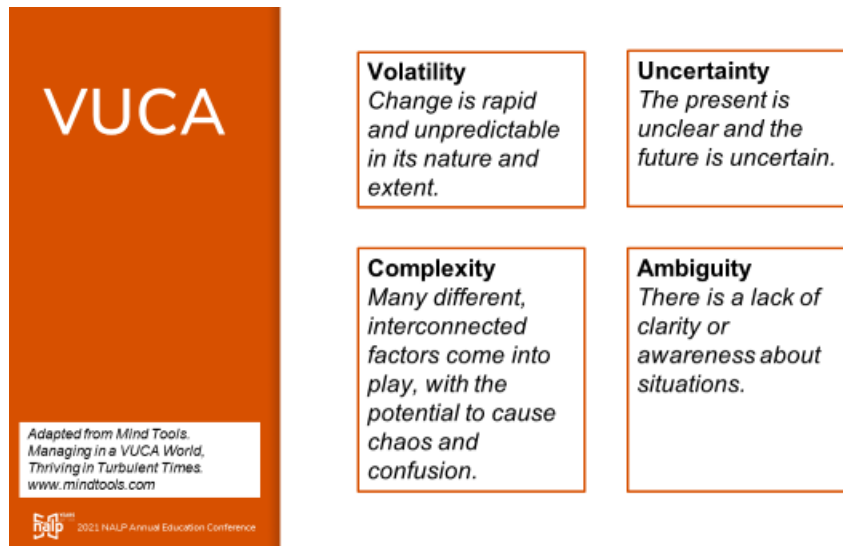


CRITICAL LEADERSHIP SKILLS IN TODAY'S RAPIDLY CHANGING ENVIRONMENT NALP ANNUAL EDUCATION CONFERENCE 2021



Thoughts on Developing Agility in Response to VUCA

VUCA is a reality for 21st century organizations. VUCA makes it challenging to gather significant information at once and formulate long range plans that can become quickly stale and outdated. Focus on shorter time frame strategic objectives.

Ask Yourself - Is My Team Agile?

Agile organizations are:

- Relevant – why is what we are doing important?
- Responsive – do we respond quickly to emerging opportunities?
- Resilient – Do we re-group and re-organize when challenged?
- Resourceful – Do we use the right people, technology and materials to work effectively?
- Reflective – Do we learn from experience?

Develop Your Relational Web

Agile leaders use their Relational Web – the personal system-wide network for mutual support, coordination and resource and idea sharing. This is your own internal network inside the firm and your external networks. Develop and use them! The Relational Web helps us understand what is happening in a VUCA environment and its significance. This helps the brain take risks.

Making the Mental Agility Shift as a Leader

- Hold your mental models lightly. Question assumptions and beliefs. Try on others' perspectives.
- Adopt an attitude of inquiry. Ask more questions. Move from criticizing what is – to being curious about what could be.
- Cultivate confidence. Seek out experiences outside of your comfort zone. Stretch yourself!

Adapted from The Agility Shift Creating Agile and Effective Leaders, Teams, and Organizations by Pamela Meyer ©2015