



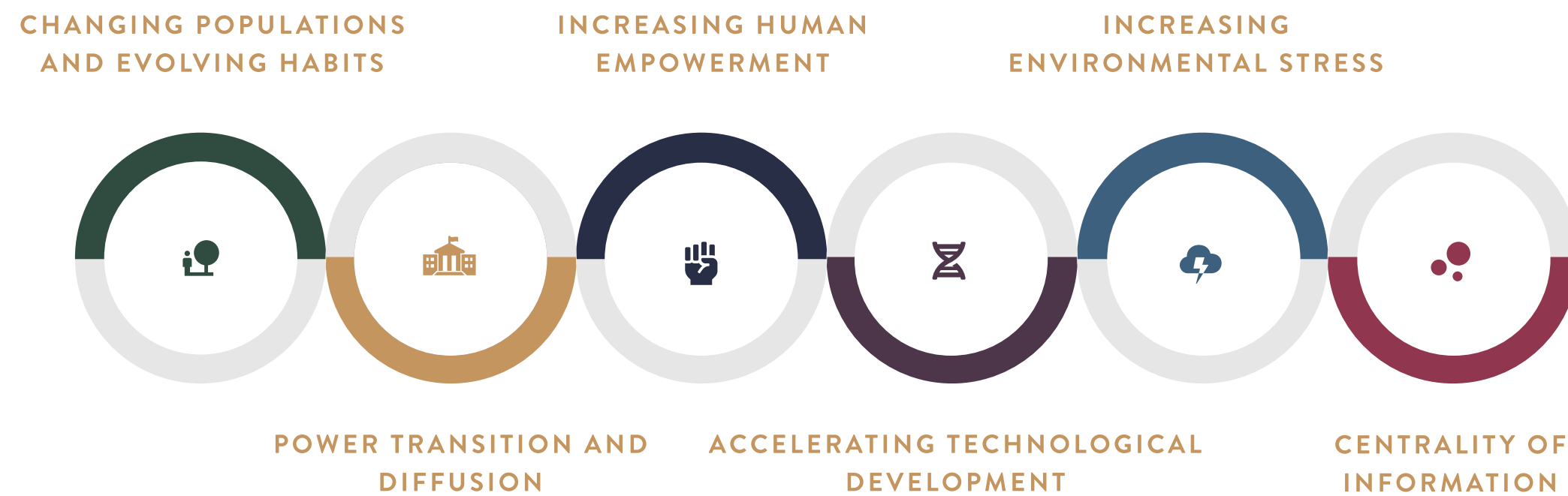
LEADERSHIP CAPABILITIES
NEEDED TO NAVIGATE THE FUTURE



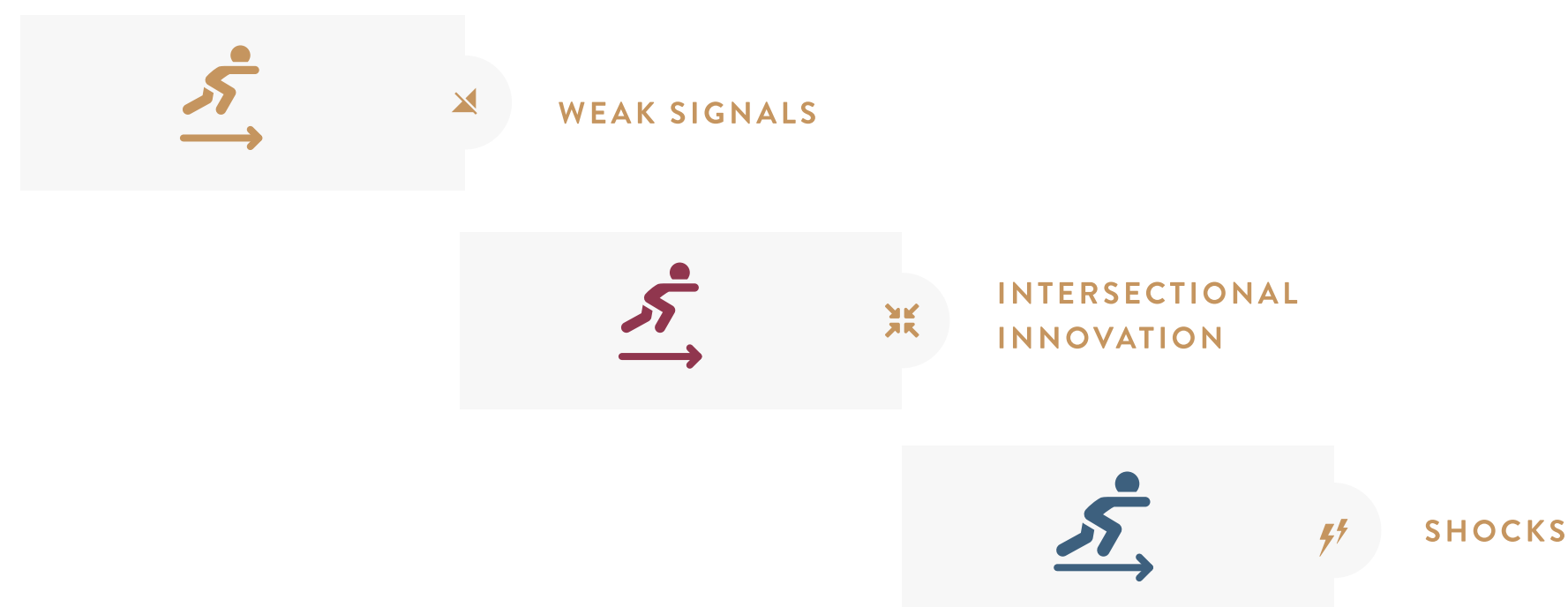
LEADERSHIP CAPABILITIES NEEDED TO NAVIGATE THE FUTURE

When developing leaders for the future there is a need to understand the changing landscape that we face and therefore the skills, capacities and mindset that leaders will require in order to navigate an often unpredictable future.

