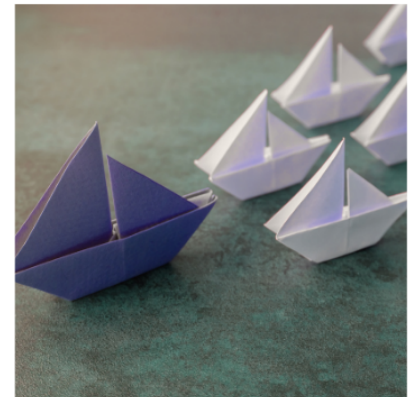


Coaching & Leadership Lens

WEEKLY INSIGHTS

TALENTA LTD

THEME: CRITICAL LEADERSHIP



Recently I came across the analogy that 'we are all in the same storm but in different boats' which is reflective of the current climate. Uncharted waters means that previous methods can no longer be relied on and leaders are having to adapt and develop their leadership skills rapidly.

VUCA

We live in a connected society where change is fast-paced, constant & unpredictable. You may have come across the term **VUCA** which originated from the USA Army & has latterly been adopted in business.

Volatile: change is rapid & unpredictable

Uncertain: the present is unclear & the future uncertain

Complex: many different interconnecting factors, potential to cause chaos & confusion

Ambiguous: lack of clarity or awareness

New skills, approaches & behaviours are needed to manage in a VUCA environment.

Critical Leadership Skills

- **Communication:** frequent, effective & consistent
- **Vulnerability:** ethical & selfless behaviour; being OK with uncertainty
- **Transparency:** shared risk, be out on the frontline
- **Adaptability:** adapt, evolve & transform
- **Emotional Intelligence:** growth mindset; what do others expect & need?
- **Innovation:** how can we fix this? What do you need?

Coaching is critical for leadership development. It provides a safe, non-judgemental space for deeper thinking, creativity & reflection.

Reflective Questions:

- When was the last time you accepted feedback?
- How did you use the feedback? What did you implement?

Reflective Action:

- Reverse Mentoring - identify someone more junior than you & ask them to mentor you on topics of strategic & cultural relevance for your business, i.e. social media, diversity.

Resources:

HBR 2019: Why Reverse Mentoring Works & How To Do It Right