

# Beyond Management

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29 November 2018

# Objectives

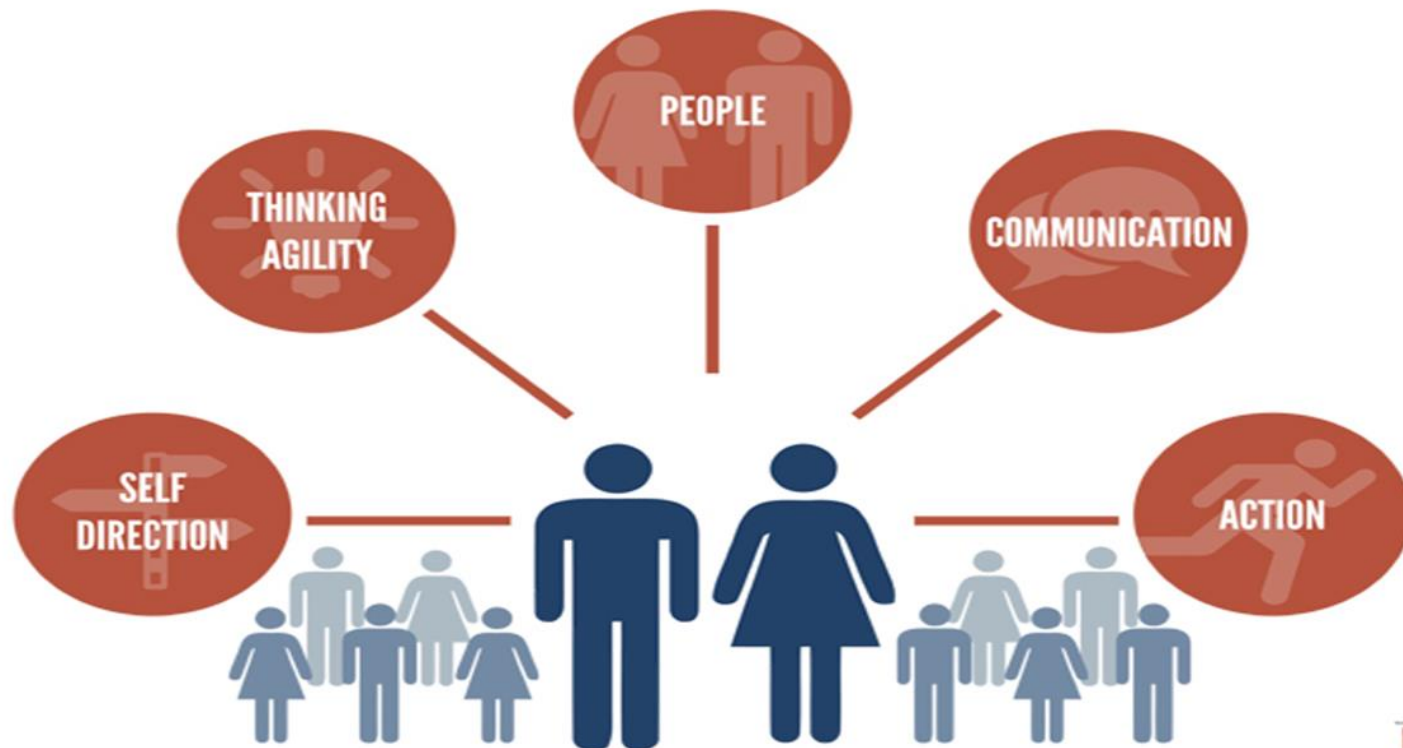


- To discuss aspects of building the leadership pipeline at work
- To unpack the changing workplace and explore game changers

# Your leadership pipeline



## 21ST-CENTURY LEADERSHIP





# **THE CHANGING WORKPLACE**



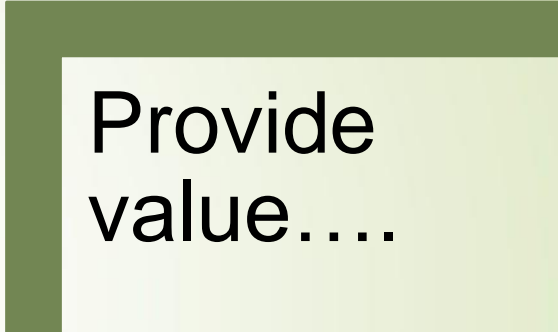
# Manager strategic role ....



