

Mind the Shift – Leadership reloaded

The technological revolution presents us with some fantastic opportunities. At the same time, however, its dynamics and complexity can cause a great deal of stress. The technological revolution requires management to possess qualities often associated with superheroes. They need to be high performers, the saviours of organisations, innovators of the present and designers of the future – all wrapped up in a single person. At the same time, they must not forget the most important thing about their work: people. The more digitisation becomes entrenched in our lives, the more skills and empathy are required – in short, the more we need that "human touch".

This means that in the midst of all this chaos, managers must, more than ever before, provide meaning, direction and belonging; something that requires inner strength and resilience. This is why I have developed my own inner compass. It shows me how I can achieve a balance between high-tech and genuine human engagement. But first we must look inward and provide ourselves with direction: Which megatrends drive change, how does disruption affect my organisation and/or my business model, what needs, values, motives in life do people have and what drives me personally?

We all know our goals. We know where we want to go, but why we do what we do is something only a very few people know. Studies show that when we face challenges, an internal dialogue always takes place. If we succeed in identifying who is speaking, whether loudly, softly or not at all, we can guide ourselves much more powerfully and effectively. The focus of this talk is the "Big Four": The Thinker – He knows which way the wind is blowing and can see life's opportunities. The Fighter – He's out there campaigning for the change that's coming. The Lover – He is in touch with people's

deepest needs. And The Dreamer – He knows what drives his own basic desires, which dream he's pursuing and what he really feels passionate about.

In my opinion, however, the managers of the future are, above all, human beings. They know how to establish meaningful human contact with others and can make the necessary shift from Warrior to Lover and from Thinker to Dreamer. Profit is the blood of any organisation, but purpose is its heart and soul. Knowing what your purpose is not only makes you appear more professional as a manager, but also makes you feel at one with yourself. Purpose gives us meaning, direction and a sense of belonging. We are living in breathtaking times where the impossible seems to be becoming possible. And in the next 20 years we will change more than we have in the past 300. That's why we need managers who know how to effectively use technology and are a benefit to their people. Managers who invest not only in the tech aspects of their jobs, but also in the human expertise of their teams. This is why having an inner compass is important: It makes it possible to maintain control of one's own power and energies in these fast-paced times. And this, in turn, makes it possible to move and inspire people in a better way. When choosing to follow a leader, people will do so because they want to, not because they have to. And they do this because inner strength and clarity are attractive traits in any leader.

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