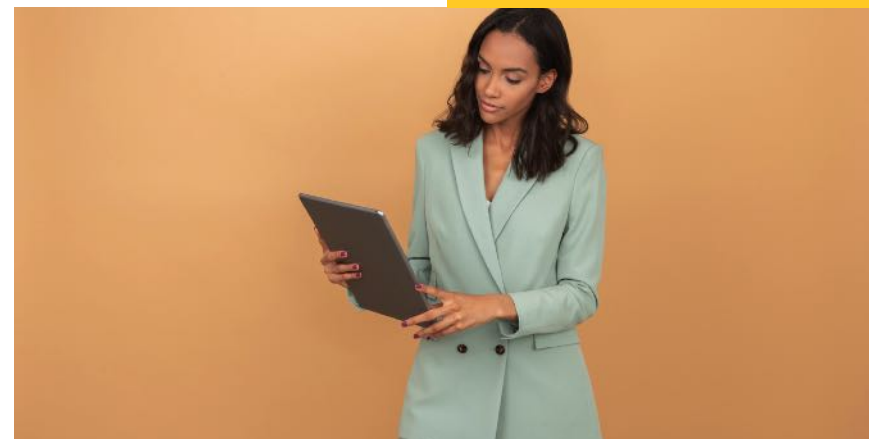


Anticipatory Leadership

How Foresight Is Transforming Future Leaders

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Hi There!

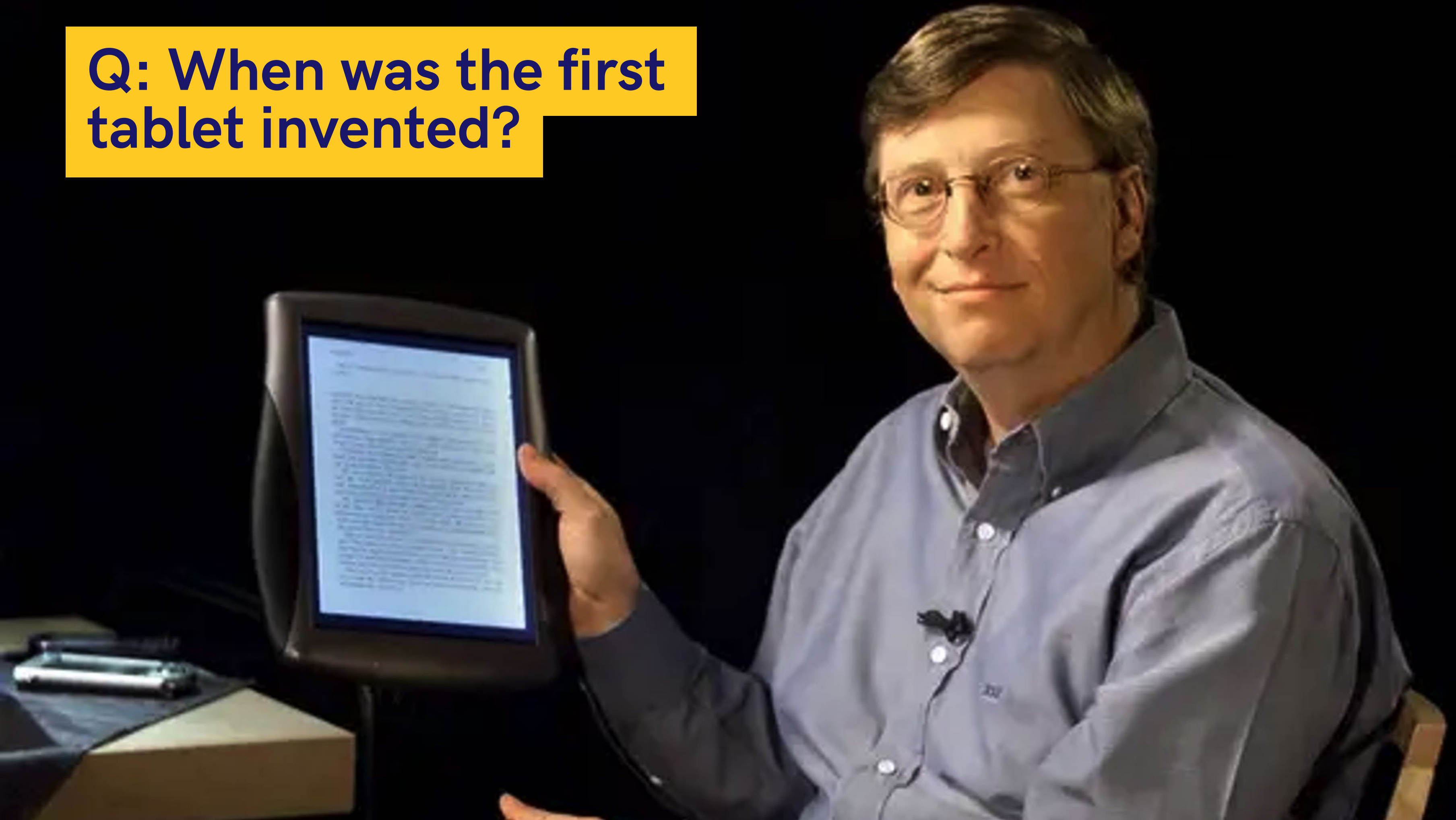
Today we'll be talking about the future of leadership.

