

LEADERSHIP in the Next Normal



Multi-
Generational
Workforce



New
Technology &
Digitization



Global Conflicts:
Russian-Ukraine,
US-China/Taiwan



OTHERS

What Leadership Traits do we need to lead (and win) in a VUCAD World?

V

Volatile: Pabago-bago
We need Vision and Versatility

U

Uncertain: Walang Kasiguruhan
We need to Upgrade and Upskill

C

Complex: Komplikado
We need Collaboration & Clarity



A

Ambiguous: Malabo
We need Agility

LEADERSHIP

"Leadership is the art of influencing and inspiring others to achieve a common goal."

- Peter Drucker

LEADERSHIP

"Leadership is the ability to guide and empower others to reach their full potential." - John C. Maxwell

OUR PROGRAM



Leading with Impact

Consultare Inc.

By Red Grimates

I
Leading the
SELF

II
Leading
OTHERS

III
Leading the
BUSINESS

IV
MANAGEMENT
BASICS

V
Leading for
CHANGE

VI
STRATEGY
in Business

Leading the Self



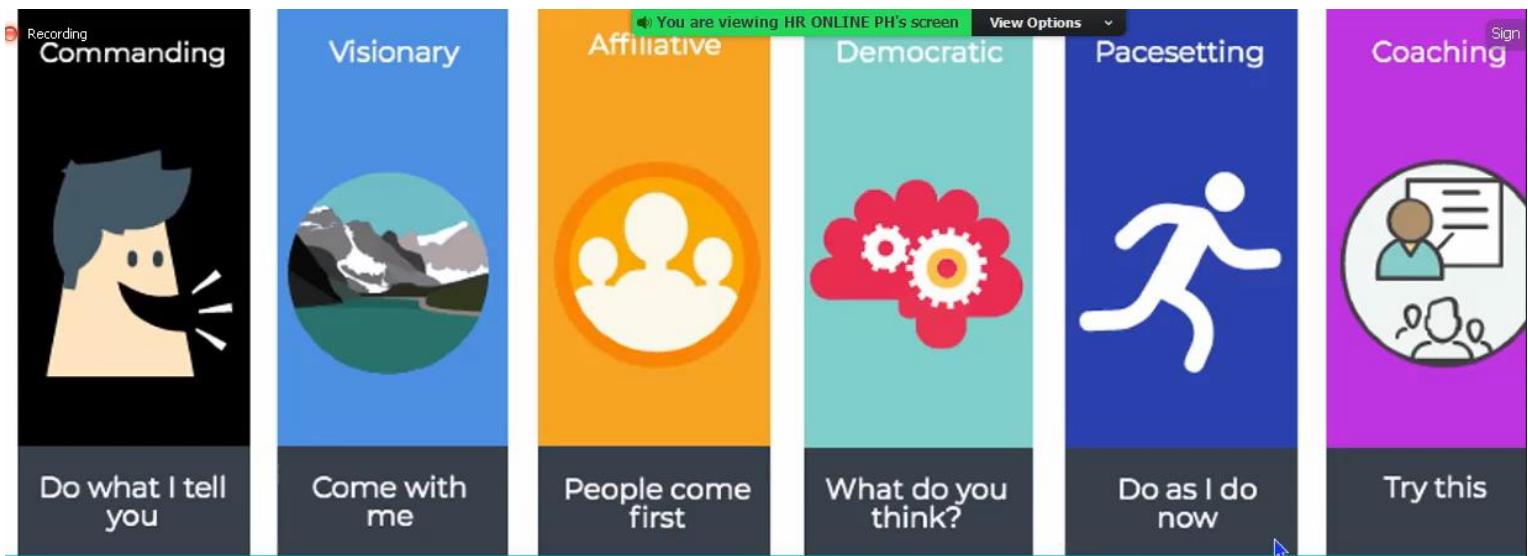
CAROL DWECK
& THE GROWTH
MINDSET

Growth Mindset	Fixed Mindset
Focus on Development	Focus on Innate Abilities
Embraces Challenges	Avoids Challenges
Resilient: Grit	Fragile in the face of failure
Open to Learning	Hesitant about Learning
Success through Effort	Success as Validation



Leading the Self

Accountability/ Responsibility	Adaptability & Resilience	Courage	Critical Thinking	Emotional Intelligence
Humility	Initiative	Integrity & Ethics	Patience & Perseverance	Problem- Solving
Self-Awareness	Self- Discipline	Time & Stress Management	Continuous Learning	OTHERS



What's Your Leadership Style?

The Six Leadership Styles (Goleman)

	Commanding	Visionary	Affiliative	Democratic	Pacesetting	Coaching
The leader's modus operandi	Demands immediate compliance	Mobilizes people toward a vision	Creates harmony and builds emotional bonds	Forges consensus through participation	Sets high standards for performance	Develops people for the future
The style in a phrase	"Do what I tell you."	"Come with me."	"People come first."	"What do you think?"	"Do as I do, now"	"Try this."
Underlying emotional intelligence competencies	Drive to achieve, initiative, self-control	Self-confidence, empathy, change catalyst	Empathy, building relationships, communication	Collaboration, team leadership, communication	Conscientiousness, drive to achieve, initiative	Developing others, empathy, self-awareness
When the style works best	In a crisis, to kick start a turnaround, or with problem employees	When changes require a new vision, or when a clear direction is needed	To heal rifts in a team or to motivate people during stressful circumstances	To build buy-in or consensus, or to get input from valuable employees	To get quick results from a highly motivated and competent team	To help an employee improve performance or develop long-term strengths
Overall impact on climate	Negative	Most strongly positive	Positive	Positive	Negative	Positive

What are Simon Sinek's 5 Rules as You Find Your Spark?

1 Go after the things you want.

2 Sometimes, you're the problem.

3 Take care of each other.

4 Be the last to speak.

5 We all only deserve Styrofoam cups.

Top Challenges in Leading Others

4 Handling Negativity

5 Maintaining Engagement

6 Remaining Positive

7 Self-Awareness

8 The High Jump Factor

1 Getting the Buy-In

2 Responding To Different Agendas

3 Handling Resistance