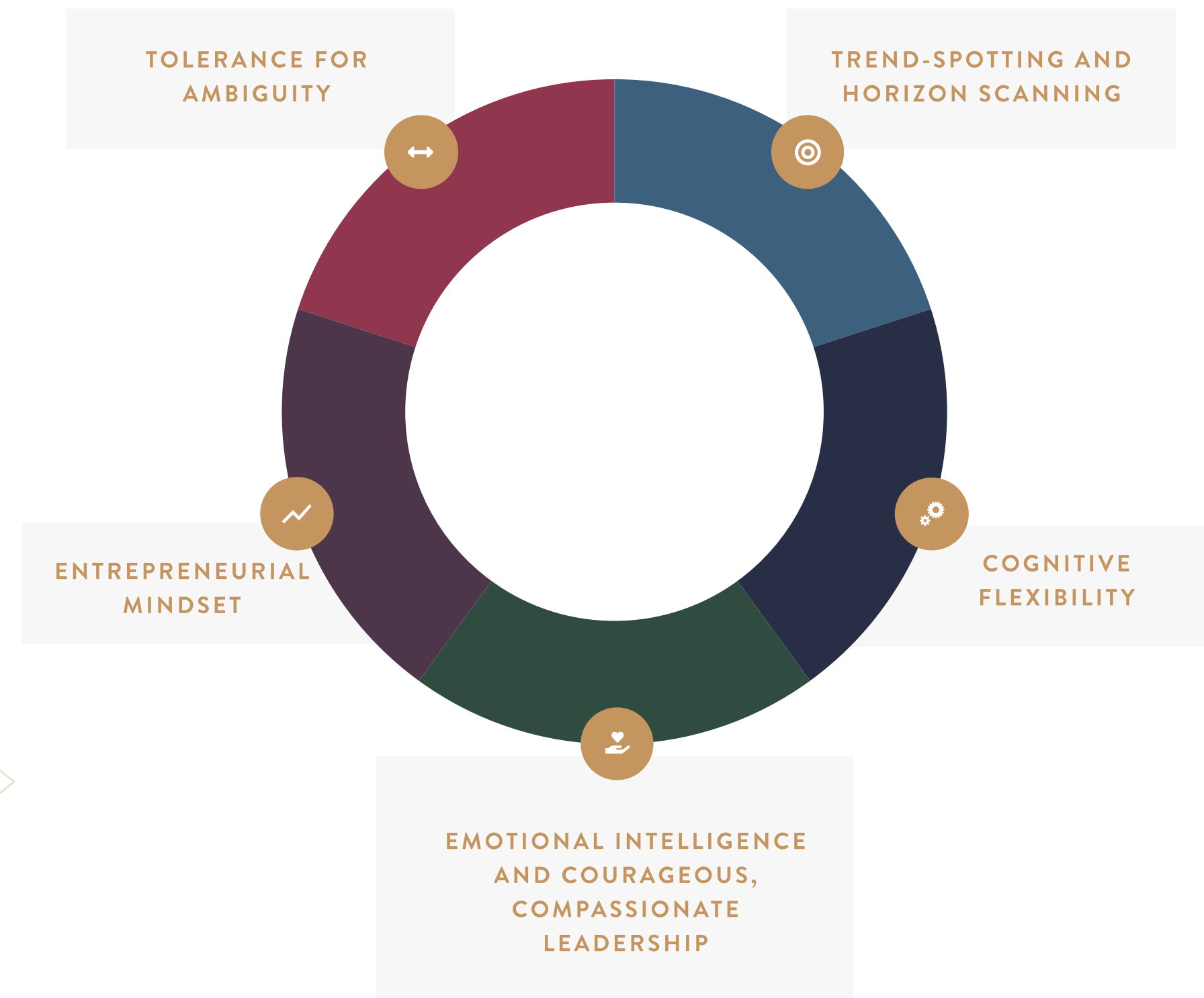
SIX KEY DRIVERS OF DISRUPTIVE CHANGE



MODERATING FORCES



ATTRIBUTES IN FUTURE LEADERS



SIX KEY DRIVERS OF DISRUPTIVE CHANGE

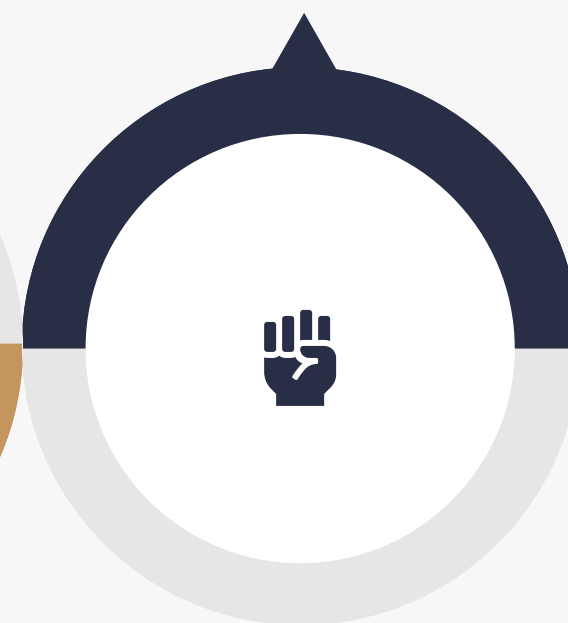
CHANGING POPULATIONS AND EVOLVING HABITS

The global population will reach 9.8 billion by 2050 but growth will be unbalanced across regions. Ageing societies will demand increased spending on health and welfare with a strain on public budgets. Migration is likely to increase