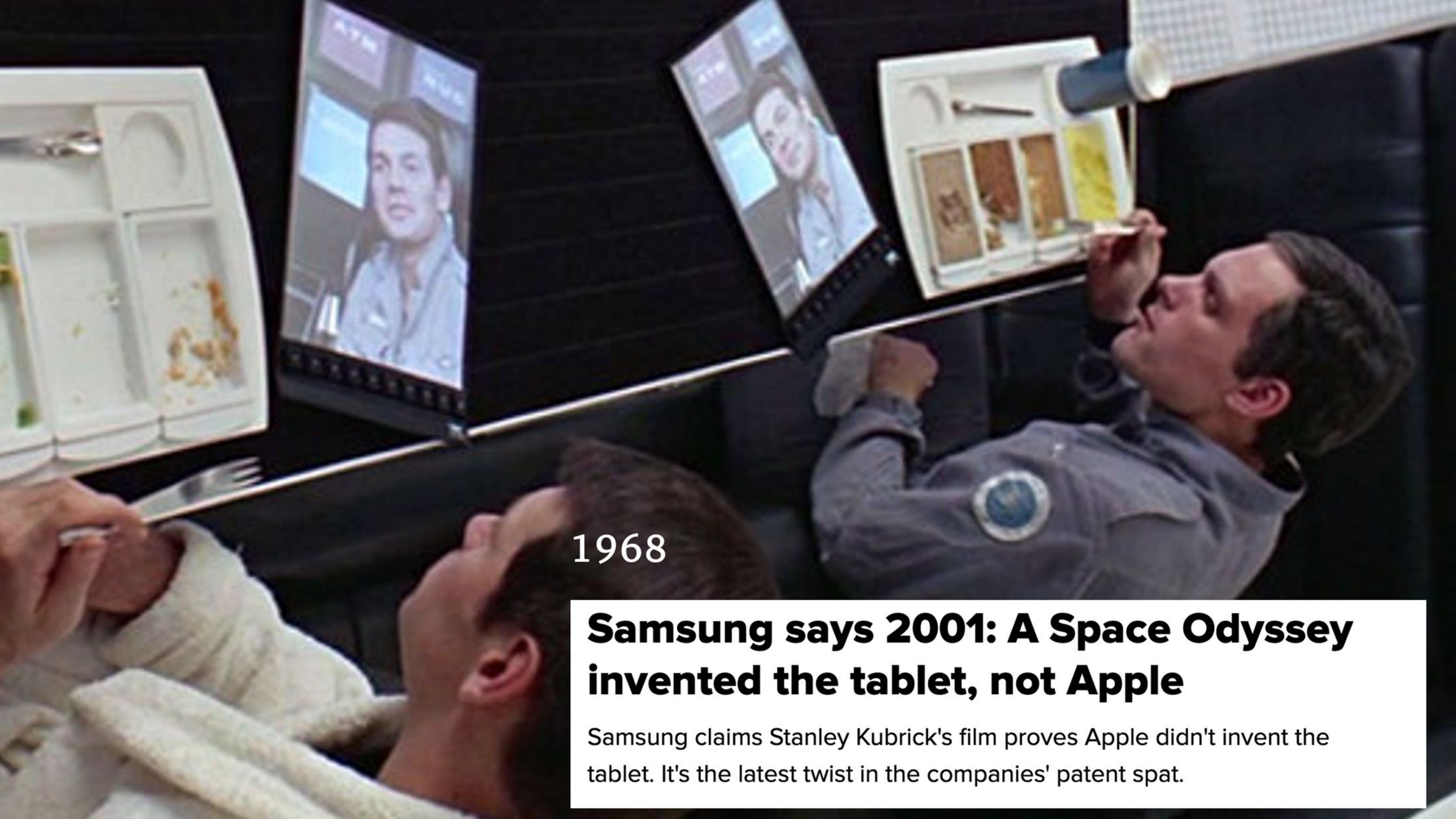
The world of work is changing and so are the skills required for the next generation of leaders.

So, how can we prepare ourselves?



Q: When was the first tablet invented?





1968

Samsung says 2001: A Space Odyssey invented the tablet, not Apple

Samsung claims Stanley Kubrick's film proves Apple didn't invent the tablet. It's the latest twist in the companies' patent spat.

Q: When was the mobile phone invented?



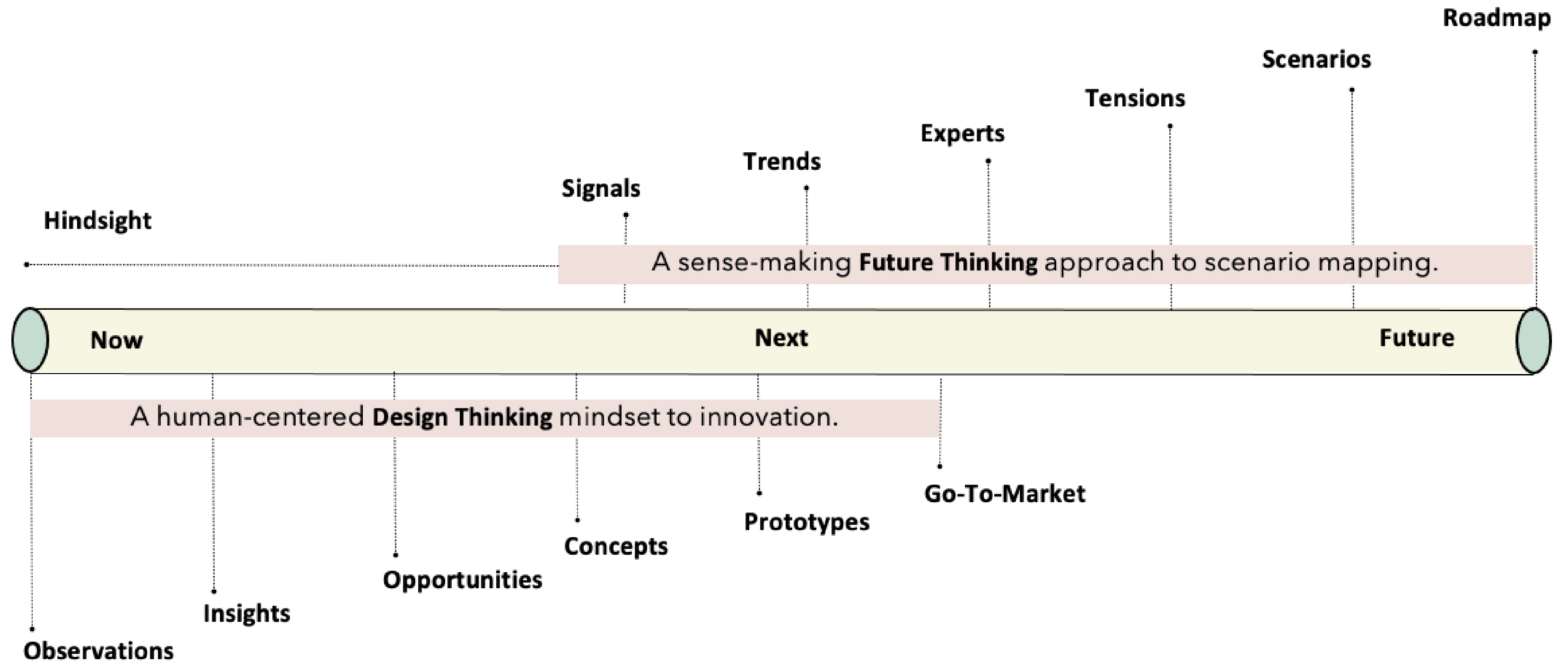
1966



1931



Let's go on a journey



Before we can move forward, we must move backward

We've come a long way since the
days of King Arthur...



