The Future of Leadership: Why Leaders must Evolve or Become Obsolete

- A generation shift: Why people work has changed forever.
- Leading through complexity & Change.
- Purpose & Leadership: The new playbook.
- The real cost of not changing: Leadership failure is expensive.

Carlos Francisco
Founder at Changing Paradigms.co.uk
www.changingparadigms.co.uk

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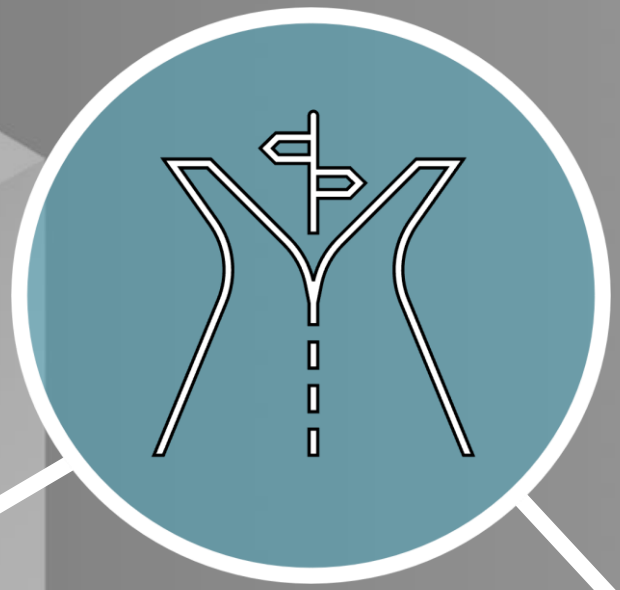
LEADING THROUGH COMPLEXITY



