# THE NEW GENERATION LEADER

## Learning to Lead + Win in the Digital World Episode 42

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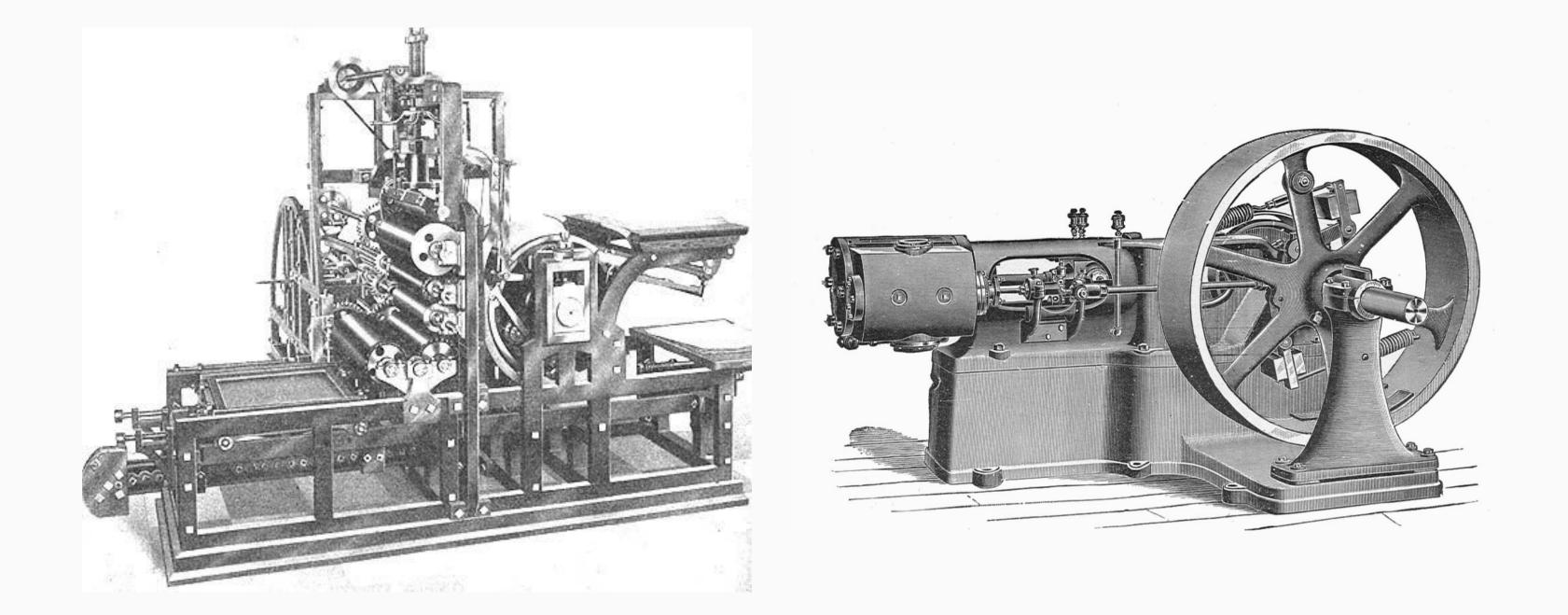








## Technological breakthroughs



**PRINTING PRESS** 1440, JOHANNES GUTENBERG, "INFORMATION AGE" **ROTARY STEAM ENGINE** 1775, JAMES WATT, "INDUSTRIAL AGE"

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**WORLD WIDE WEB** 1990, TIM BERNERS-LEE, "DIGITAL AGE"



## You Have a Choice

Entrepreneurial Opportunity

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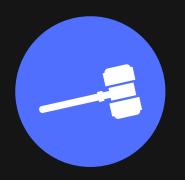
### Fear, Persecution, Denial