The Evolution Of Leaders



6th Century

The Chosen Ones
Born Leaders
The Right To Rule

19th Century

Charismatic Heroes
Great Men
Extraordinary Abilities

20th Century

Voted By The People
Strong Beliefs
Blood, Sweat, Tears

Today

Visionary
Bureaucratic
Celebrity

So what's next?



CNN

From Jeff Bezos to Elon Musk, Bill Gates to Mark Zuckerberg, the billionaire beat deserves scrutiny

... Lots of news and noise about Elon Musk's turn hosting "SNL. ... No shortage of opinions about how Mark Zuckerberg should handle Donald...



May 9, 2021

 Prince George Citizen

Opinion: Burnout is the upcoming leadership crisis

Leadership burnout is typically caused by the following factors: Excess Stress over long periods of time; Uncertainty about expectations...

3 weeks ago



 Marketing Week

Mastercard on why risk management should be part of ...

But Mastercard's chief marketing and communications officer, Raja Rajamannar, believes the business was in a better position than most...

Jan 18, 2021



Societal

A new generation of workers enter the workplace.



Enviornmental

The pandemic has created a lasting work-from-home impact.



Technological

Automation is both a blessing and a curse at work.



Economical

The market is more and more competitive.

Relationship
Driven

Wolf Packs



Informal Networks



Structured



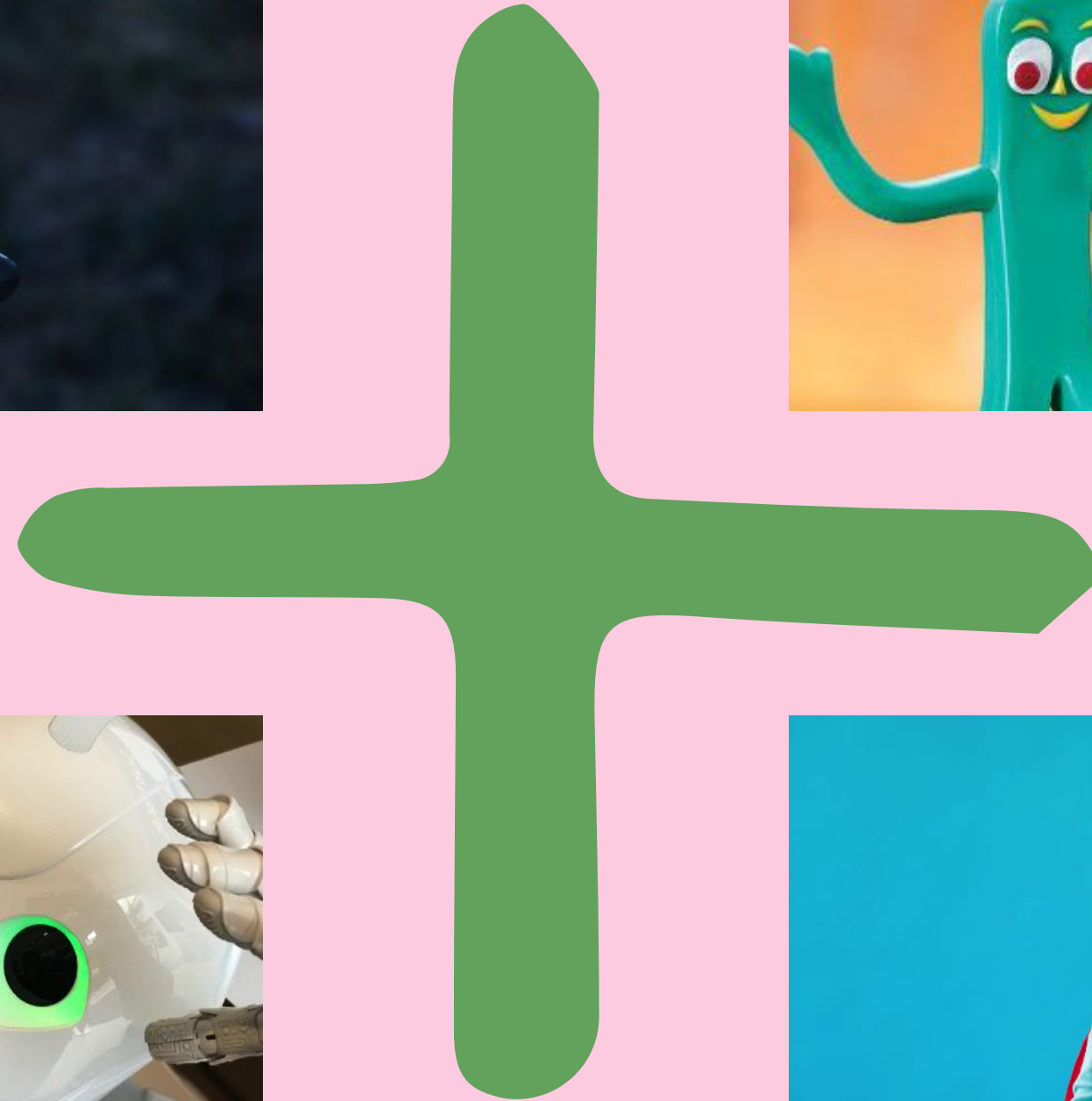
Data-Driven Organization

Flexible



Quantified Self

Data
Driven



What do these scenarios have in common?



