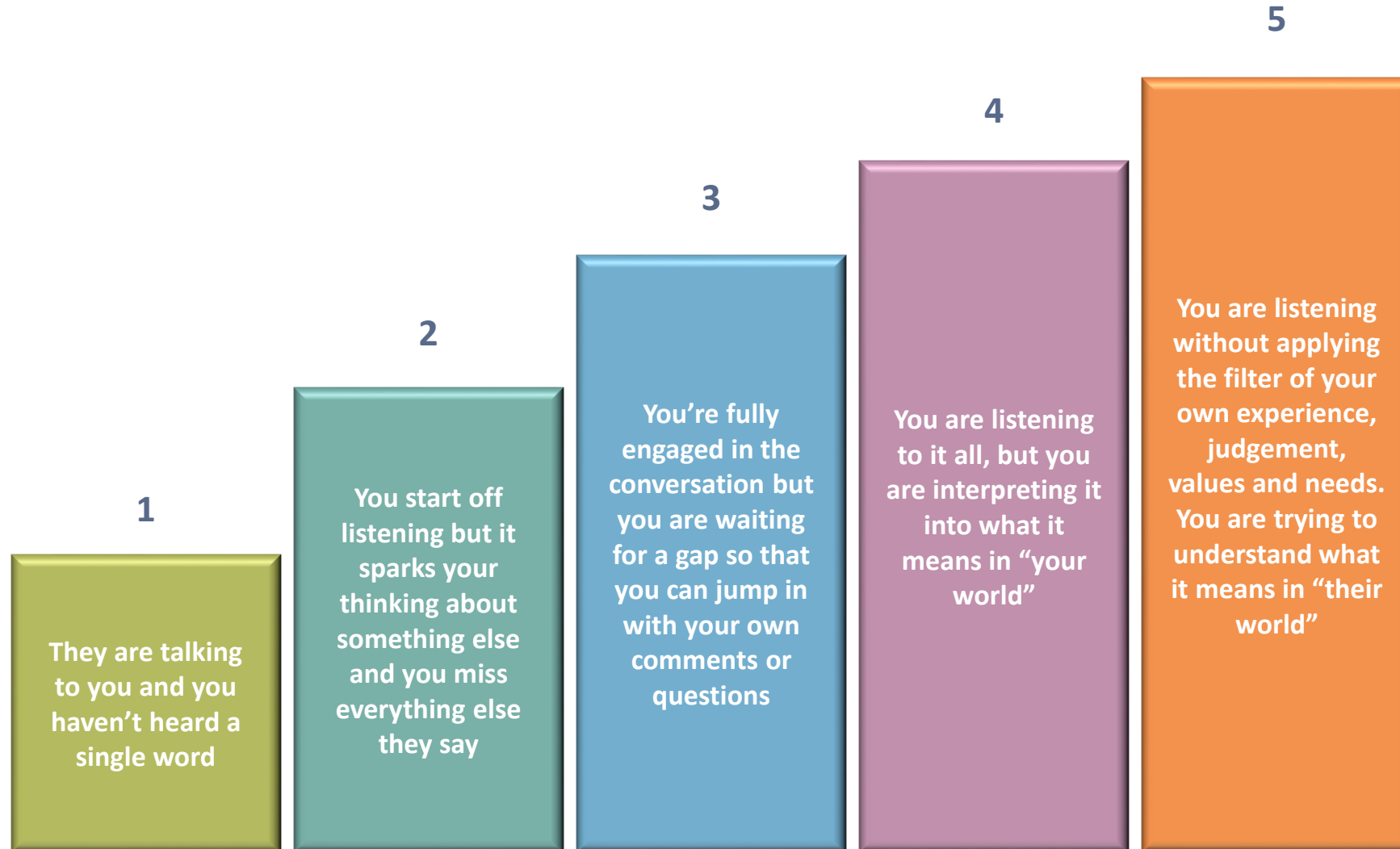
What are the benefits/risks?

The Importance of Play

Anyone who has never made a MISTAKE has never tried anything NEW
-Albert Einstein

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INQUISITIVENESS

Outside His Office At Cambridge University

Levels of Listening

1
They are talking to you and you haven't heard a single word

2
You start off listening but it sparks your thinking about something else and you miss everything else they say

3
You're fully engaged in the conversation but you are waiting for a gap so that you can jump in with your own comments or questions

4
You are listening to it all, but you are interpreting it into what it means in "your world"

5
You are listening without applying the filter of your own experience, judgement, values and needs. You are trying to understand what it means in "their world"