Understand  
business  
context



Understand  
the  
business



Provide  
value....



**So , What is changing ?**



## **1. Work demographics – age related**



## Cont....

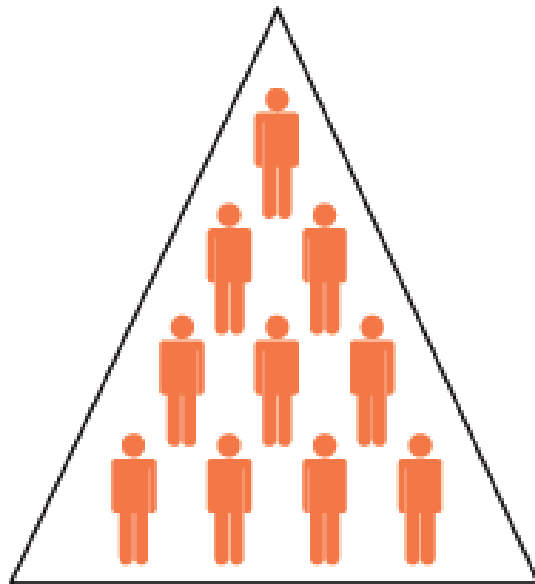
- ➡ It is estimated that by 2020, 50% of employees will be millennials (1980s – mid 1990s) and Generation Z (1995 onwards)



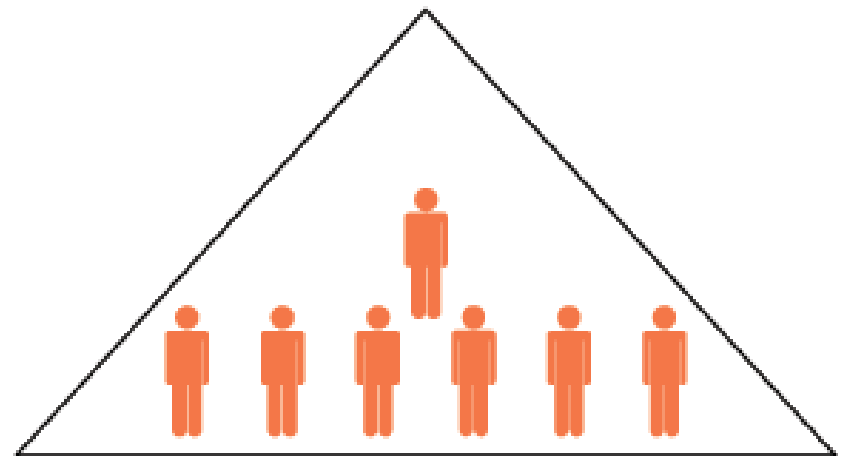
# Their major Characteristics ...