Ambiguous

Future leaders must navigate constant uncertainty.



Chaotic

Future leaders must make a path through all of the noise.



Connected

Future leaders must derive patterns from people and information.



Pressurized

Future leaders must be resilient and rapidly adapt.

Uncertainty can't mean "we do nothing until we know." By then, it's too late to build what we needed to have to respond to the change.

How do we get there?



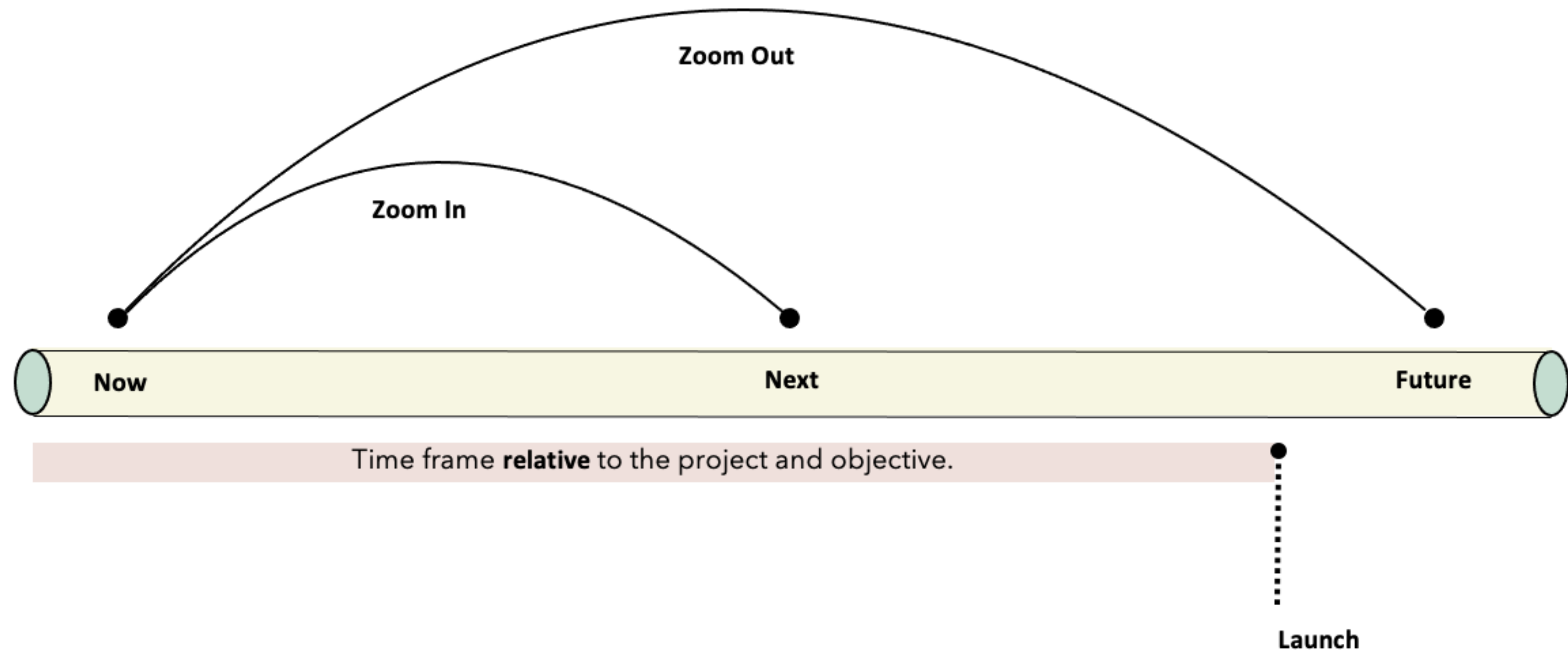
Anticipatory Leadership

The ability to **proactively look ahead** to new opportunities and threats, to make strategic decisions that take into account **system wide impacts**, and **influence others** into taking action in the present.



Apply Always-On Strategic Foresight

It's not always about uncovering what's new, but rather stretching what's present into the future. Practice zooming out and zooming in as an ongoing habit, not a one-off project.



