

Age of Change

Human Capital

Modern Leadership

**frisch**  
SEARCH

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*Modern  
Leadership*

**IWS Münchner Wirtschaftskonferenz**



# AGE OF CHANGE

- Change is rapid and accelerating, disruptive and radical.
- We need strong leadership more than ever.





# HUMAN CAPITAL

- In our world of Humans First, Innovation and Corporates actively driving the shift so People and the Planet are better served **Human Capital has moved into the centre of attention.**
- Businesses need to understand their human capital needs in order to pivot quickly.



# HUMAN CAPITAL

**How can organisations manage and develop their people and thrive?**

So far, the cornerstones of Leadership and Management have been strategy and highly structured and layered organisations.

Primary business goals have been financial performance and growth.



# HUMAN CAPITAL

- We are stepping into a future where **creativity and innovation are the competitive advantage** and where human values inspire a collaborative, agile work environment that attracts the best talent.
- **Leadership and decision making are shifting** from a largely left-brain analytical and structured approach **to** one that embraces **human values** that infuse the culture with meaning and purpose.
- The ability to inspire, energize and align people to **embrace change** is a **critical** characteristic of effective leadership today.



**THE TURNING POINT:  
MODERN LEADERSHIP**



# MODERN LEADERSHIP



A new leadership standard is emerging.



Employees, consumers and customers are motivated by social factors and demand ethical leadership.



This new attitude and mindset will be a game-changer for performance.



# MODERN LEADERSHIP

- Reduce the over-reliance on fact-based, analytical decision making.
- Dial up on human-values led leadership and inspire a culture of collaboration, empathy and teamwork.
- Measure, recognise and reward the success that values-led leadership delivers.
- We need education that teaches us collaboration, empathy and teamwork, and to recognise the importance of sensitivity, empathy and humility.
- We must train and develop leaders to lead with values and prepare teams to be led and operate differently.







# MODERN LEADERSHIP

## The domains of Modern Leadership:

- **Strategic Growth Drivers** (e.g. Consumer Centricity, Innovation & Creativity)
- **Organisational Capability** (e.g. Digital, Empowerment, Collaboration, Embracing Change, Lifelong Learning)
- **Values, Culture and Purpose** (e.g. Respect and Compassion for People & Planet)

## Modern Leadership:

“Change will not come if we wait for some other person some other time.

We are the ones we’ve been waiting for.

We are the change that we seek.”

- Barack Obama -





# PRINCIPLES OF MODERN LEADERSHIP

...as also discussed and confirmed in **The Infinite Leader**, by Chris Lewis and Pippa Malgrem.

**Lifelong Learning** is one of the most important Modern Leadership mindsets and attitudes.

**Modern Leaders must cope with ambiguity**, they need situational fluency and understand what's happening.

**Modern Leaders** must know how to **listen** and **be comfortable with asking questions**.

**Respect & Humility** produce new ideas and new thinking and lead to better decisions, more creativity and innovation.

**Diversity & Inclusion** values people and their difference and creates a competitive advantage for businesses.

**Agility** to think, to understand and to move quickly and a willingness and ability to change are critical.

**Empowerment** drives growth, as the service economy and business in general require more decisions based on emotion and gut instinct.

**Collaboration** and **Trust** create an environment where people demonstrate the right behaviours and are making the right decisions – without micromanagement and tight processes that can never anticipate all eventualities.

A **dynamic Mindset** (rather than just skill sets) drives change and growth.



# PRINCIPLES OF MODERN LEADERSHIP

... as also discussed and confirmed in **The Infinite Leader** by Chris Lewis and Pippa Malgrem.

**Modern Leadership creates a Modern Culture** where human values guide decisions and behaviours, responsibility and accountability, connection and continuous learning.

**Purpose** and the **Value Proposition** of a business **come to life**.

**Well-being** moves **beyond work/life balance**.