## 2. Work organization ...

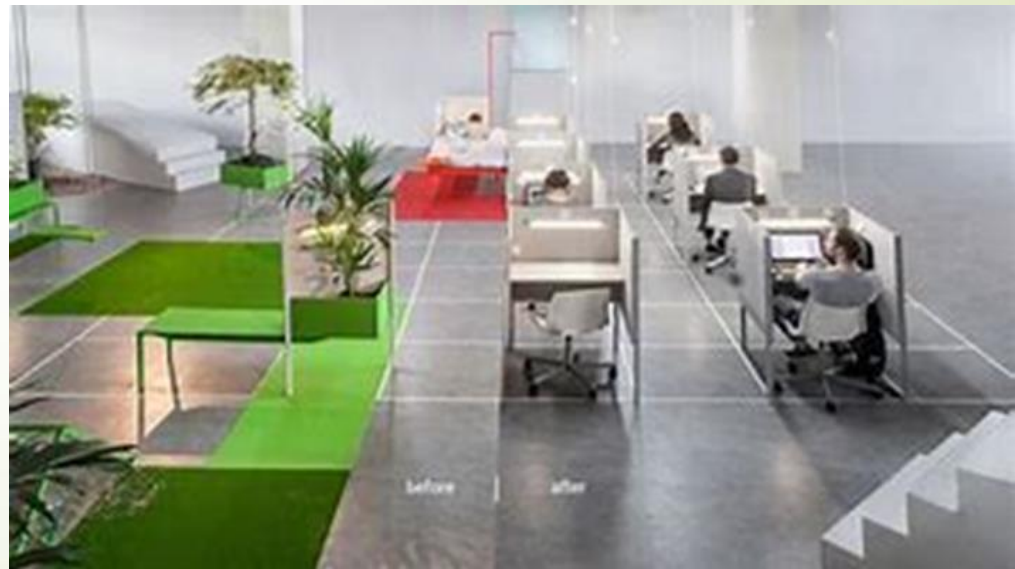


Organisation A



Organisation B

### 3. Change of office set up.....



## 4. Increased need for flexibility ....



# Furniture of the future .





## 5. Machines will take over most low skilled jobs ...

Low-skilled labor will be replaced by a robot economy.



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## 7. Growth of entrepreneurs .....

A study in 42 countries indicated that 70% of respondents (millennials and Z generation), view themselves as entrepreneurs

Training, mentorship, coaching will  
be key enablers



## 8. Employer brand gains importance ..

- An employer's reputation
- Its uniqueness
- Critical for attracting & retaining talent
- Motivates employees



## 9. More women executives ...



## 10. Fun at work .....





## Summary Implications .....

- Global war for talent
- People will require the right skills, knowledge and character to survive
- Increased push for flexi working models
- Death of life long careers ....



## Cont.....

- Companies will rely more on outsourced labour
- Offices will not be fixed locations
- Performance based contracts



## Mobile is the greater influence.....

- Smart phones and tablets are dominating
- Fill the gap between home and work
- Creates more convenience

**Technology enables one to work with anyone,  
anytime, anywhere !**



## How will you manage.....?

- Review the people who will be there  
..... and the environment then .....



# Top skills in 2020....

- Technology knowhow
- Complex problem solving
- Creativity
- People management – soft skills
- Emotional intelligence
- Servant leadership
- Enterprenual skills
- Multi tasking



## Examples ....

Companies like Facebook, Google and others knew this years ago. They have amazing cultures and amenities to attract top talent.





Health benefits and perks are a big part of culture.  
This is LinkedIn's gym.



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# **REAPING FROM HUMAN CAPITAL : UNLEASHING TALENT**

If you didn't go home looking like this  
back then when you were still young  
then your day wasn't productive 🙄🙄👶