A GENERATION SHIFT

PURPOSE & COSTS

QUESTIONS

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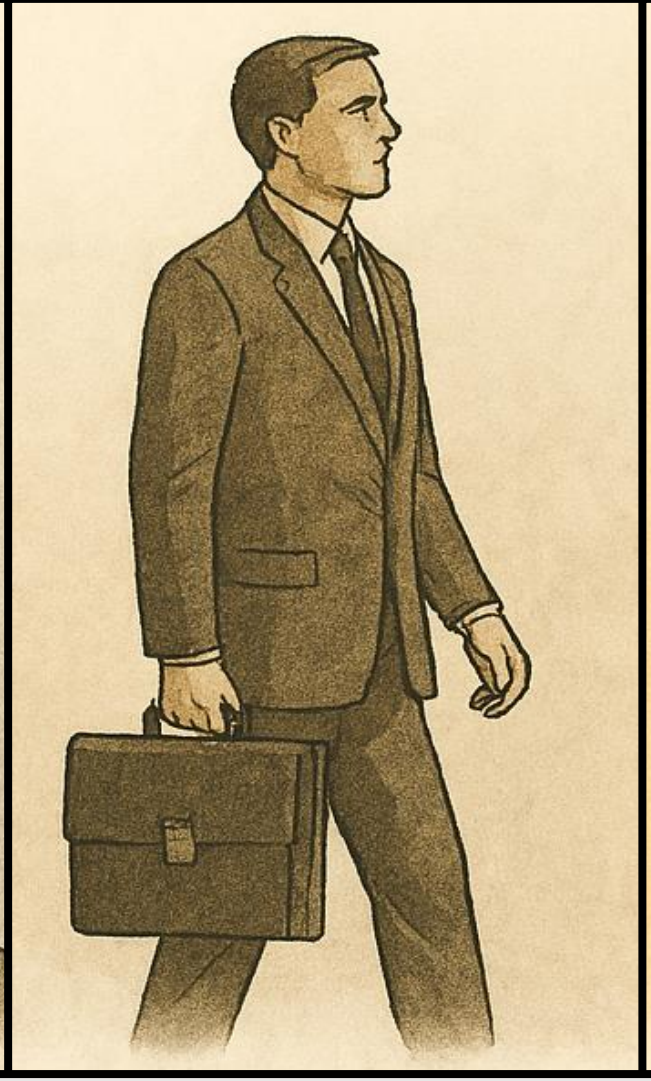
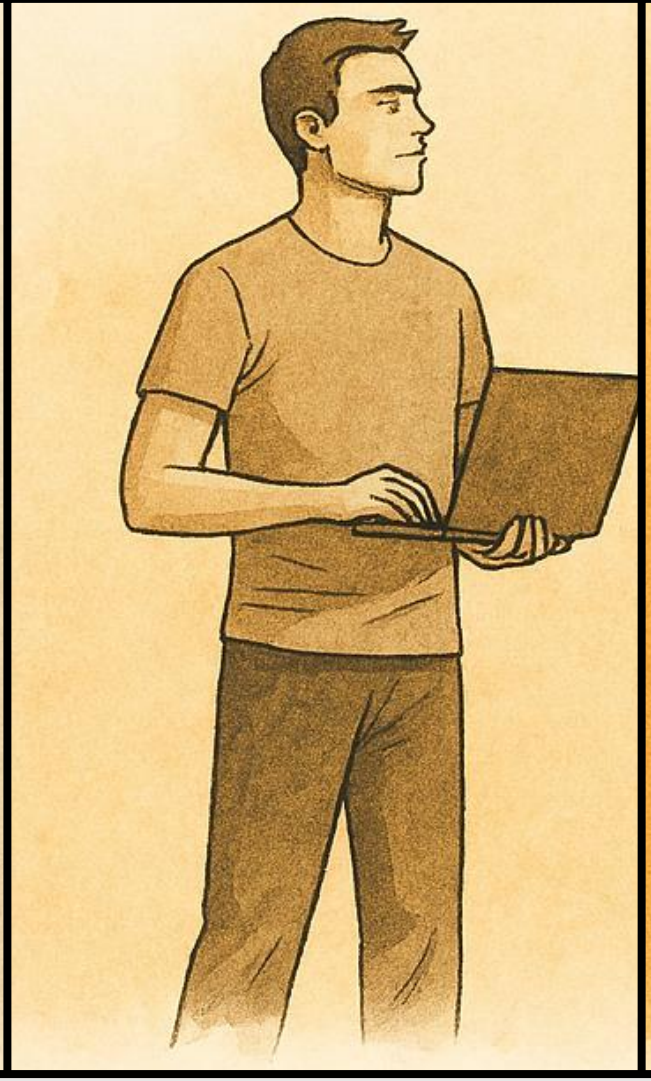
SURVIVAL ERA



SECURITY & STABILITY



FULFILLMENT

SELF ACTUALISATION

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IF THE EXPECTATIONS FROM WORK HAVE CHANGED, LEADERSHIP MUST CHANGE TOO.

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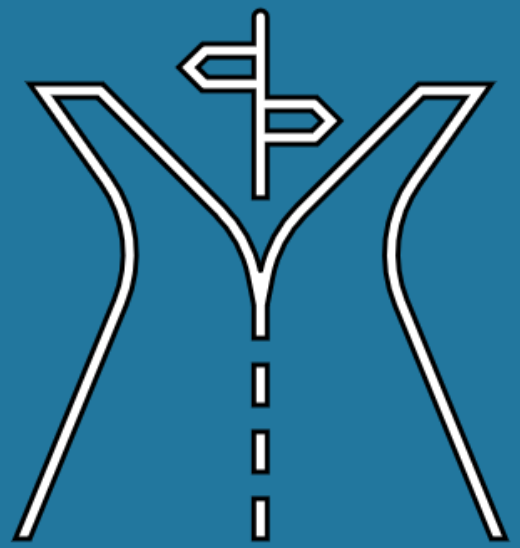
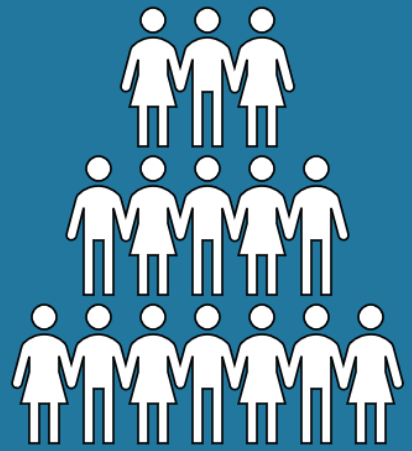
LEADING THROUGH COMPLEXITY