boosting economies but risks fragmenting societies. Megacity living will grow with inequality rising.



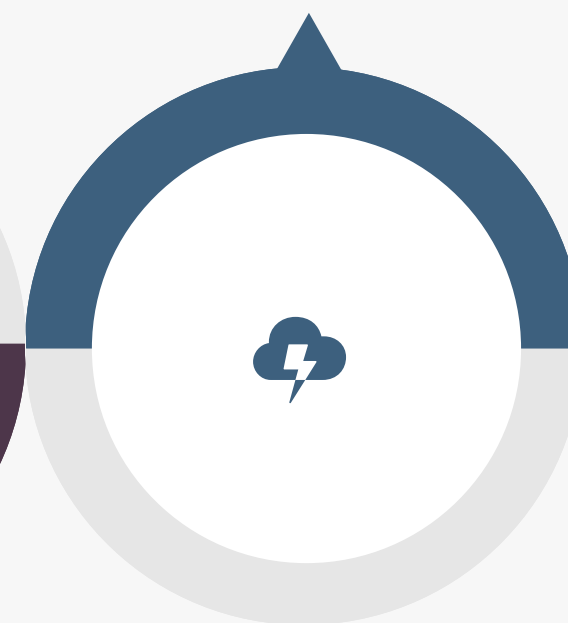
INCREASING HUMAN EMPOWERMENT

The growing number escaping absolute poverty but still with growing inequalities, paired with access to limitless information leads to individualised personal empowerment but more fragmented societies. The growing divide between liberalism and traditional views leading to friction and more authoritarian governments.