## Three Biggest Challenges Facing Leaders in the New World



healthy in a world where work never stops



power or title



retain top talent

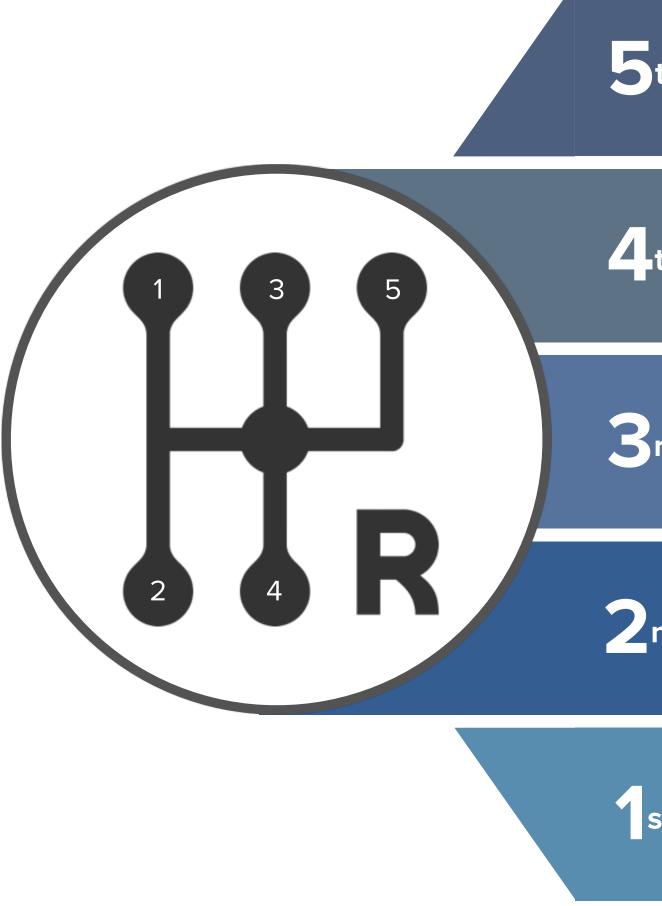
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- How to stay emotionally, physically and intellectually
- Learning to lead through influence more than positional

Building an organizational culture that can attract and



#### 5 GEARS





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th	Focus Mode · In-the-Zone, fully focused and immersed in a project	
th	Task Mode · Multi-tasking, and managing To-Do Lists	
rd	<b>Social Mode</b> · Small-talk, chit-chat, and socializing	
nd	<b>Connect Mode</b> · Going deeper and bonding with someone	
st	<b>Recharge Mode</b> · Rest, Recovery, and Personal recharge	
2	<b>Responsive Mode</b> · Backing up or apologizing when necessary	



# Challenge Two Unpacked

?

The World is Now Too Complicated For Anyone To Have All The Answers.

Google Project Aristotle 2016



In the Average Team 82% of People Do Not Feel Truly Heard, Valued or Appreciated.

Five Voices Wiley

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High Performing Teams Are More Valuable Than Talented Individuals.

Google Project Aristotle 2016



Relational Intelligence is More Important Than IQ.

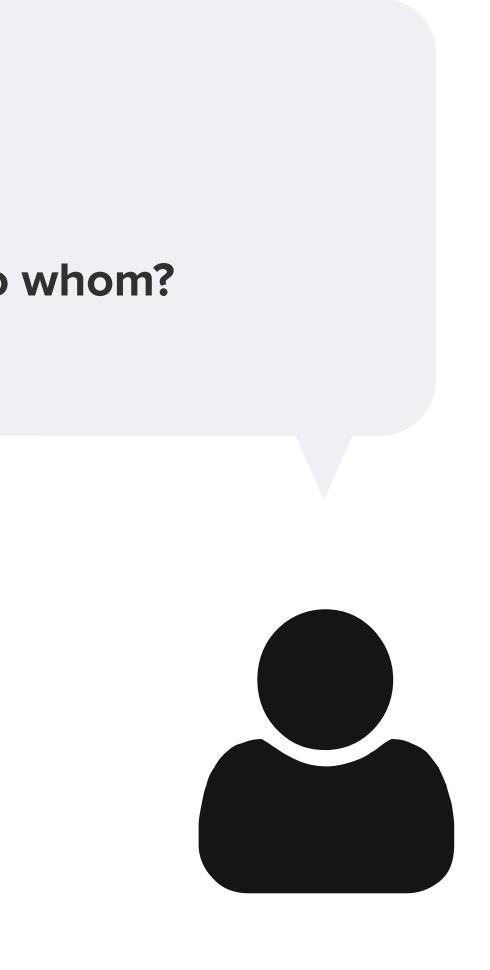
Steve Cockram 2021



#### SELF PRESERVATION

- 1. What am I afraid of losing?
- 2. What am I trying to hide?
- 3. What am I trying to prove? To whom?