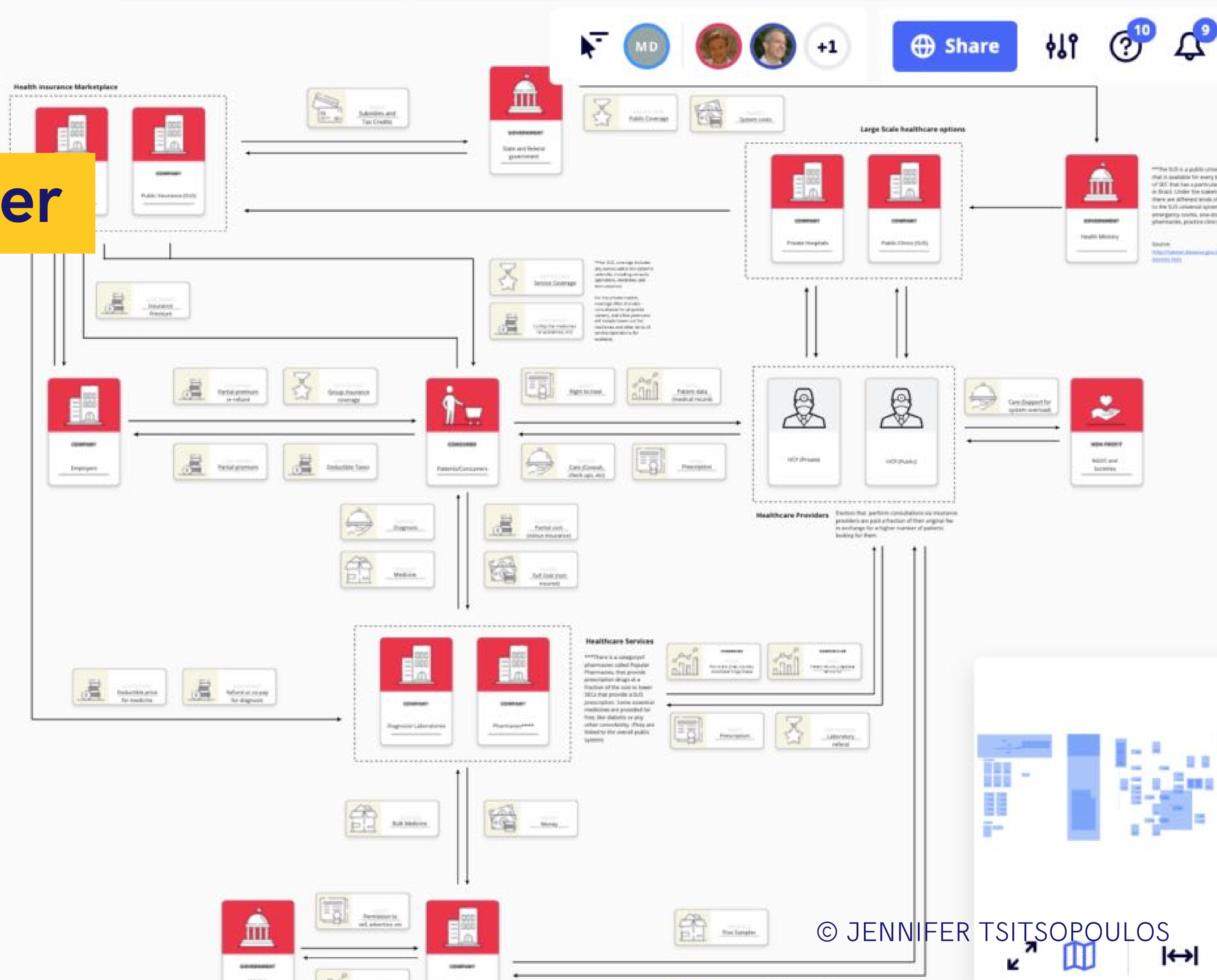


sparks & honey

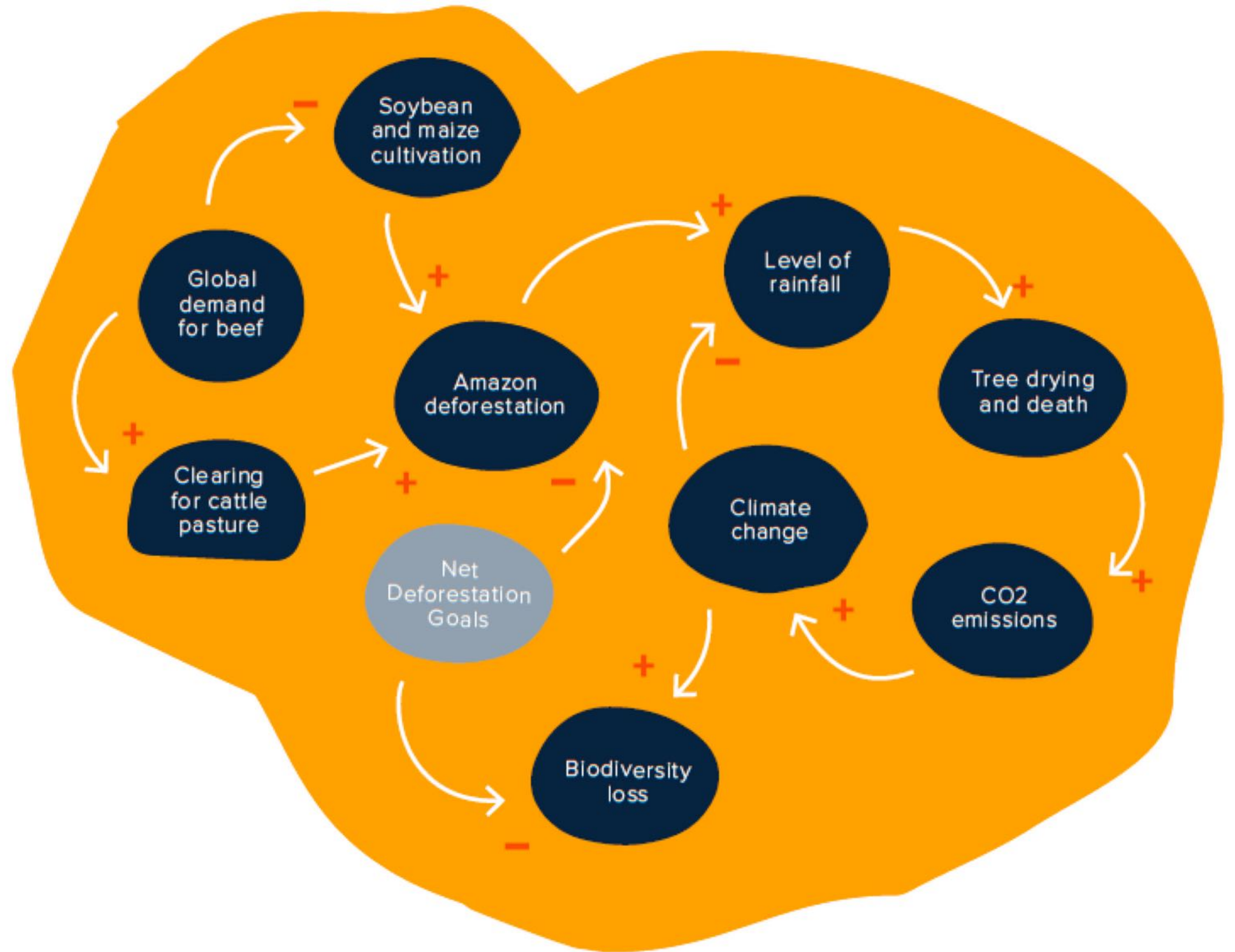
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Become a systems-thinker

It's no longer enough to think human-first, you must consider your impact system-wide. Try mapping your ecosystem to understand the first and second order effects resulting from a given decision.