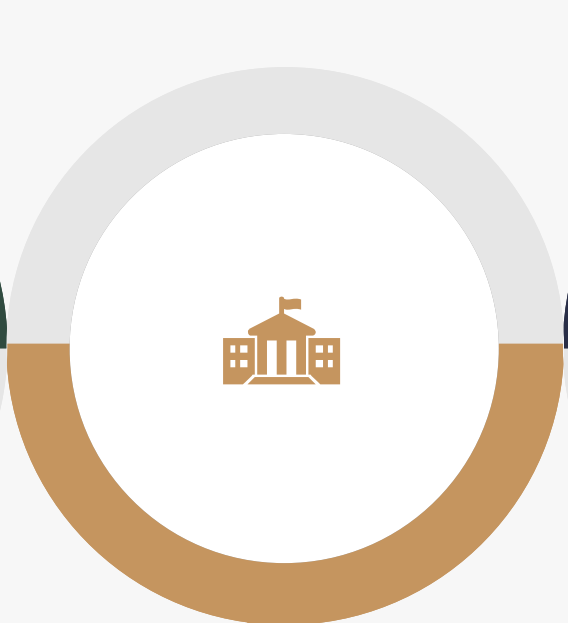
INCREASING ENVIRONMENTAL STRESS

The volatile climate, erosion of habitats and collapse of ecosystems will lead to increasing climate refugees and migrants. This will in turn put pressure on local services, supply chains, transport and trade. Improvements in water management, power, waste and agriculture might meet rising demand but requires investment and wide-spread action.



POWER TRANSITION AND DIFFUSION

As political power becomes more dispersed and contested and the rise of multinationals increase, sovereignty of the state is likely to erode further or demand concessions, fostering a more hybrid state of governance is likely to come to the forefront.



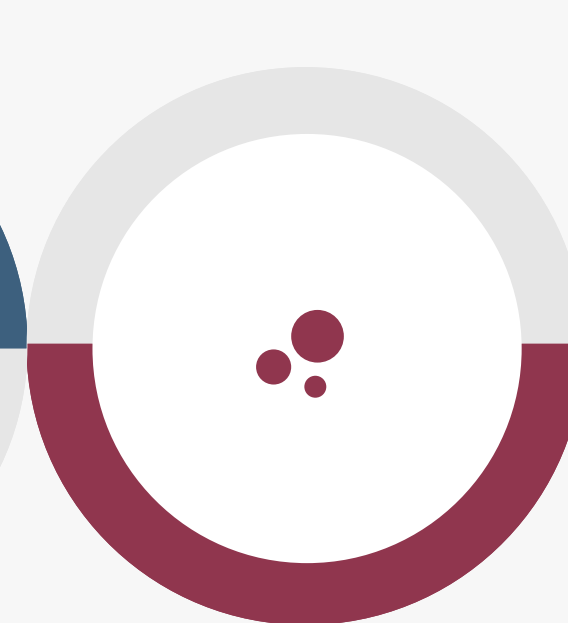
ACCELERATING TECHNOLOGICAL DEVELOPMENT

A more automated world sees the fusion of physical, digital and biological worlds, accelerating development. Precision medicine and gene editing will see the address of previously untreatable conditions. Transport will become faster, cleaner and cheaper and automation will make way for the development of new products.



CENTRALITY OF INFORMATION

Increasing processing power, the volume and variety of data is driving AI. Digitisation is changing how people interact and commerce shifting from product to service. Information will become increasingly important. Risks of social media echo chambers, increasing polarisation but also collaborative action.



MODERATING FORCES

THESE KEY DRIVERS ARE NOT A GIVEN, MONITORING INNOVATION AND DISRUPTIVE CHANGE ARE MODERATED BY AT LEAST THREE FORCES



WEAK SIGNALS

Early indications of an enduring or impactful trend which could influence prevailing norms. The challenge with this is knowing what to pay attention to, either screening out useful insights or perpetual hypervigilance.



INTERSECTIONAL INNOVATION

When two or more drivers of disruptive change interact, or when there is development in a number of different areas, the consequences are harder to predict. The interaction of drivers and innovations create dynamic, rapidly evolving and accelerating universe of change.



SHOCKS

Low probability, high impact events are hard to predict what course they will take. However, our increased interdependence and connectivity, with an increasing rate of change makes the unexpected almost inevitable.