#### RELATIONSHIP

INFLUENCE IMPACT

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#### SUPPORT CHALLENGE MATRIX



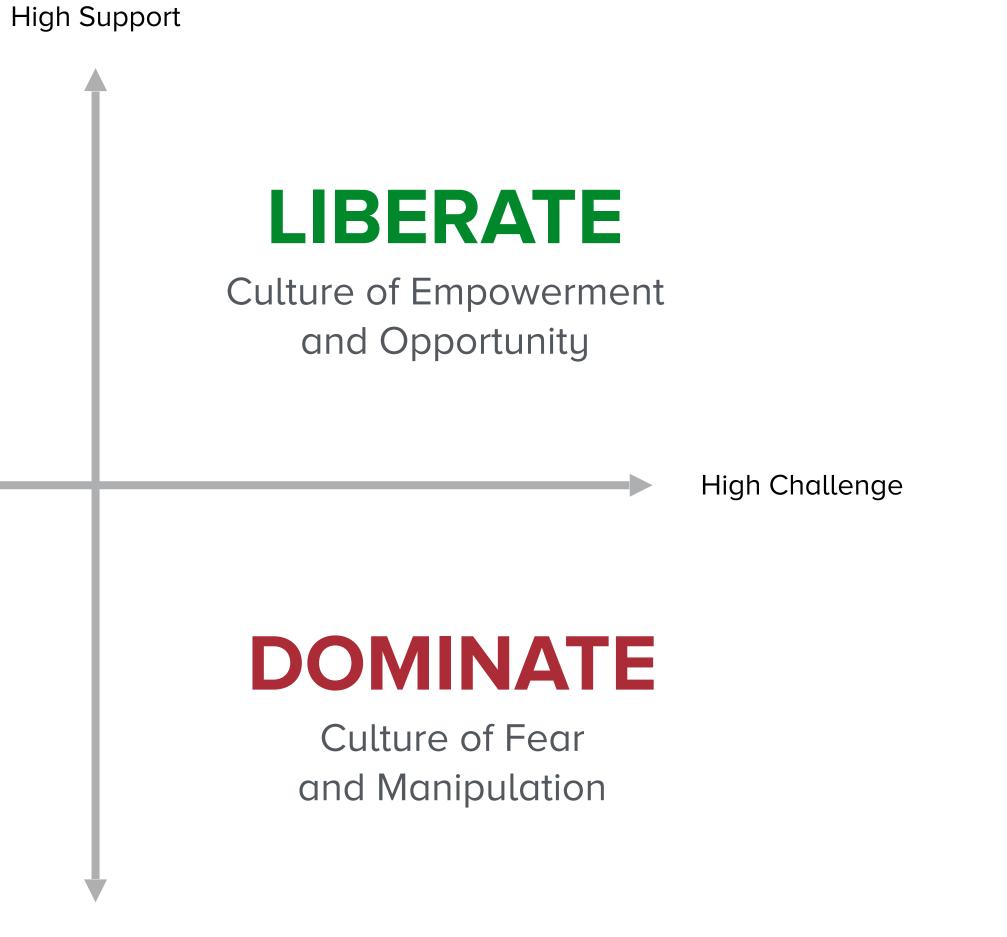
Culture of Entitlement and Mistrust

Low Challenge

### ABDICATE

Culture of Apathy and Low Expectation





Low Support



#### LEADER MINDSET





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### Fight for the highest possible good in the lives of those they lead.

What specific support and challenge do they need from me?

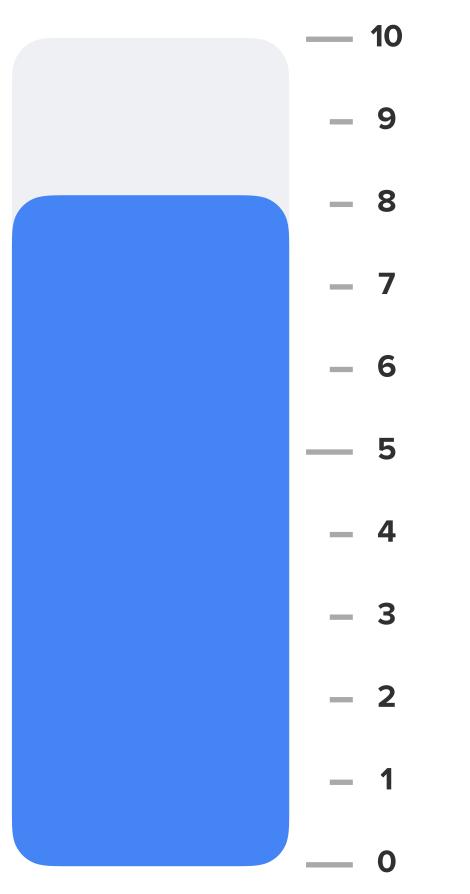
What is the tendency and pattern most undermining their influence?

How do I help them get to the next level?