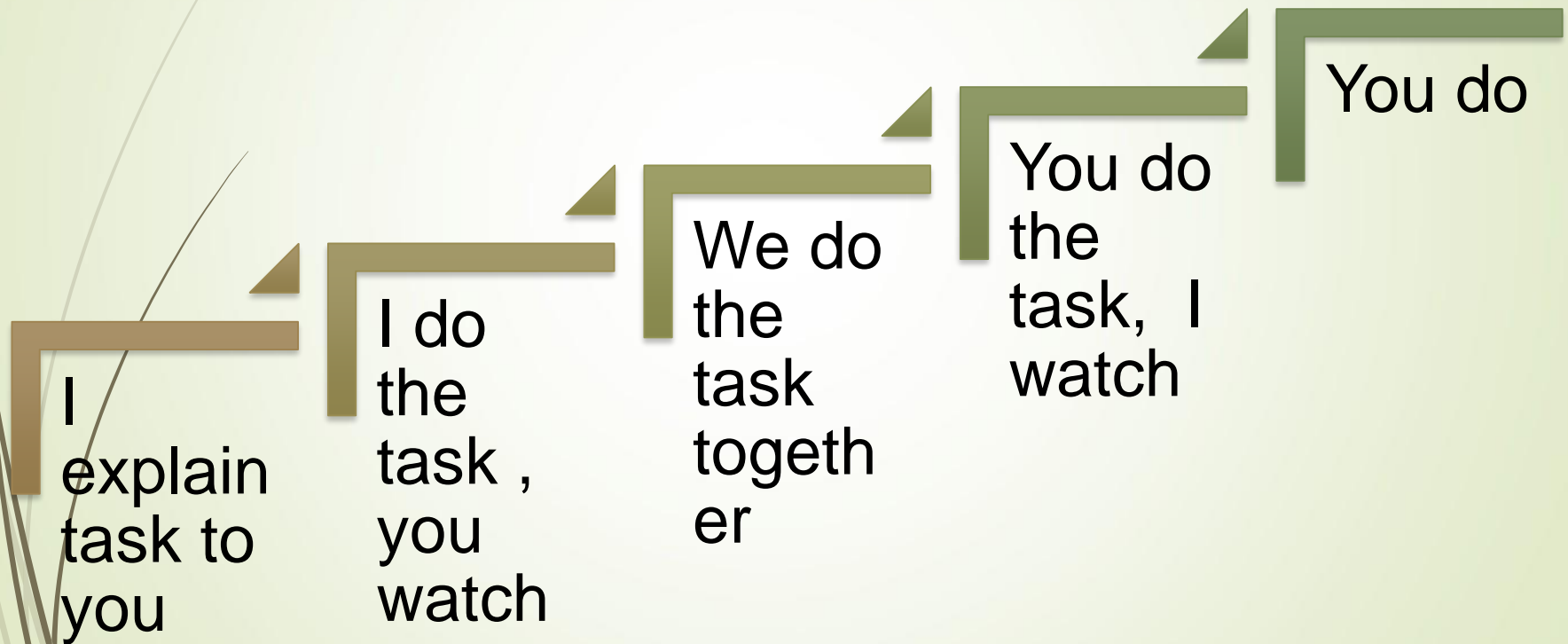
## Coach /mentor ...creating others in the organization



