



ACTIVATING SUCCESSFUL LEADERSHIP IN AN EVER-CHANGING WORLD



In a world marked by fragile economic environments, rapid technological advancements, and ever-shifting market demands, change is the only constant. Organizations are required to adapt swiftly to stay competitive, demanding a high-level of agility from the workforce to keep up.

These waves of change impact teams in different ways, and leaders can make a big difference when navigating their teams through this volatile world of work – one that requires a new type of leadership; the skills that made leaders successful in the past, might no longer be enough.

Our 2021 leadership research¹ has highlighted the critical importance of effective leadership in enabling team performance. In this guide, we will discuss the characteristics and qualities required for successful leadership in the changed workplace, delving into the essential skills leaders need to have support and empower their teams to thrive in the long-term future.

It all starts with identity

To lead in a changed world, leaders must embody resilience, compassion, focus, and agility. These qualities go beyond task-based leadership skills and tools; they are grounded in who the leaders are as individuals, their core values, and what they stand for as a leader. Leading from this foundation of authenticity is critical in building trust and engagement with others. A leader's identity, values, and purpose shape their leadership style. Questions like **"Why do you want to be a leader? How do you want to lead? What impact do you want to have on others?"** can act as a 'north star' to guide a leader's principles and actions. By leading from their identity – or from within – your leaders can navigate any challenge with true purpose.

It is enabled by emotional intelligence

Emotional intelligence is the link between identity and performance – the awareness of oneself, others, and the context in which they find themselves. It is about consciously paying attention to how others are feeling, adjusting behaviors accordingly, and integrating this consciousness into their leadership style.

When faced with uncertain, ambiguous, and challenging situations, it is natural for the team to feel concerned, worried, stressed, and/or anxious. And a lack of emotional intelligence can be a leader's downfall. Leading with emotional intelligence is fundamental to managing the stress and pressure that are brought on by the changed workplace – both for the wellbeing of their teams, and for themselves: a high level of emotional intelligence helps leaders to manage their own emotions effectively and provide a steady presence to those they lead.

1. <https://info.talogy.com/en-us/leading-in-future-world-of-work>

It is practiced through six essential leadership qualities

Leaders are tasked with driving change and transforming the team towards a future with sustainable success. Along the way, disruptions and setbacks can be frequent, and leaders need to be able to adapt the goals and direction strategically while bringing the team along with them. This task is nothing short of a challenge. Talogy's recent research¹ has shown a clear path to mastering this. Leaders who can flexibly move among and leverage the six crucial leadership qualities can be expected to remain effective, forward focused, and balanced regardless of the challenges they face. And with the prospect of change being a constant in the new workplace, these qualities are essential for leadership success not just now, but also for the long-term future.



Agile mind

Look ahead and always be ready to adjust course

In today's business world, change is constant, rapid, and often unexpected. That's why leaders need to have an agile mind to anticipate change, deal with ambiguity and complexity, and adjust accordingly. By thinking creatively and actively encouraging innovation, leaders can make proactive decisions that set them up for future success.

Leadership tip: To get a head start on developing agility, leaders should be curious, continuously look outside of their sector to gain diverse views and information and challenge their own assumptions and beliefs.



Empowering approach

You don't need to have all the answers

It is crucial to engage individuals in the 'how' of changes that occur in the workplace. One of the best ways to empower a team is to give them the autonomy to choose the best approach to deliver the vision and goals. It is essential to recognize that as a leader, you don't need to have all the answers and that your team is likely to have a better understanding as to how to effectively support the overall goal and purpose. Encouraging open communication and collaborative decision-making can lead to better outcomes and drive intrinsic motivation among team members.

Leadership tip: Leaders need to learn to let go. They need to show the team that they believe in them, ask questions to understand their concerns, and provide the tools/coaching necessary for success.

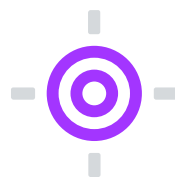


Inspiring purpose

Give people a 'why'

Change can be intimidating and navigating through it can leave people feeling confused and lost. That is where the 'why' of change comes into play. By establishing a solid understanding of the reasons for change and sharing a future vision, people gain a sense of direction and purpose. It is the leaders' responsibility to help people to understand the reason for the change, provide a clear purpose as well as concise goals to unite their teams, so they can be fully engaged.

Leadership tip: To really make the purpose stick, leaders need to leverage multiple channels in regularly communicating the 'why' to their team and link day-to-day activities to their mission and goals – both of which provide clarity and help keep people engaged and aligned.



Focus on momentum

Keep people moving in the right direction

In the volatile workplace, momentum can make or break a team. It calls for the team to implement solutions quickly and deliver results, as well as to adjust flexibly as situations evolve. To achieve this, leaders are tasked with boosting momentum through setting a clear focus on goals and priorities, holding people accountable, and removing barriers so the team can move forward at the required pace.

Leadership tip: The best leaders communicate regularly about key priorities and progress, to ensure that all team members are aligned and working towards the same objectives.



Authentic connection

Results matter, but so do people

The dynamics of the new workplace can be stressful, and that's when people tend to turn to their leaders for emotional and practical support. Achieving results should never come at the expense of the people, as employee well-being is directly linked to organizational performance. Failure to watch and manage employee well-being can lead to high turnover rates, loss of knowledge, and increased costs of recruiting new talent. Only if your leaders look after their people, can they build a team for success.

Leadership tip: Make sure leaders prioritize the teams' well-being during challenging times by checking in regularly to see how everyone is feeling, and showing genuine concern and support when people need help.



Steady presence

Be the leader that others can rely on

It is common for leaders to have their own fair share of stress, and the new workplace dynamic has only increased the pressure. However, teams look to their leaders to see their responses to the challenges at hand. It is crucial for leaders to maintain a steady presence and with an even tone. Resilience is key - leaders must be prepared to bounce back from unexpected setbacks and remain positive and solution-focused.

Leadership tip: Being calm and composed during difficult times can go a long way in helping to set the tone for the team and provide stability during the storm. When feeling anxious or overwhelmed, leaders should take a deep breath or step back and center before reacting.

Key takeaways

Effective leadership within the new workplace dynamic requires practice, self-awareness and agility.

Here are some key takeaways that can help you develop successful leaders, ready to **lead your organization now and in the future:**

- Successful leadership starts with a leader's awareness of their identity. Leaders must be grounded in who they are and understand why they chose to lead. This understanding is critical for them to be able to manage their own emotions and to relate well with others.
- Emotional intelligence completes the basis for effective leadership. A keen awareness of themselves, their team, and the context they are in, paired with the ability to adjust actions accordingly, will help leaders steer the team through change and adversity.
- Regardless of how the outside world changes, leaders remain effective by leading from within and focusing on their core values. It's the only way to ensure decisions remain consistent with principles when situations are ambiguous and rapidly changing.
- Being flexible is crucial for successful leaders in the volatile workplace: understanding what the situation demands and leveraging the right leadership qualities at the right time. Both awareness and balance are essential in navigating through disruptions and towards stability and success.



We are here to help

At Talogy, we care deeply, we listen. Our experts craft solutions that help your organization develop effective leaders with the right skills and motivations to lead successful teams now and in the future.

Finding the right balance between **psychology** and **technology**, while partnering with you from start to finish.

Ready to learn more about how Talogy can work with your organization to develop better leaders? Explore our leadership solutions and reach out to our team.