LEADING IN THE DIGITAL AGE

JULIA CULEN

Barcelona, June 9, 2017

Austria Connect Conference
The digital age does not change the way we work, it fundamentally transforms it.

We need to ask different questions now.
People and organizations have always been chaotic, messy and unpredictable.

What is different now? The speed, real-time change, the amount of data, the connectedness of everything.

We humans can hardly keep up with our own inventions.
Predict and control used to be the usual way of organizing and leading organizations.

The world as we knew it is over and it will not come back.

Our need to control a uncontrollable world creates the chaos we want to avoid.
WE DON'T ONLY NEED NEW WAYS OF WORKING AND LEADING, BUT NEW WAYS OF THINKING

Sailing rough waters is nothing like cruising a straight road.

Here stability results from flexibility and responsiveness. From our ability to sense and immediately respond.

Volatility and constant change forces us to focus on the present moment more, to be fully aware of what is going on right now.
The beginners mind looks at the world in a fresh way. It does not judge the world according to past criteria but with a curious mind.

The beginners mind becomes aware of its own concepts and limitations, by seeing beyond them.

It helps uncovering, deconstructing and re-creating our beliefs and concepts.

It is the pre-condition for a new mindset.
Reduction and simplicity is a great answer to an overwhelming world.

A clear and reduced language, that cuts through the confusion

Who are we? What is our focus? What are our strengths? Who are we serving?
What is the very reason your organizations exists?

Every organizations starts with an idea, a purpose, a WHY.

Money is never the purpose, it is the result of a purposeful action.
Leading in the digital age means to invite many perspectives, open-up and connect, co-create with others.

The single heroic leader will have to step down and open up the space for others.

Trust ist the result of great teamwork and great teamwork the result of trust.

Nothing is smarter than a high performing team and no control is faster than the speed of trust.
#5 NEW CONDITIONS

The job of the leaders is to create new conditions.

Conditions that enable and empower everyone in the organization to contribute.

How? By providing clarity, trust, intention, purpose and connection.
It is the time where it is very risky not to take risks. It is the age of creation, as the future is unknown. The future is not a pre-determined place but emerging out of the present in every single moment.

So waiting means to miss the whole point of life as such.
#7 INTUITION

THE INTUITIVE MIND IS A SACRED GIFT AND THE RATIONAL MIND A FAITHFUL SERVANT.

WE HAVE CREATED A SOCIETY THAT HONORS THE SERVANT AND HAS FORGOTTEN THE GIFT

A. EINSTEIN
The more digital the more we need to actively create conditions for human interaction.

If we want to stay sane, coherent, alive and creative.

It is about simple human things. listening, asking and sharing

being present, being integer, being kind.
2 THINGS WILL BE CRITICAL FOR LEADERSHIP IN THE DIGITAL AGE

1. THE ABILITY TO FOSTER HUMAN CONNECTION, TRUST AND CO-CREATION

2. DEVELOPING A NEW THINKING PRACTICE (SEEING THE WORLD WITH A FRESH MIND)
IN PRACTICE:

WHAT RESONATES WITH YOU?

WHAT ARE YOUR MAIN CHALLENGES AS A LEADER?

WHAT MOVES YOU AS A PERSON?