

How does the world of tomorrow need us to develop leadership today?



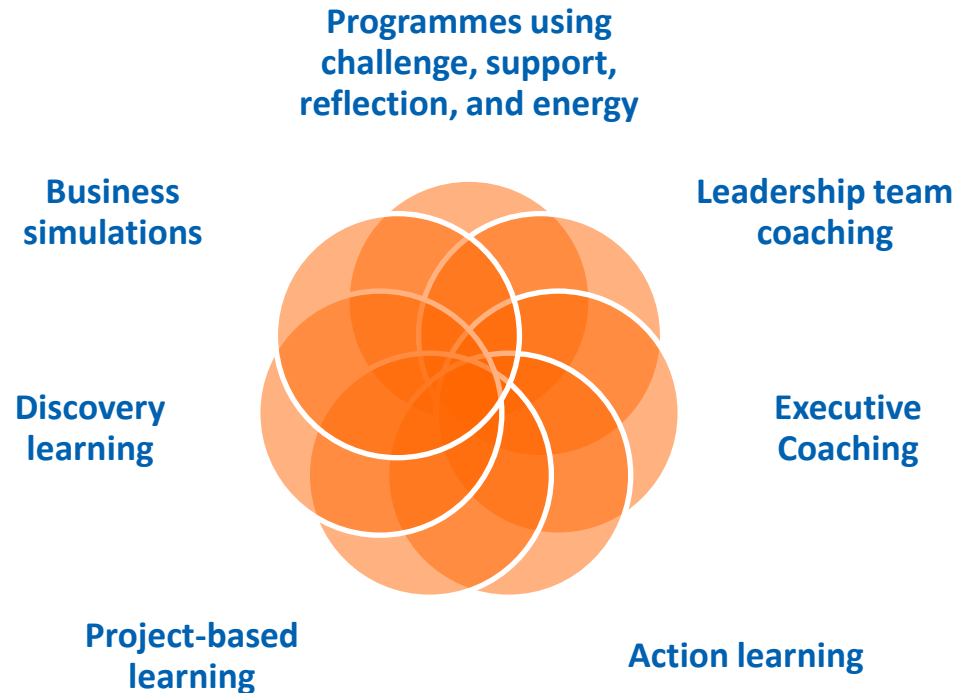
Bath Consultancy Group – global leadership development experience

25 years of Leadership Development across the Globe:

- Executive Teams
- Leadership Communities
- Talent Development
- Leader Development

Creating shifts in the performance of individuals, team and organisations

We achieve this through a mix of:



"Their key difference is how they work with clients and how they approach their craft."

Leadership context in next 30 years

7 billion people and growing

Climate change and sustainability

Shifts in the centres of economic & political power

Networked society; less boundaried systems

Economic turbulence; increasing uncertainty

Growing complexity, inter-connection and volatility require a shift in our collective ability to lead...

Leadership in the future...



Is distributed to all levels; not just at the top;