PEOPLE SKILLS

ENVIRONMENT

PEOPLE SKILLS

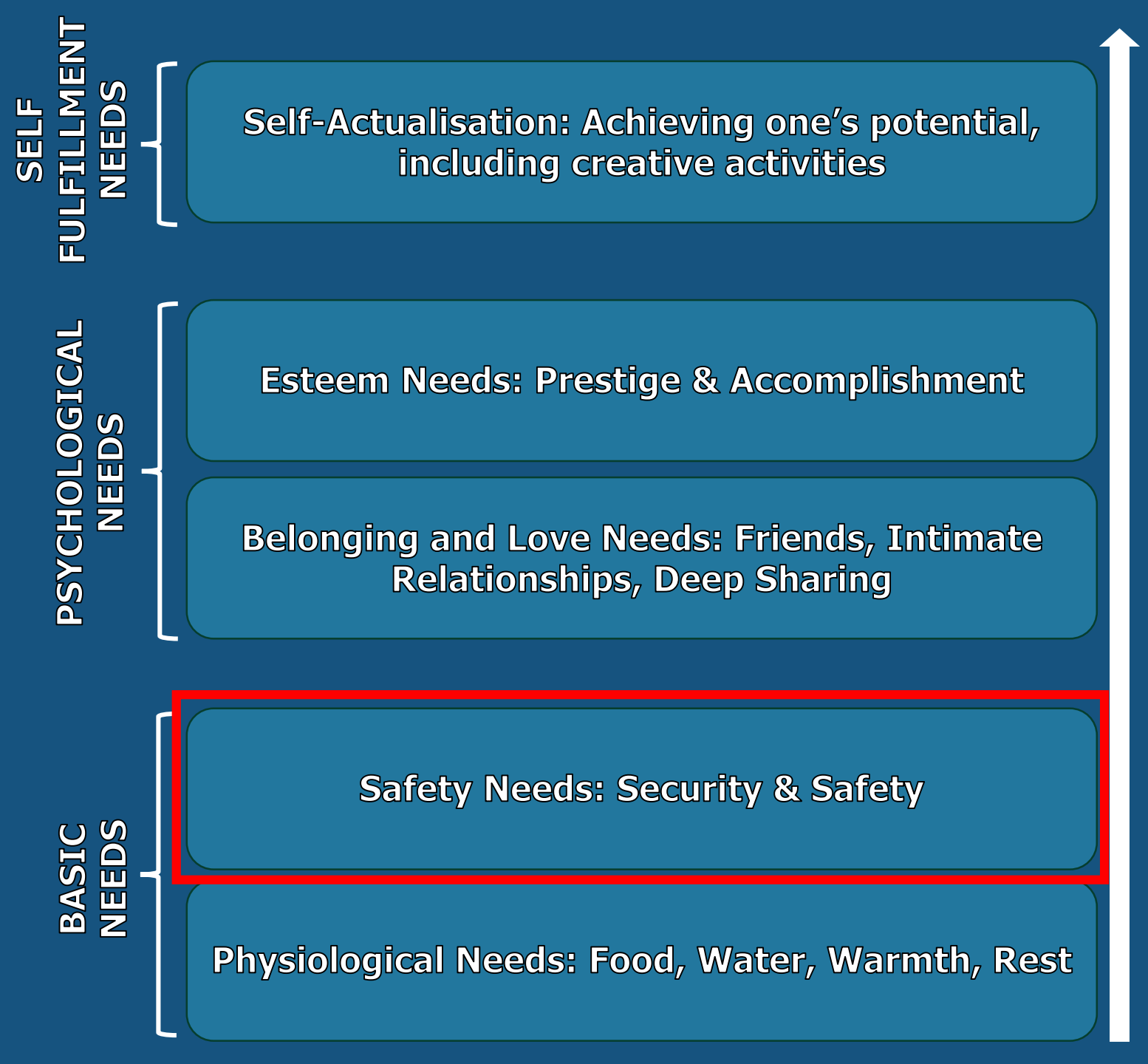


- ACTIVE LISTENING
- EMANCIPATE
- APPRECIATION
- SERVE

ENVIRONMENT

SAFE

CULTURE



SAFE ENVIRONMENT

=

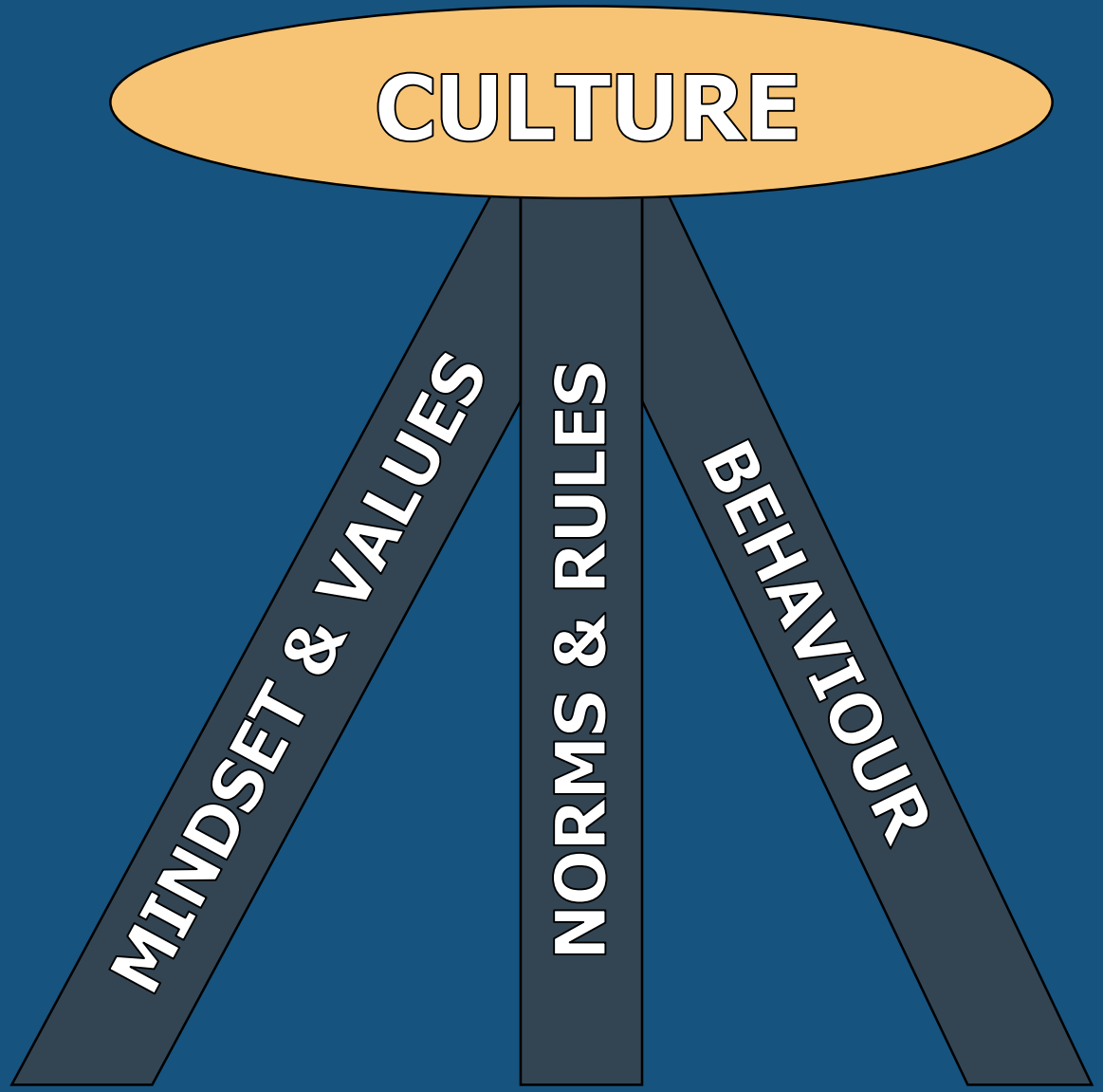
HIGH LEVELS OF TRUST