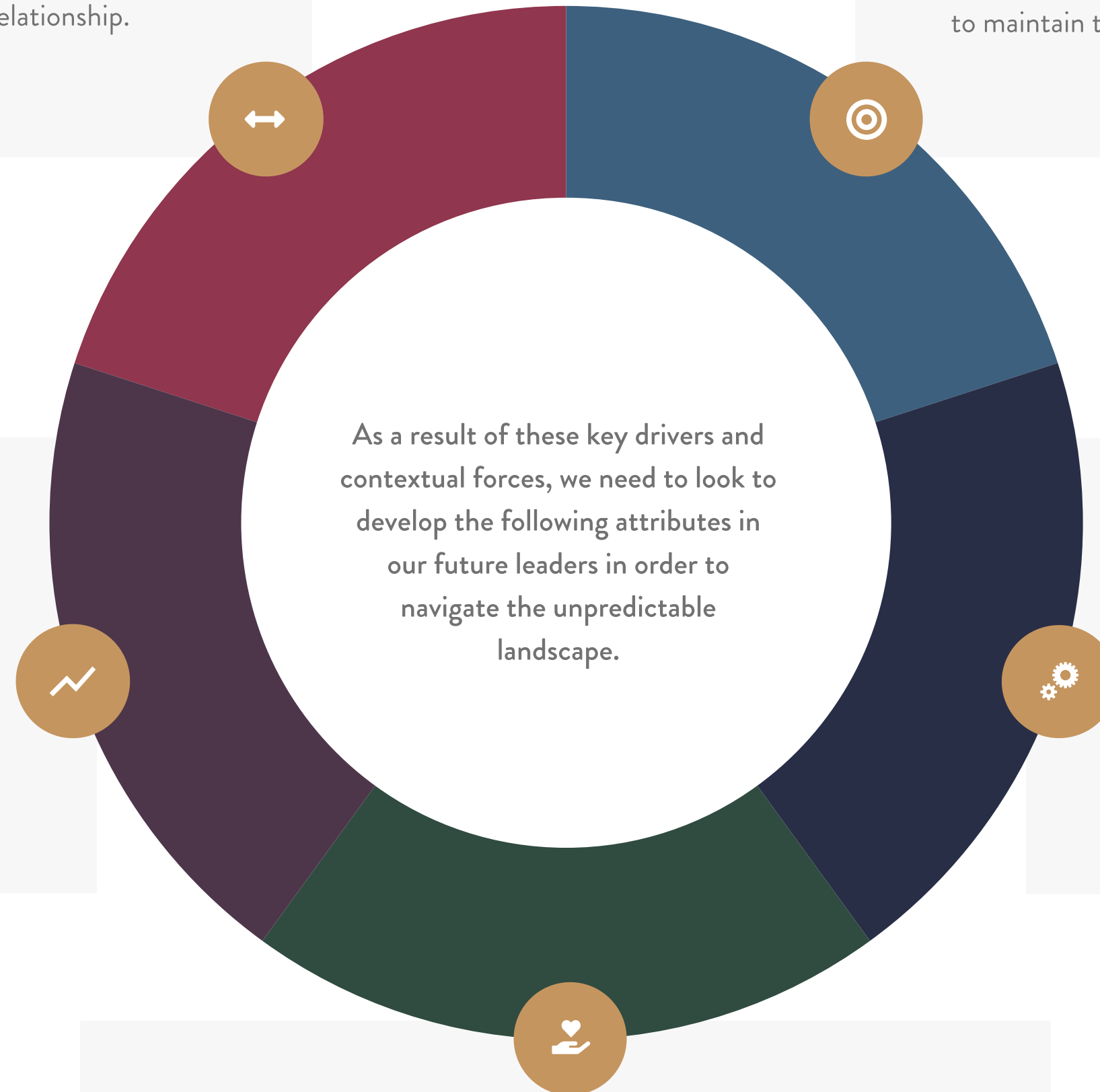


TOLERANCE FOR AMBIGUITY:

leaders need to support development of a range of options where interventions are unlikely to have a direct cause-effect relationship.

TREND-SPOTTING AND HORIZON SCANNING:

capabilities and a methodology to analyse signs and extrapolate beyond the now - as well as the commitment to maintain the up-and-out focus as a leadership practice.



ENTREPRENEURIAL MINDSET:

drawing on the approaches used by serial entrepreneurs including testing small bets/affordable loss, drawing on available means, capitalising on surprises and building a network of collaborators.

COGNITIVE FLEXIBILITY:

the ability to rapidly understand complex concepts outside of ones professional domain and how to apply those insights across different settings.

EMOTIONAL INTELLIGENCE AND COURAGEOUS, COMPASSIONATE LEADERSHIP:

a willingness to step outside comfort zones, to have difficult conversations without fear of failure or reputational damage and to bring others along with them.

ATTRIBUTES IN FUTURE LEADERS



CONTACT US

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