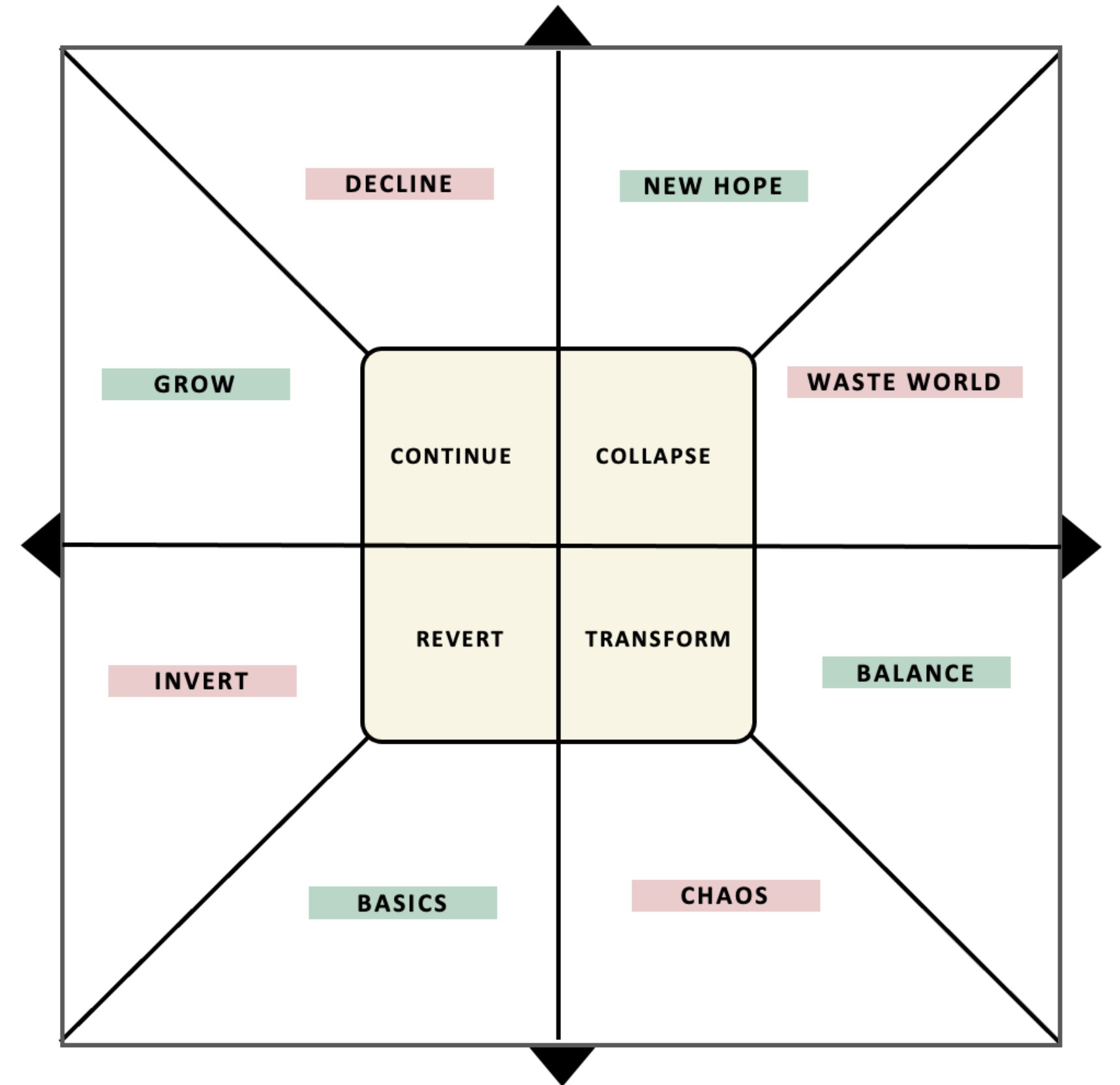


System thinking is a part of foresight that helps you to get to the root cause of the problem



Use scenarios to influence change

Thinking about the future is only relevant if you can influence it. You should think through multiple scenarios and tie them back to what matters to stakeholders today in order to create urgency around action. Storytelling is an essential skill for tomorrow's leaders.



✘ MAKING IT HARD TO SPEAK UP



**How is everyone feeling about the project?
Any concerns?**

✔ CREATING SAFETY WITH PREMORTEMS



**It's 2024. The project has failed spectacularly.
Over the next few minutes, independently write down every reason for the failure you can think of.**

Today.



- Reacting to shifts
- The future as theory/inspiration
- Business-first
- Pitching our ideas

Tomorrow



- Proactively driving change
- The future as prompting action
- System-wide
- Co-creating strategies