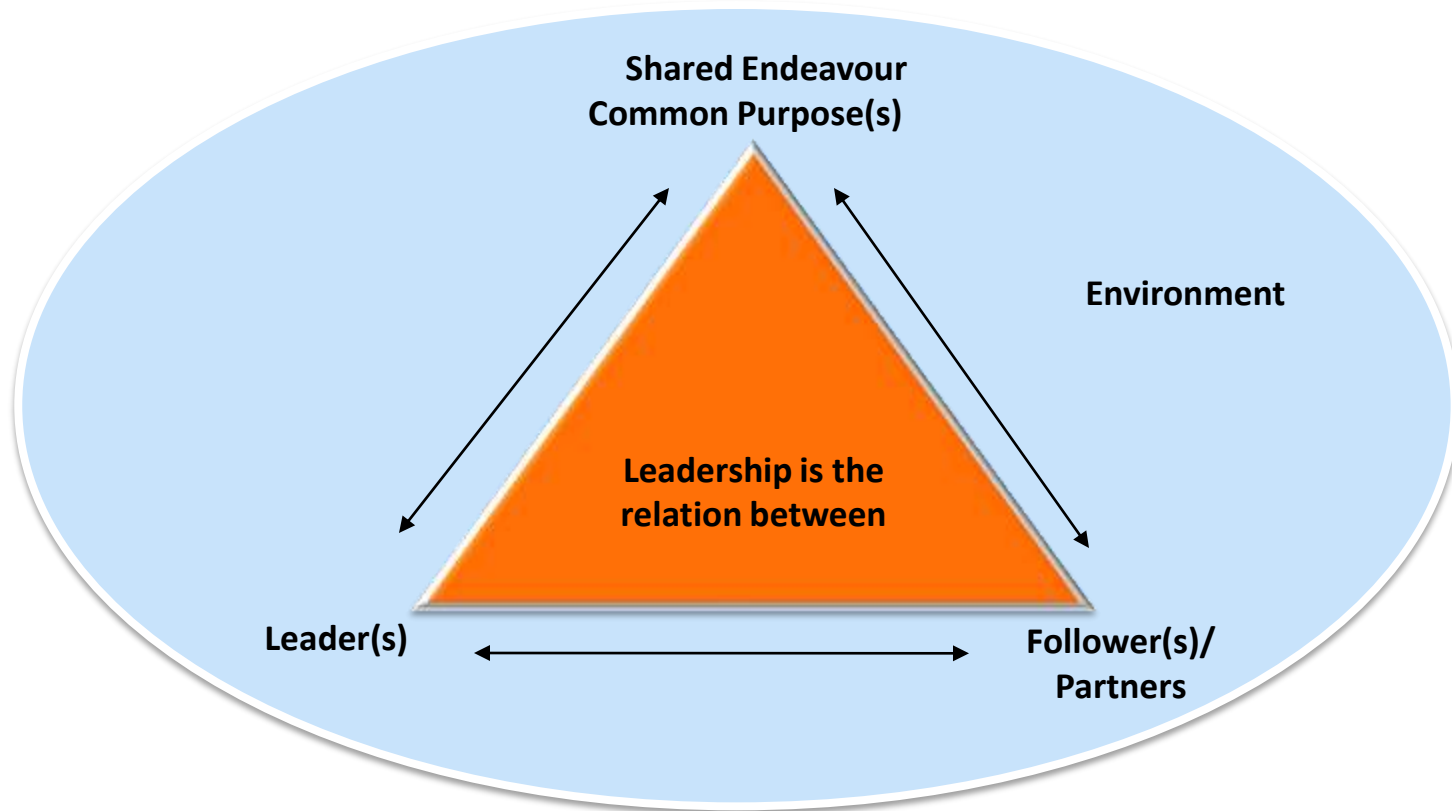
Looks at issues beyond and works in the spaces between organisations; not internally focused;



Is collective, with leaders collaborating across networks; not individual and heroic;

Leaders are responsible for more but can control less...

Leadership is relational



Growth in reciprocal leadership; partners across systems sharing leadership as needed

Investing in leadership development

c\$14bn spent worldwide on leadership development in 4 years



1 in 3 leaders & HR rated their LD development efforts as highly effective



18% of HR feel they have the quality/quantity of leaders needed for 3-5 years



Different Leadership skills needed in future and leaders are less effective in them

Source: DDI Global Leadership Forecast 2011

How can we develop future leadership?

A dialogue in the table groups:

- **In what ways are our leaders ready/not ready for the future?**
- **How might we develop leadership for the future?**



Leadership development

Emerging trends we are seeing...

- Leader to leadership development; communities;
- Grow the capacity of the organisation to lead the future;
- Step beyond boundaries/involve others e.g. customers, partners, community;
- Excellence science: relentless experiments; feedback and new stretch objectives;
- Who we are; uncover and challenge assumptions; nurture and draw out values and passions;
- Systemic insight; understand the opportunities and limits for action;
- Leaders grow leaders.

Integrate approaches



Coaching

- Strategic approach/coaching supervision/exec coaching;
- Harvest organisational learning.



Team Coaching

- Grow capability while working on real issues;
- Behavioural shifts in the moment.



Leadership/Organisation Development

- Develop communities to impact Culture;
- Creating the conditions to achieve Strategy.

See Differently... Connect Differently... Act Differently...

*We work with you to develop your leadership and
enable change...*

*..to shift performance in individuals, teams and
organisations...*

..so you achieve your strategy.