=

HIGH LEVELS OF ACCOUNTABILITY

=

HIGHER PERFORMANCE



PHILOSOPHY

ANTHROPHOLOGY

SOCIOLOGY

NEUROSCIENCE

PURPOSE & COSTS

PURPOSE

COSTS

LEADERSHIP

PURPOSE

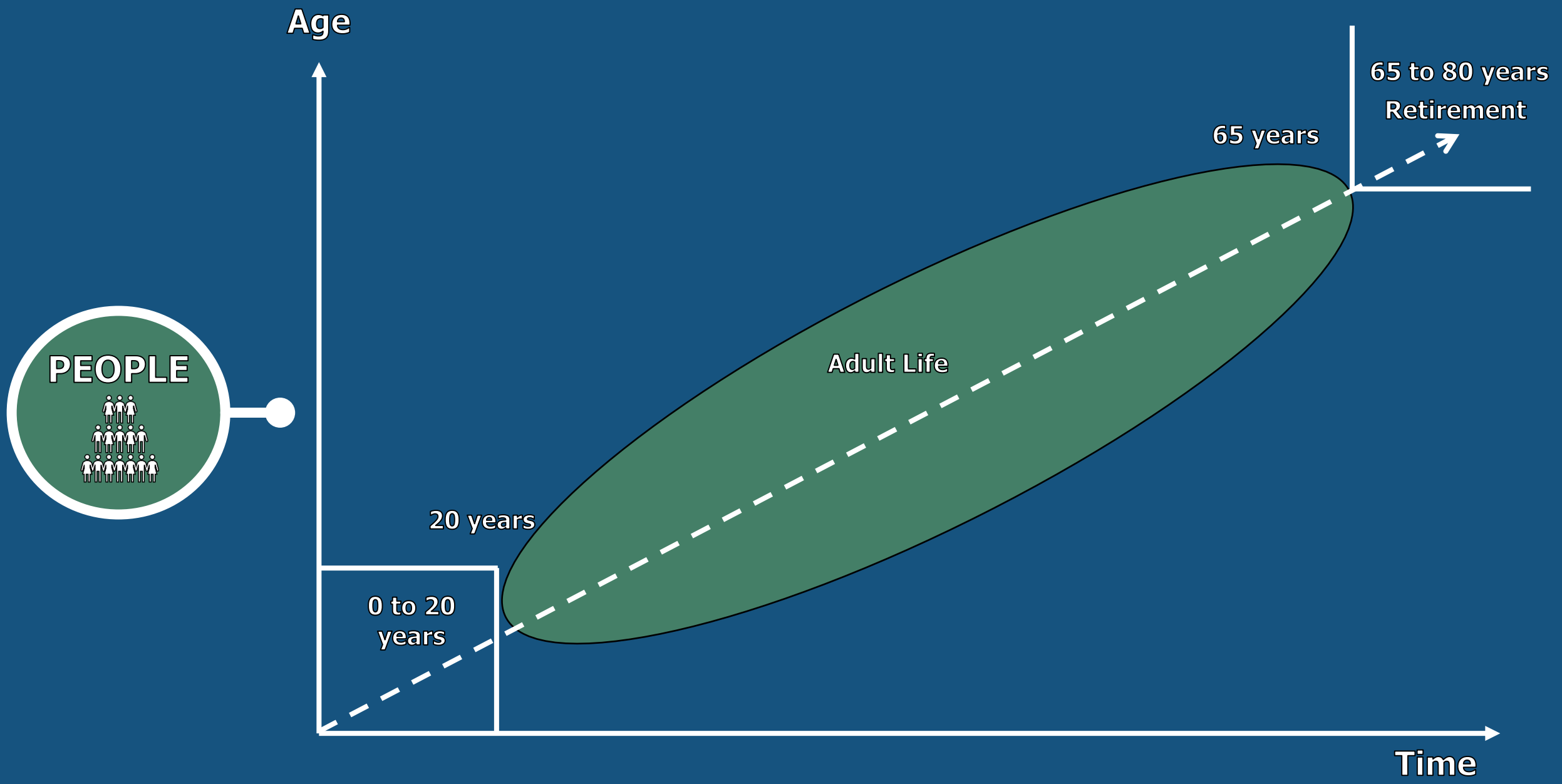
IKIGAI

IKIGAI

PEOPLE

PLANET

PROCESS


Age
PEOPLE
0 to 20 years
20 years
Adult Life
65 years
65 to 80 years
Retirement
Time

70%

Of all transformations fail, exceeding budged costs and missing stated goals.

~~70%~~

Of all transformations fail, exceeding budgeted costs and missing stated goals.

