

# THE NEW GENERATION LEADER

## Learning to Lead + Win in the Digital World

Episode 42

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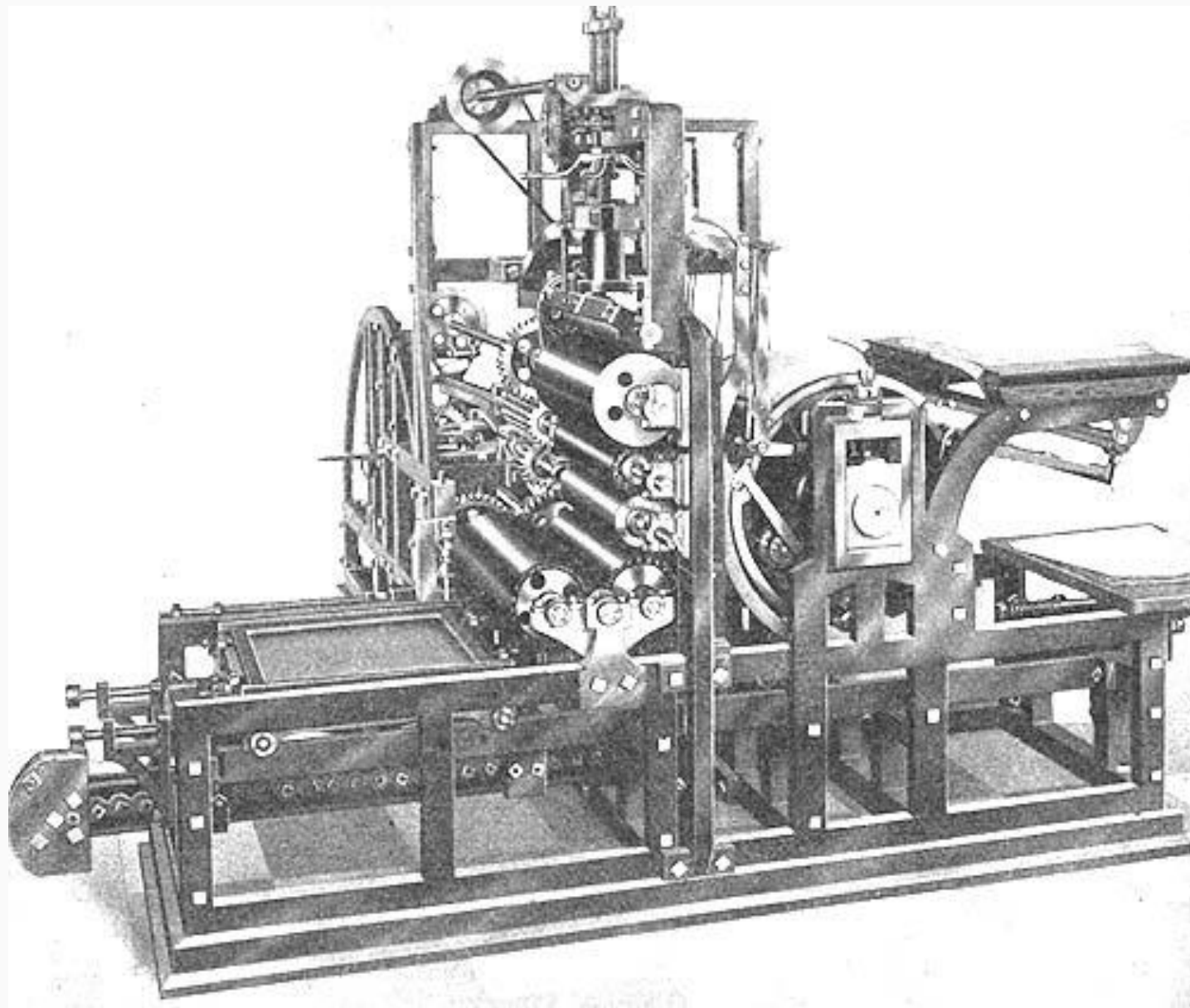
#NewGenerationLeader