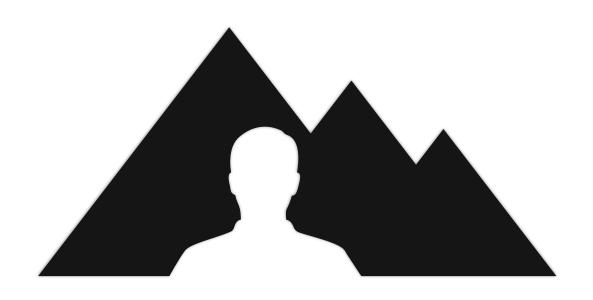


### THE 100X LEADER ASSESSMENT

#### PERFORMANCE



How well are you leading performers?





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### How well are you performing?



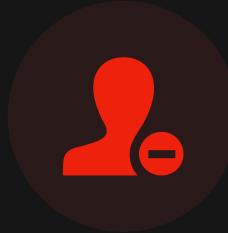
#### **LEADING PERFORMERS**



# Challenge Two Unpacked



Competition For Top Talent is Now Global.



Toxic Company Culture is the Main Reason Why People Leave Their Jobs.

Forbes 2022

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Replacing a Full-Time Employee Costs Between 1⁄2 to 2X the Amount of Their Annual Salary.

Gallup 2022



Low Employee Engagement Cost the Global Economy \$7.8 Trillion.

Gallup 2022



#### SUPPORT CHALLENGE MATRIX



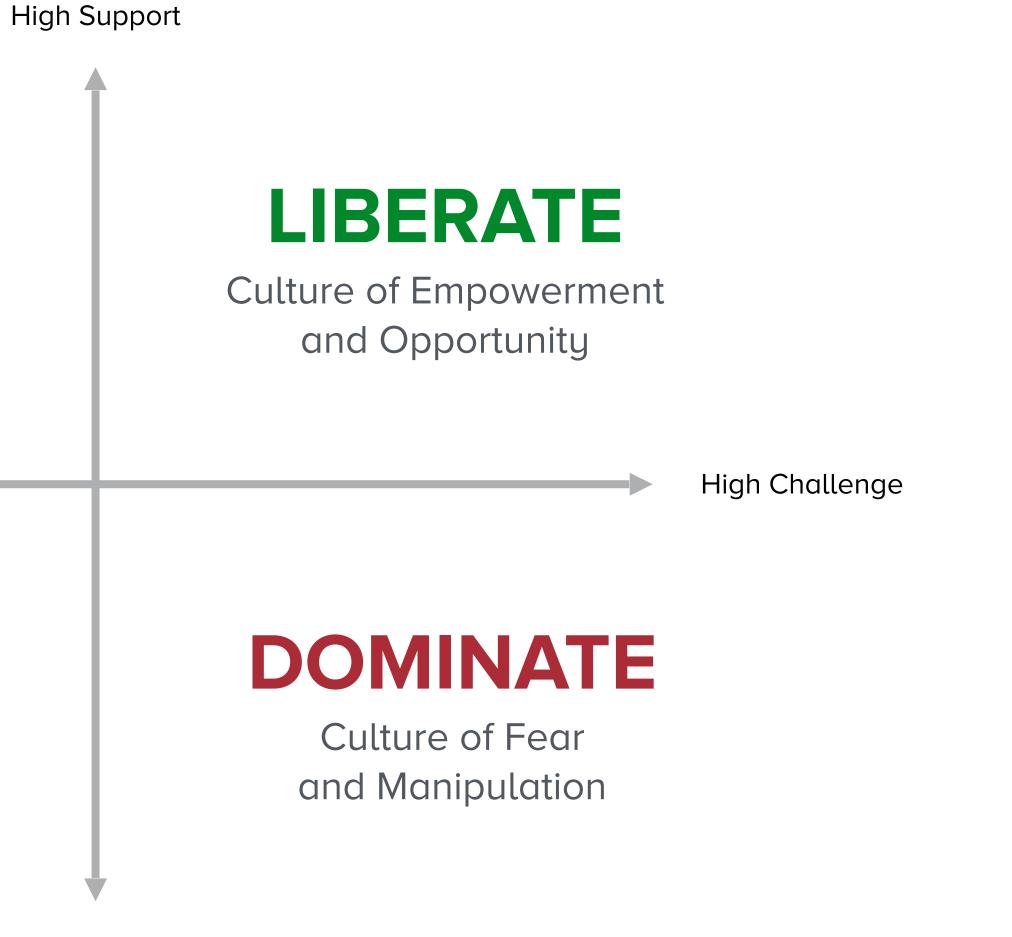
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### BUILDING A WINNING CULTURE

#### **Target People System**

(Codified / Modeled / Reinforced)

Unsustainable Culture "Credibility Gap"

No Culture

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**Target Operating System** (Simple / Scaleable / Sustainable)

### Liberating Culture *"Full Alignment"*

**Toxic Culture** *"Integrity Gap"* 

