

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?



Volatile: Pabago-bago

We need Vision and Versatility



Uncertain: Walang Kasiguruhan

We need to Upgrade and Upskill



Complex: Komplikado

We need Collaboration & Clarity



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 Grimares

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



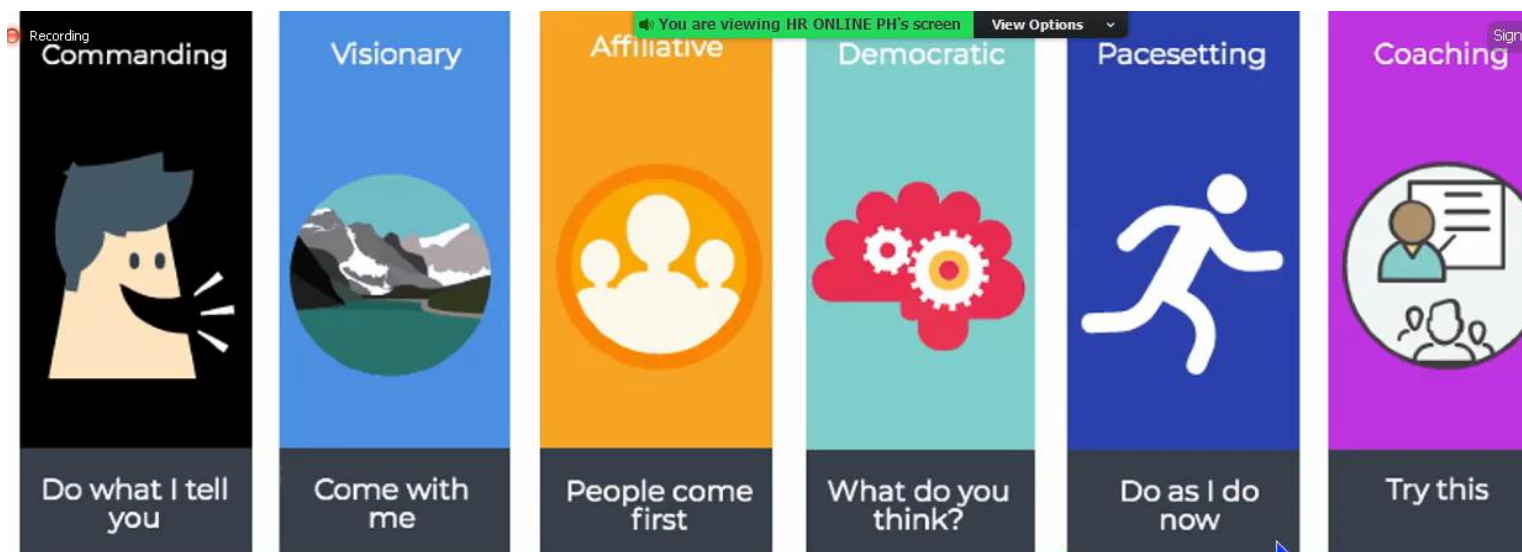
CAROL DWECK & THE GROWTH MINDSET

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.

3 Take care
of each other.

5 We all only
deserve
Styrofoam cups.

2 Sometimes,
you're the problem.

4 Be the last
to speak.

Top Challenges in Leading Others

1
Getting the
Buy-In

2
Responding
To Different
Agendas

3
Handling
Resistance

4
Handling
Negativity

5
Maintaining
Engagement

6
Remaining
Positive

7
Self-
Awareness

8
The
High Jump
Factor