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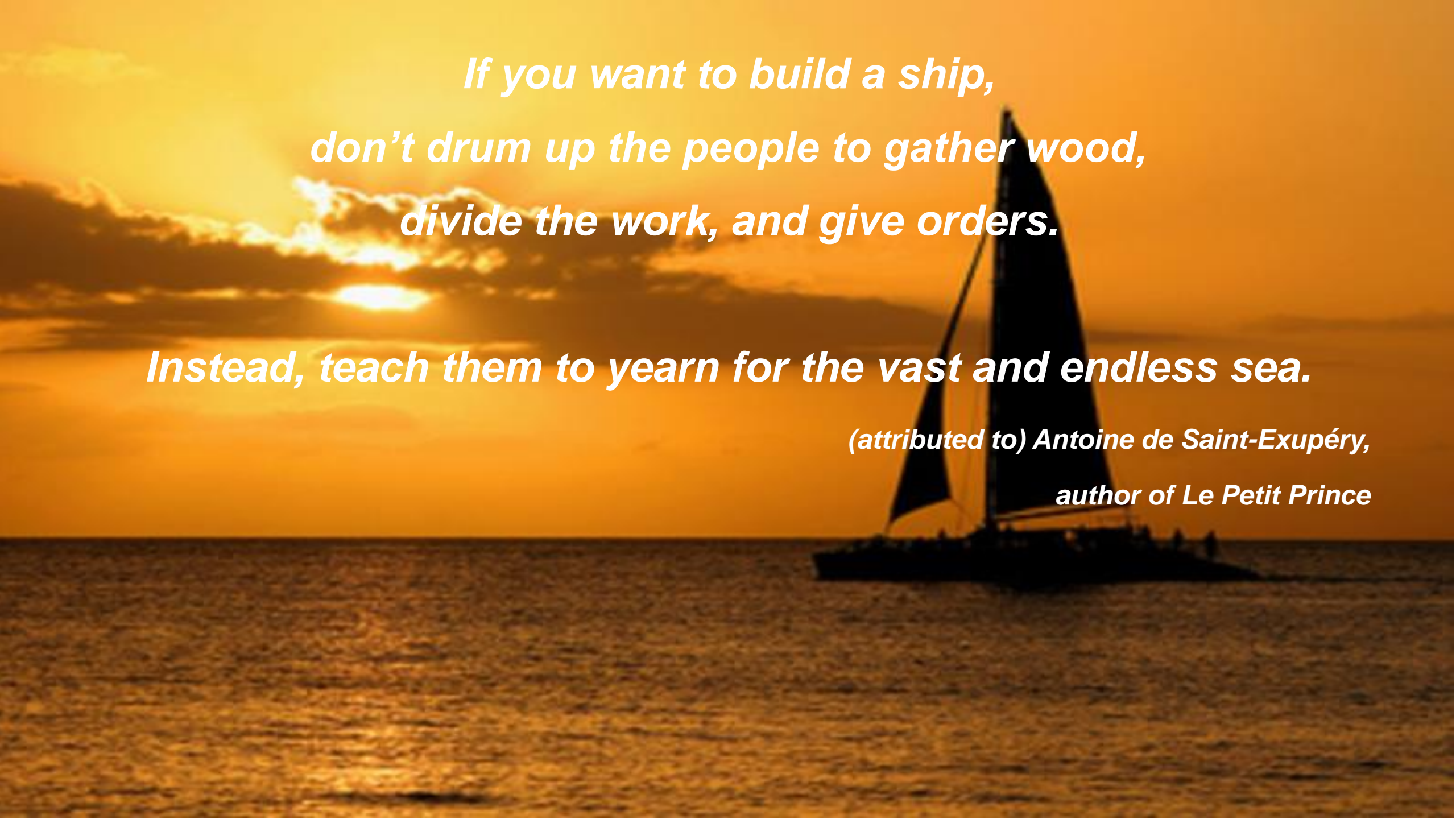
INCLUSION

The value of inclusion

- Wisdom of Crowds first published 1907 by Sir Francis Galton (Darwin's brother-in-law)

  - Asked 787 villagers to guess the weight of an ox

  - No one right, average nearly exactly right

- Evolved our understanding – collective intelligence

  - 'Many wrongs' principle of shoals, flocks and swarms (Iain Couzin, Department of Collective Behaviour, Princeton University)

The Reality Of Change - Hierarchy Or Social Democracy?

- Even within highly socially structured species, movement decisions emerged via a shared process
  - Democracy is far more of an inherent trait of collective behaviour than we use to believe (Strandburg-Peshkin *et al.*)

If you want to build a ship,

don't drum up the people to gather wood,

divide the work, and give orders.

Instead, teach them to yearn for the vast and endless sea.

(attributed to) Antoine de Saint-Exupéry,

author of *Le Petit Prince*

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