

LEADERSHIP – THE CHANGING LANDSCAPE

Artificial Intelligence (AI) is becoming more prominent in the workplace and it is there to simplify some of the mundane tasks we do today and will eliminate some of the jobs as we know them. This means that we need to look to the future and understand the new job roles required to support our business and how our workforce meets these expectations.

The landscape of leadership is therefore changing too. As technology becomes a much bigger part of our lives, we will need to consciously change the way we manage our businesses and our people. We also need to consider how to best inspire and utilize our employees.

When we look at some of the research out there, it is indicating that we need a workforce that can adapt to change rapidly. We need an environment that cultivates innovation and learning to respond to rapid change which allows us to find ways to differentiate ourselves. We need to understand that innovation comes from everywhere in the organization and leaders need to encourage their team members engagement and participation in innovation. Leaders need to have and communicate a clear vision, create an environment of trust and encourage healthy conflict between colleagues. Individuals need to feel they are in a safe environment to share their ideas, take risks and challenge each other to come up with the best solutions quickly. We need to plan for failure and how we will learn from it to enable us to move forward rapidly.

To underpin the ability to rapidly respond to the changing environment, the organization needs to create a learning culture and develop/ leverage learning programs that encompass an integrated approach that focuses on customization to include a real-life situation. By doing this, we remove the burden of 'training' and we solve real problems within the program and integrate the knowledge back into the workplace. The key to this will be to constantly reinforce the key concepts, gain commitment from the team, hold each other accountable and be results focused at an organization level. This means we always look at what we are doing and how it contributes to the bigger picture, rather than what my team is doing and how I am better than the other team.

Some of the researchers are also saying that organizations need to change from a more hierarchical approach to a more networking approach. I look at this and I see teams working together to achieve better organization wide results. Below is my interpretation of how it could look if everyone had a vested interest and understands the vision and how they contribute to it (Figure 1). I believe this can be achieved by creating an organization of distributed leadership. Leaders leading with authority and leaders leading without authority. We all encounter leadership in some form or another, whether it be providing leadership as a manager/leader or as a program/project manager or as an individual and we need to be confident in what we do.

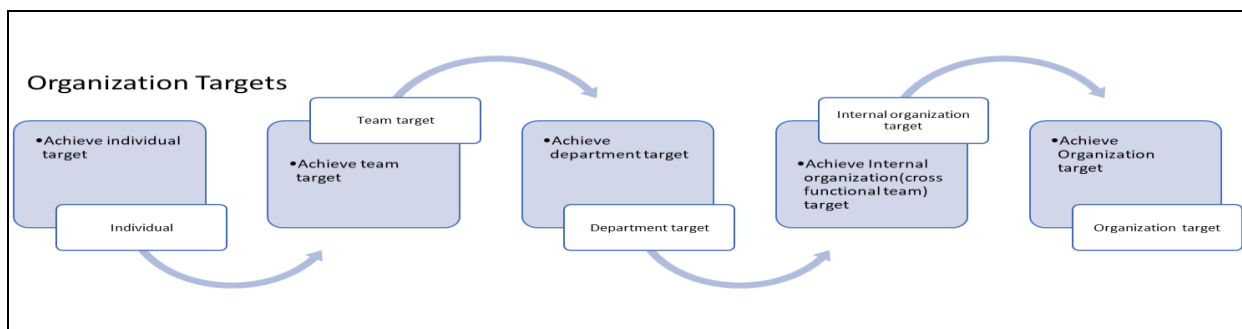


Figure 1