

Nine essential elements for modern leadership





Flattened organizations, ongoing disruptions, tight labor markets, and changing employee expectations; today's workplace is complex and full of fast paced change. This requires a lot from our leaders and as a consequence, the attributes for effective leadership have changed. Leaders no longer need to have all the answers and instead are tasked with creating an agile, people-focused environment that empowers their team to take the lead and drive results. Talogy's leadership research has identified nine key elements effective leaders master to enable an effective, sustainable workplace in a complex world.



Leadership identity

YOU LEAD FROM WHO YOU ARE

Authentic, sustainable leadership in a world that is constantly changing comes from within the leader: their personality, their values. Understanding what this means for how and why they lead is an essential foundation for effective leadership. Leaders who see their role as catalysts for enabling, energizing, and maximizing talent are more likely to succeed than those driven by the need to direct and control. Encouraging leaders to cultivate a clear leadership identity helps them to manage challenges and navigate disruption.

2 Emotional intelligence

BE INTELLIGENT ABOUT YOUR
EMOTIONS AND YOUR MINDSET

Transactional leadership is a thing of the past. For leaders to truly take a different, more people-focused approach, they first need to be aware of their own feelings and emotions – and those of others around them. Managing their attitudes and behavior intentionally will enable not only personal effectiveness for the leader – it allows them to build genuine and productive relationships that create a thriving working environment.

3 Empowering approach

YOU DON'T NEED TO
HAVE ALL THE ANSWERS

In today's workplace, leaders can't be expected to know everything – they need to be able to leverage the strengths of their people to build high performing teams. A future-ready leader shows humility and focuses on getting the best out of others – empowering their teams to drive results. They should bring people together and encourage them to find clever solutions, supporting them to liberate and maximize their talents.

4 Inspiring purpose

GIVE PEOPLE A 'WHY'

Employees are looking for meaning and purpose in their work – and effective leaders are able to provide this for their team. They equip their people with a clear line of sight between what they do and the overall company purpose– and communicate this in a way that makes sense to everybody and engages people in the process.

5 Agile mind

THINK AHEAD AND ALWAYS
BE READY TO ADJUST COURSE

Change is constant today, and effective leaders are those who flexibly adapt to that change. They show curiosity to learn and keep up with what is happening outside the organization. They think about new possibilities with an open mind, exploring innovative ideas along the way.





Focus on momentum

KEEP PEOPLE MOVING
IN THE RIGHT DIRECTION

It's easy to get distracted when business priorities change rapidly. A strong, future-ready leader helps their people focus on what is actually important - setting clear, realistic goals and holding people to account. Encouraging them to move quickly to deliver results and tackling barriers that get in the way of success promptly to enable their people to achieve excellence.

Authentic connection

RESULTS MATTER,
BUT SO DO PEOPLE

A leader is nowhere without their team, and to ensure a sustainable work environment where they can thrive, a good leader truly connects to people. Valuing them as individuals, showing empathy and compassion, and supporting well-being. Creating an authentic, trusting, and inclusive workplace where people and teams can perform at their best.

Steady presence

BE THE LEADER THAT
OTHERS CAN RELY ON

Pressure in the workplace has increased rapidly in the past years, and a leader who thrives in this stressful environment can remain calm and stay intentional when under pressure, providing consistent leadership at times when it is most needed. They act as a stable, dependable, and visible presence for others, and show resilience and optimism when times are tough. This allows them to create a focus on positive action, which people need to navigate difficulty.

Balance

ADJUST YOUR LEADERSHIP APPROACH TO THE CONTEXT

The days where leaders were taught to adopt a specific leadership approach are behind us. Given the frequent changes in the workplace, leaders now need to be able to adopt a range of approaches, depending on the situation they are in. From a people-focused approach to a focus on results, and from stability to transformation; effective leaders in today's workplace balance their focus to ensure consistent performance.

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