H1
manager



H2
entrepreneur

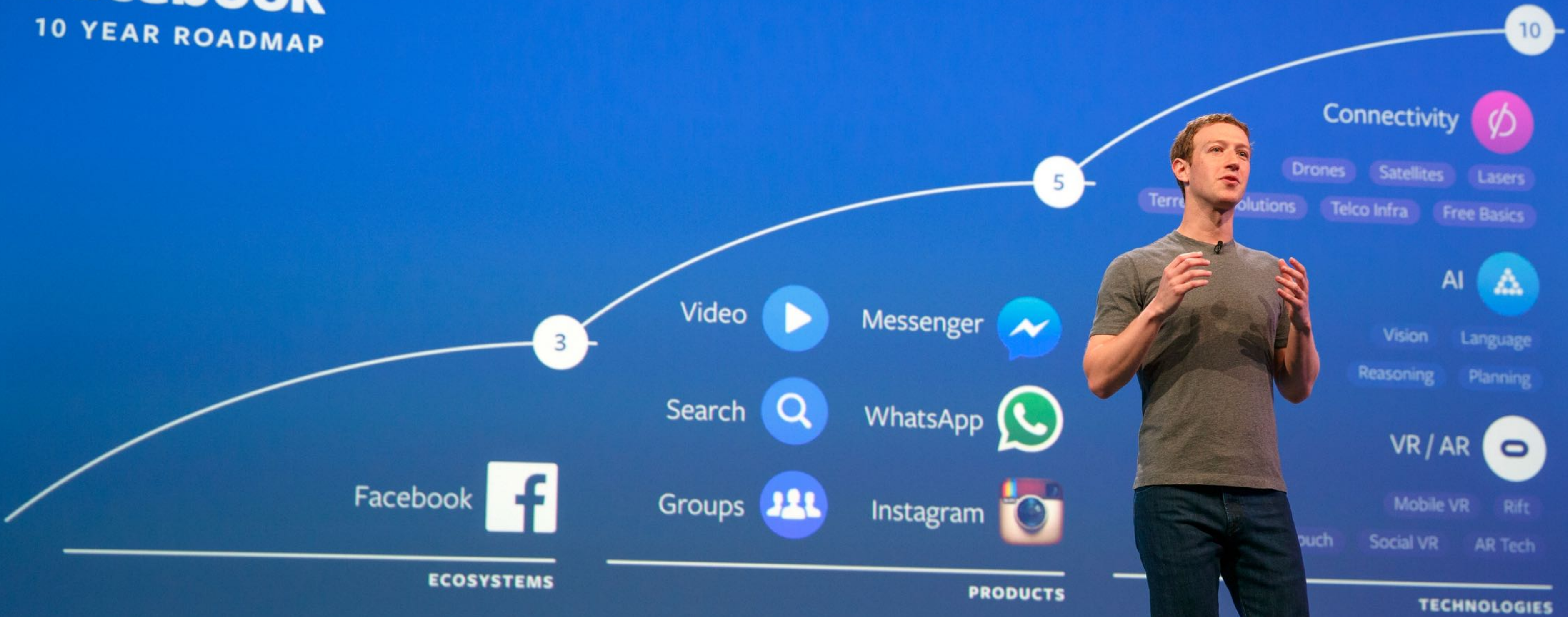


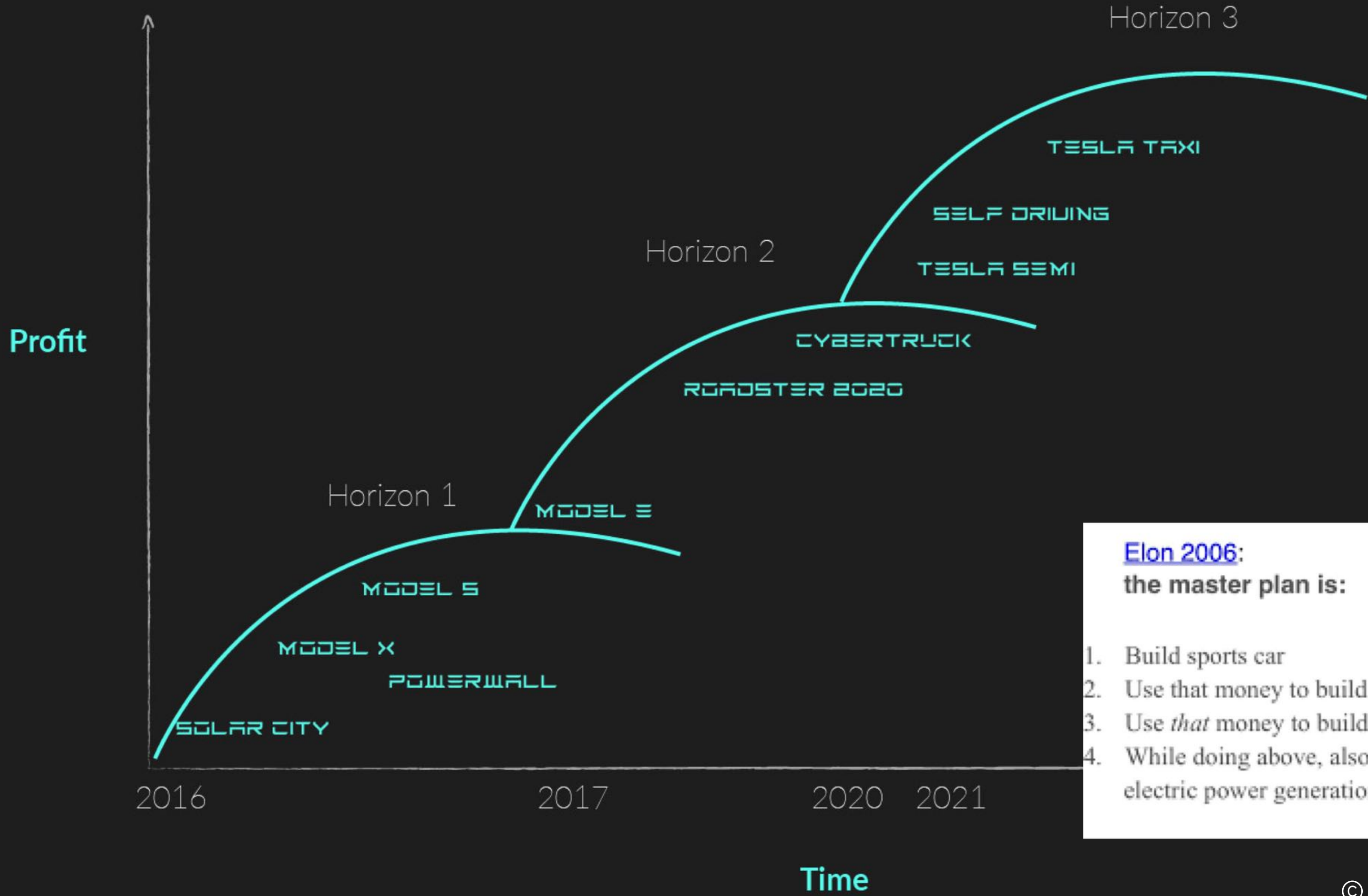
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H3
visionary