THE REAL COST

- Stress
- Burnout
- Anxiety
- Disengagement
- Lack of Trust
- Fear

LEADERSHIP

STYLES

ATTRIBUTES

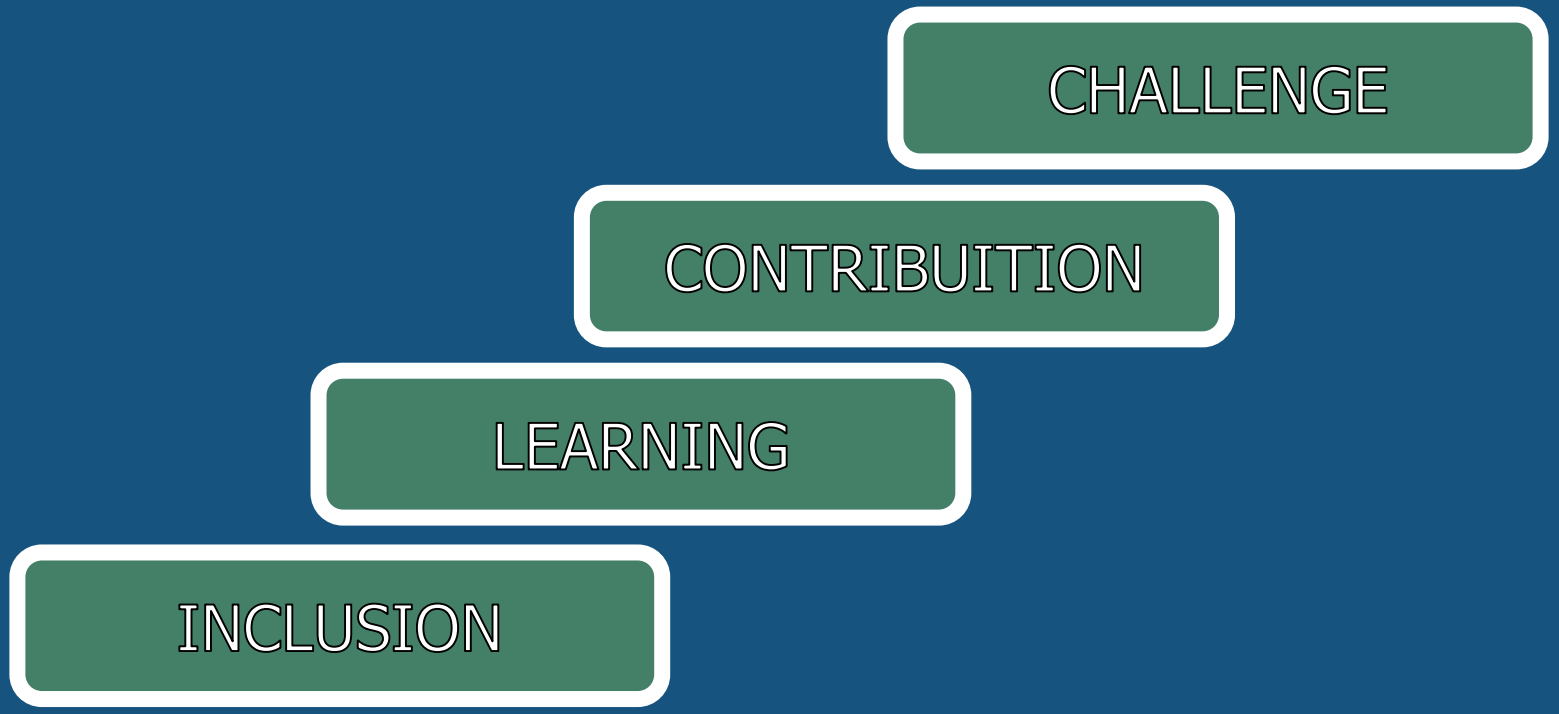
RESPONSIBILITIES

RESPONSIBILITIES

TEAM

SOCIAL RESPONSIBILITY