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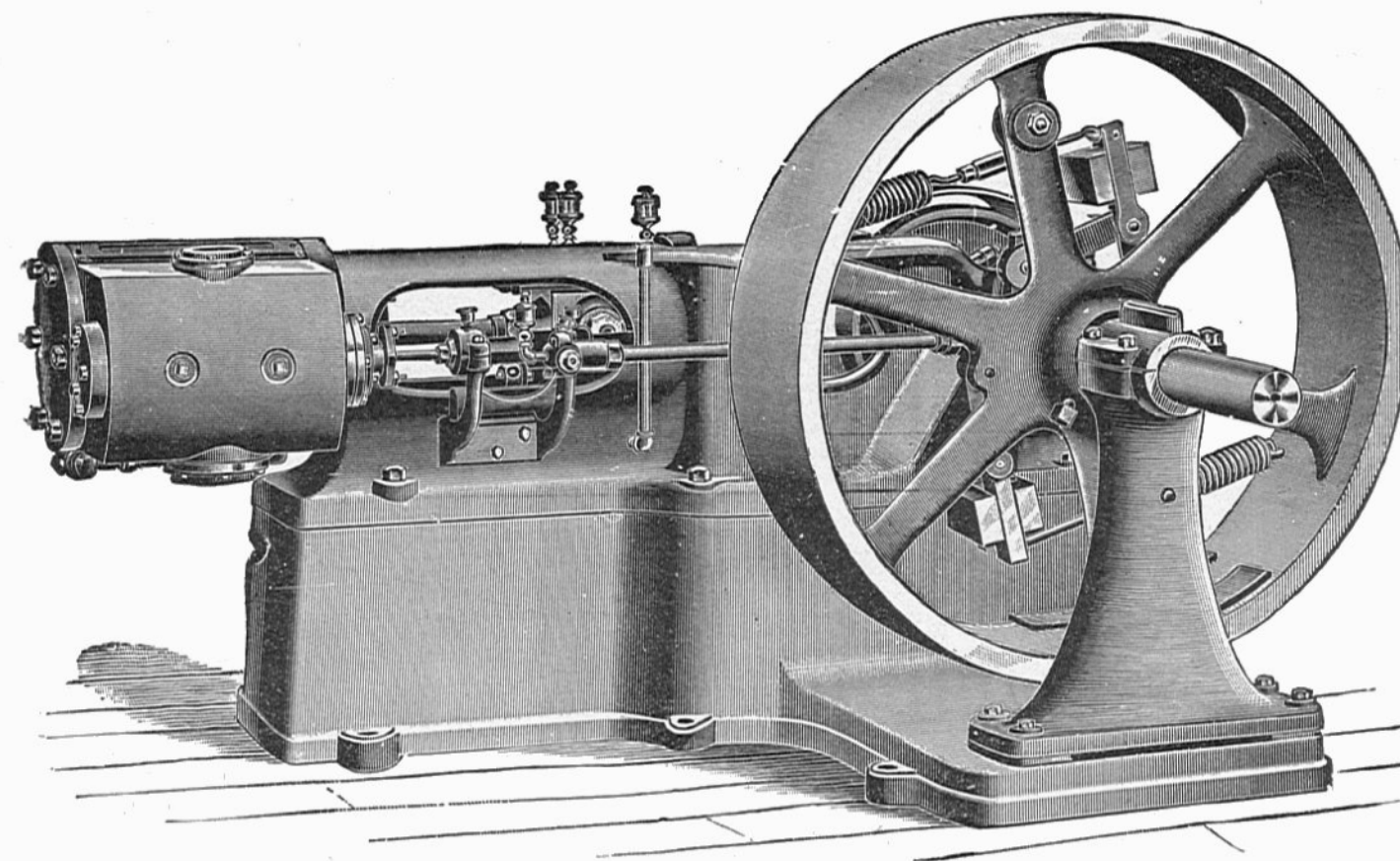
THE NEW  
GENERATION  
LEADER

# Technological breakthroughs



**PRINTING PRESS**

1440, JOHANNES GUTENBERG, "INFORMATION AGE"



**ROTARY STEAM ENGINE**

1775, JAMES WATT, "INDUSTRIAL AGE"



**WORLD WIDE WEB**

1990, TIM BERNERS-LEE, "DIGITAL AGE"

# You Have a Choice

Entrepreneurial  
Opportunity



Fear,  
Persecution,  
Denial

# Three Biggest Challenges Facing Leaders in the New World



How to stay emotionally, physically and intellectually healthy in a world where work never stops