## Delegation



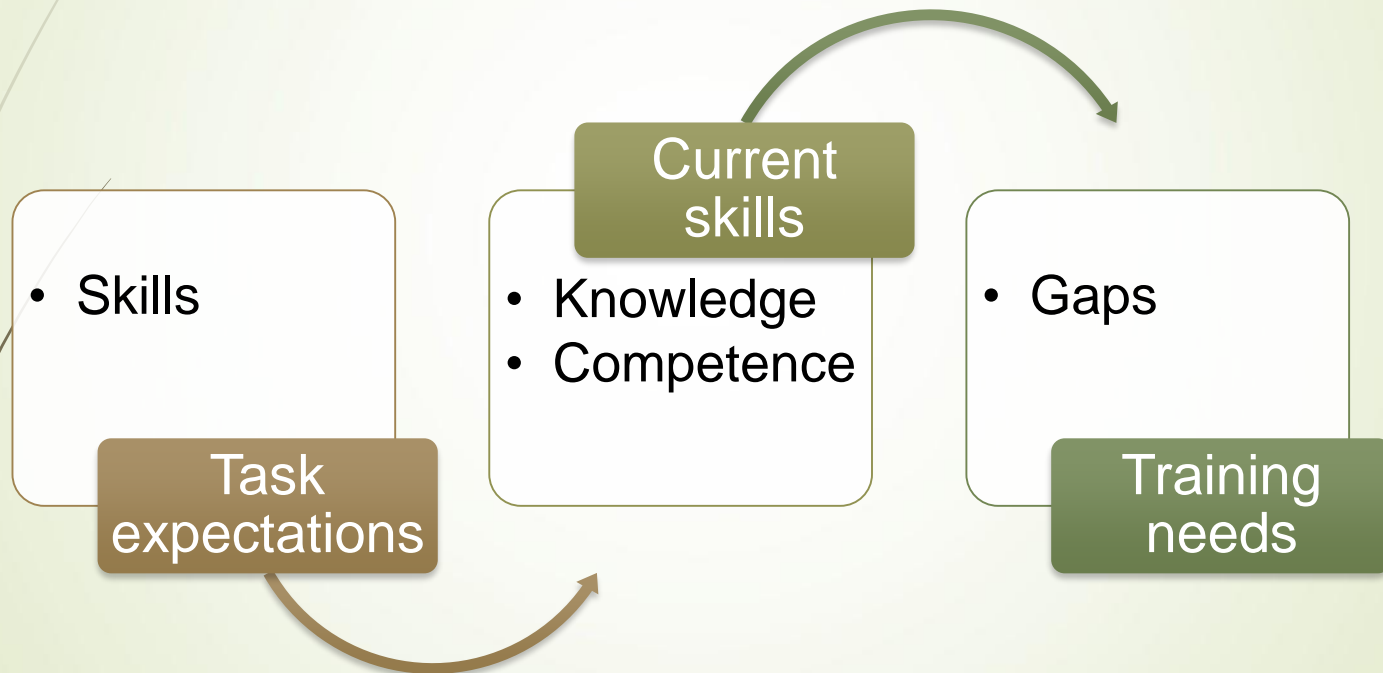
## Delegation flow chart



## **Spotting and developing talent**



# Training must be strategy related



## Effective training

- Identify Business goals and required Impact
- Analyze Skill Gaps: these can be motivational, technical skills, soft skills , leadership skills etc.
- Evaluate Effectiveness and Sustain Gains (ROI)

## **Give employees confidence in themselves**

- Build the I can do attitude in them
- Give them a chance
- Challenge their thinking
- Point them to possibilities
- Clarity of work

**SELF ESTEEM MATTERS!**

## Allow employees to make mistakes

- Encourages creativity and innovation
- Learn from them
- Dwell on the positives more

**TRUST MATTERS!**

I've failed over & over &  
over again in my life & that  
is why I succeed." – Michael  
Jordan (#1 NBA Basketball  
Player Of All Time)



## Invest in building teams & team cohesion

- Social support
- Learning from one another

**CONTINUITY MATTERS !**





## Work environment

Create an environment where employees find pride:

- In their work
- In their organization

*What are you proud of in your institution?*



## Fun at work



## Availability

Support your staff/ be available



## Communicate effectively

- Activity
- Simplify communication
- Ensure message is well understood

## Create a culture and common language of champions

- Organizational and department specific Tag lines
- Celebrate champions
- A network of champions
- Ambassadors for the culture you want to see





## Celebrate success



## Recognize potential





## How do you hit the finish line?



## Seven Principles of An Eagle

- **Eagles fly alone and at high altitudes. They don't fly with sparrows or other small birds.**  
**Keep good company.**
- **Eagles have a strong vision. They are able to see far. Have the ability to visualize and make prompt decisions.**

## Cont.

- **Eagles do not eat dead things. They always feed on fresh prey.** Do not rely on your past success, keep looking for new frontiers to conquer.
- **Eagles love the storm. The storm assures that the eagle will soar high.** Face your challenges, knowing that these will make you emerge stronger and better than you were.

- **Eagles test before they trust.** Test the loyalty and commitment of your team members
- **Eagles Prepare for training.** They remove the feathers and soft grass in the nest so that the young get uncomfortable in preparation for flying. **Leave your comfort zone - there is no growth there.**

- **Eagles find a place of renewal.** As they grow old, they go through a painful process of transformation. The eagle knocks it's old beak on a rock to remove it. Once a new one grows it plucks its old feathers from its chests and wings and lives for another 30 years. **Read books that will transform you. Watch things that will challenge and build you. Leave the Organization better than you found it.**

# All said and done...



# Open discussion