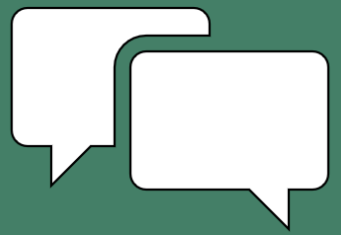
YOU CAN ONLY CREATE TEAMS IF THE WORK ENVIRONMENT IS PSYCHOLOGICAL SAFE.



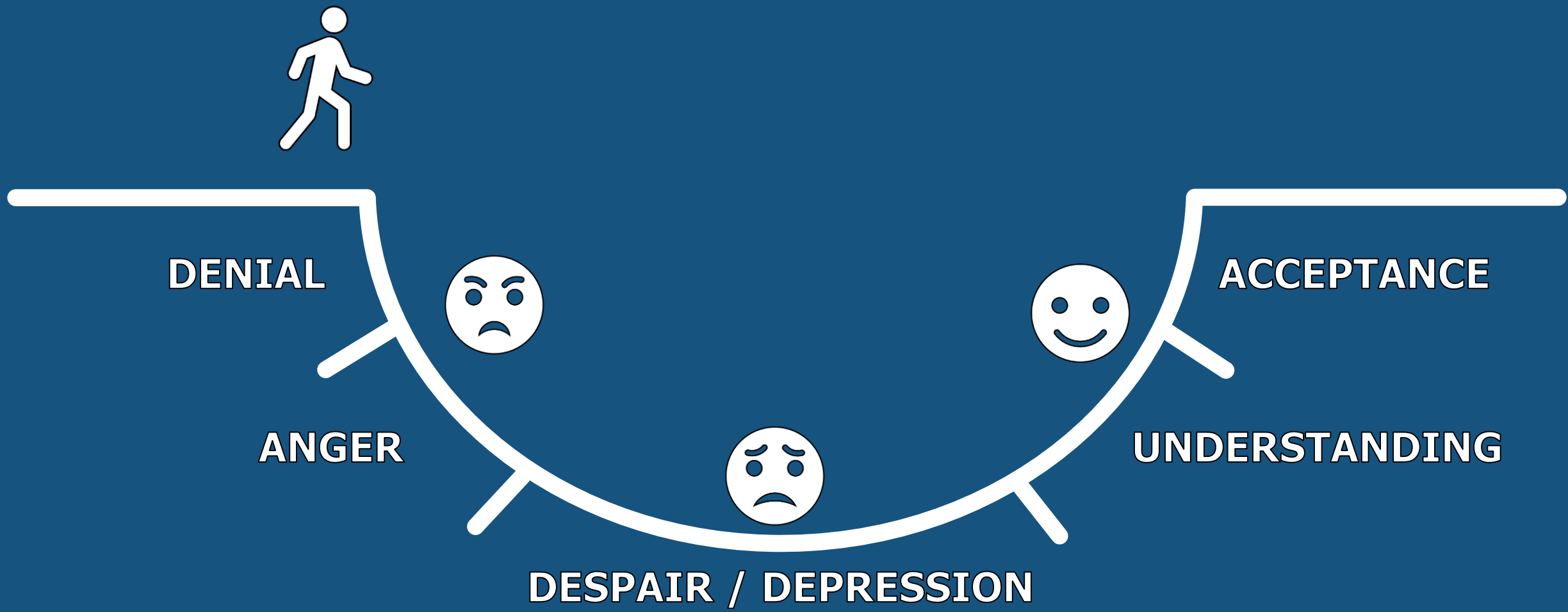
A GROUP OF PEOPLE WORKING TOGETHER, DOES NOT MEAN THEY ARE A TEAM.