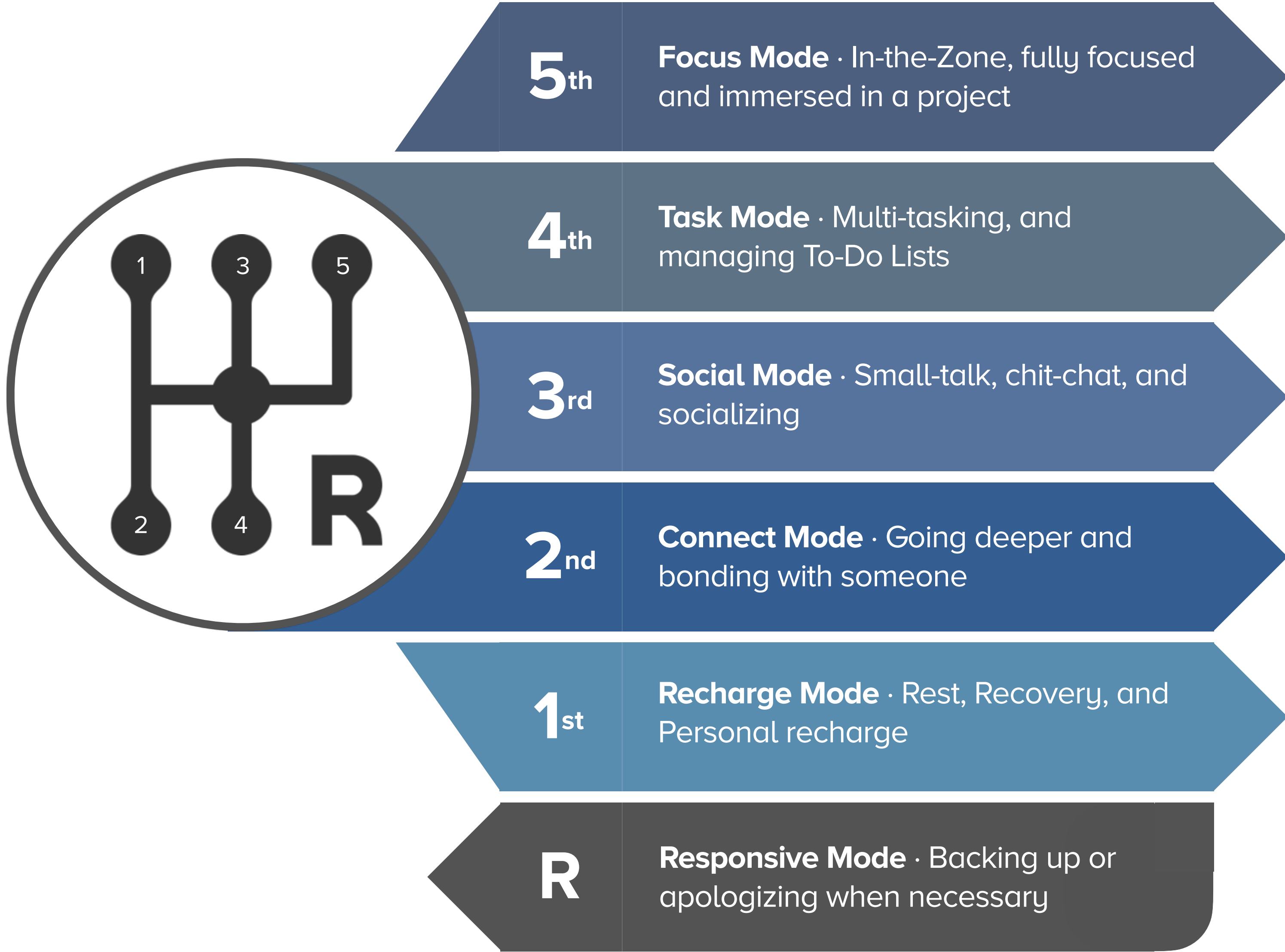
Learning to lead through influence more than positional power or title



Building an organizational culture that can attract and retain top talent



5 GEARS



# Challenge Two Unpacked



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

Google Project Aristotle 2016



High Performing Teams Are More Valuable Than Talented Individuals.

Google Project Aristotle 2016



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

Five Voices Wiley



Relational Intelligence is More Important Than IQ.

