

# THE MILLENNIAL CEO: Perspectives & Projections – Getting Future Fit

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# THE MILLENNIAL CEO: Perspectives & Projections



5 years from now 35% of skills that are considered important for leading today's workforce will have changed...

# THE MILLENNIAL CEO: Drivers of Change



## THE 6 DRIVERS OF CHANGE:



### EXTREME LONGEVITY

PEOPLE ARE LIVING LONGER

By 2025 the number of americans over 60 will increase by 70%.



### THE RISE OF SMART MACHINES AND SYSTEMS

TECH CAN AUGMENT AND EXTEND  
OUR OWN CAPABILITIES

Workplace automation is killing  
repetitive jobs.



### COMPUTATIONAL WORLD

INCREASES IN SENSORS AND  
PROCESSING MAKES THE WORLD A  
PROGRAMMABLE SYSTEM

Data will give us the ability to  
see things on a scale that has  
never been possible.



### NEW MEDIA ECOLOGY

NEW COMMUNICATION TOOLS  
REQUIRE MEDIA LITERACIES  
BEYOND TEXT

Visual communication media  
is becoming a new vernacular.



### SUPERSTRUCTURED ORGANIZATIONS

SOCIAL TECHNOLOGIES DRIVE NEW  
FORMS OF PRODUCTION AND  
VALUE CREATION

Social tools are allowing  
organizations to work at  
extreme scales.



### GLOBALLY CONNECTED WORLD

DIVERSITY AND ADAPTIBILITY IS AT  
THE CENTER OF OPERATIONS

The United States and Europe no  
longer hold a monopoly on job  
creation, innovation, and political  
power.

Source: [Top10OnlineColleges.org](http://Top10OnlineColleges.org)

# THE MILLENNIAL CEO: Perspectives & Projections



- The modern workplace is changing rapidly
- More individuals work in non-traditional ways, from flexi-time to working with colleagues across the globe
- The Millennial CEO will require a new set of leadership skills



# THE MILLENNIAL CEO: Emotional Intelligence



“Emotional Intelligence is effectively blending thinking & feeling to make optimum decisions”

- Six Seconds

# EQ-In-Action



What am I  
feeling  
and  
doing?  
**What?**



What  
options  
do I have?  
**How?**

What do truly want?  
**Why?**

# THE MILLENNIAL CEO: Emotional Intelligence



- This Six Seconds model of EQ-in-Action begins with **three important pursuits – to be;**
  - More aware (noticing what you do)
  - More intentional (doing what you mean)
  - More purposeful (doing it for a reason).

# THE MILLENNIAL CEO: Adaptive Thinking



Proficiency at thinking  
and coming up with  
solutions and responses  
beyond that which is  
rote or rule-based



# THE MILLENNIAL CEO: Transdisciplinarity



Literacy in and ability to  
understand concepts  
across multiple  
disciplines

# THE MILLENNIAL CEO: Transdisciplinarity



The ideal worker of the next decade is “T-shaped”—they bring deep understanding of at least one field, but have the capacity to converse in the language of a broader range of disciplines.

This requires a sense of curiosity and a willingness to go on learning far beyond the years of formal education.

# THE MILLENNIAL CEO: Virtual Collaboration



Ability to work productively,  
drive engagement, and  
demonstrate presence as a  
member of a virtual team.

# THE MILLENNIAL CEO: Cross Cultural Competency



Ability to operate in  
different cultural settings

# THE MILLENNIAL CEO: Cross Cultural Competency



- Organizations increasingly see diversity as a driver of innovation.
- Research shows that what makes a group truly intelligent and innovative is the combination of different ages, skills, disciplines, and working and thinking styles that members bring to the table.



# THE MILLENNIAL CEO: Cross Cultural Competency



To be successful in the next decade, individuals will need to demonstrate foresight in navigating a rapidly shifting landscape of organizational forms and skill requirements.