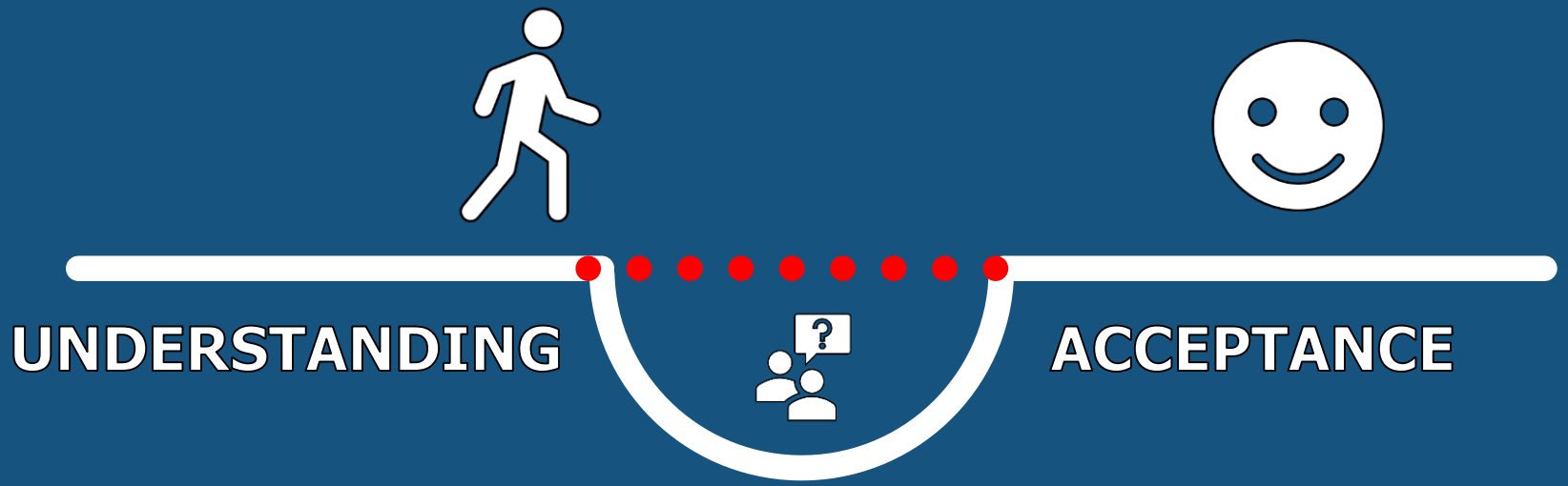
SOCIAL RESPONSIBILITY

DECREASE SOCIAL FRICTION



INCREASE INTELLECTUAL FRICTION


DENIAL
ANGER
DESPAIR / DEPRESSION
UNDERSTANDING
ACCEPTANCE


UNDERSTANDING
ACCEPTANCE

LINKEDIN

QUESTIONS

WEBSITE

CHANGING PARADIGMS

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