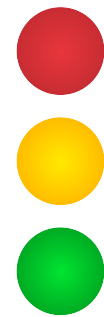
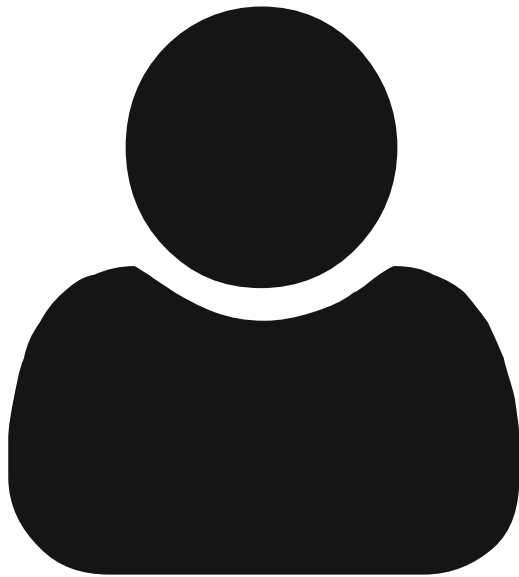
Steve Cockram 2021

# 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?



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RELATIONSHIP

INFLUENCE  
IMPACT

# SUPPORT CHALLENGE MATRIX





# LEADER MINDSET



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

- 1 What specific support and challenge do they need from me?
- 2 What is the tendency and pattern most undermining their influence?
- 3 How do I help them get to the next level?

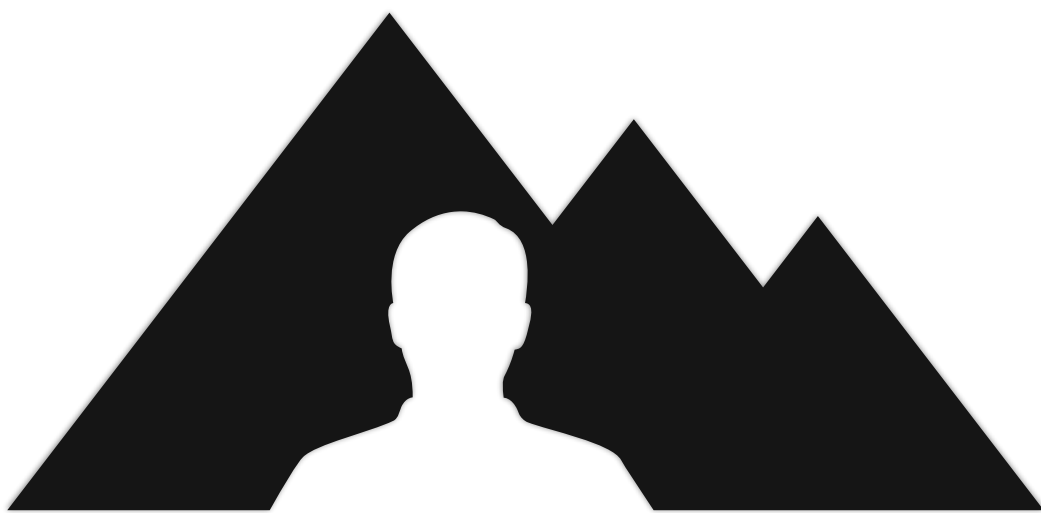
# THE 100X LEADER ASSESSMENT

PERFORMANCE



How well are you performing?

How well are you leading performers?



LEADING PERFORMERS



# Challenge Two Unpacked

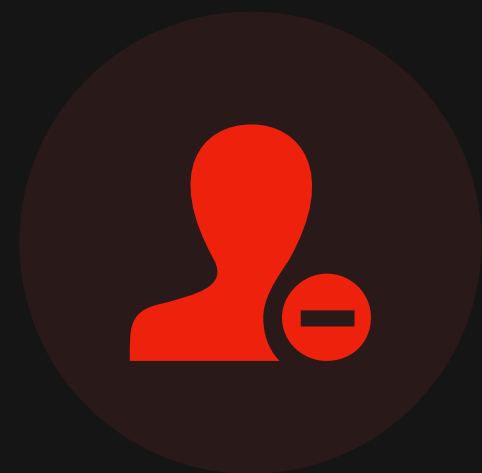


Competition For Top Talent is Now Global.



Replacing a Full-Time Employee Costs Between ½ to 2X the Amount of Their Annual Salary.

Gallup 2022



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

Forbes 2022



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

Gallup 2022

SUPPORT CHALLENGE MATRIX



BUILDING A WINNING CULTURE

**Target People System**  
(Codified / Modeled / Reinforced)



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