facebook

10 YEAR ROADMAP





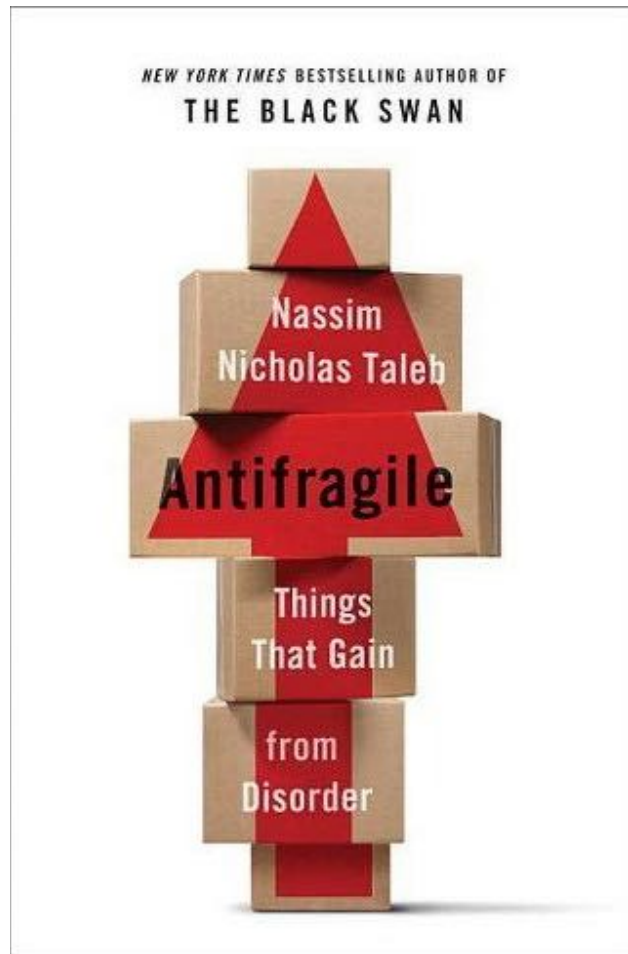
Elon 2006:
the master plan is:

1. Build sports car
2. Use that money to build an affordable car
3. Use *that* money to build an even more affordable car
4. While doing above, also provide zero emission electric power generation options

"Anticipation is a critical skill to master when things are moving as fast as they are today, and things aren't going to start moving any slower in the future, so we have to move fast if we don't want to fall behind."

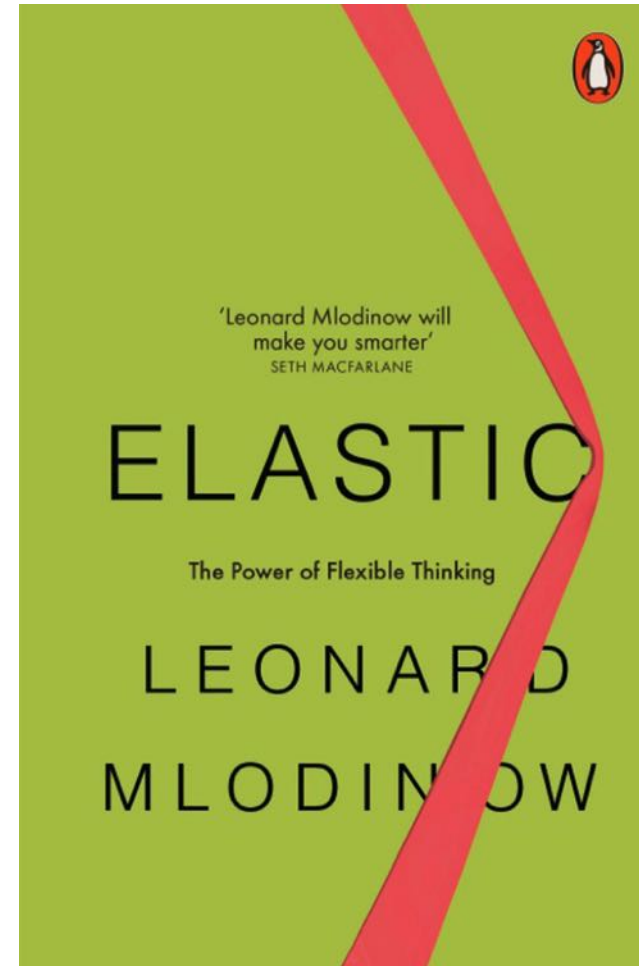
- Mike Walsh, Futurist

Interested in learning more?



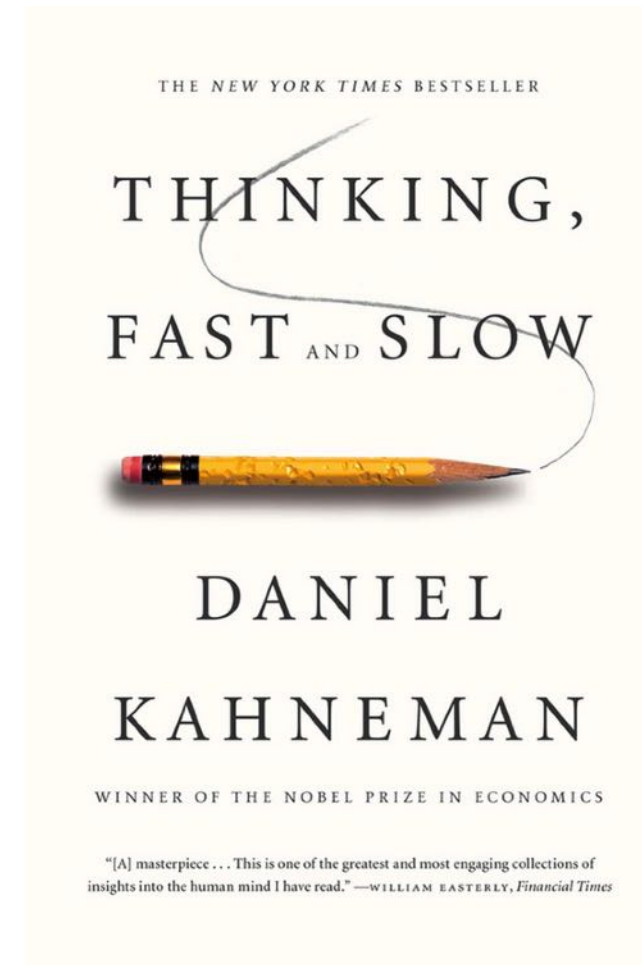
Antifragile

Learn to create structures that gain from disorder.



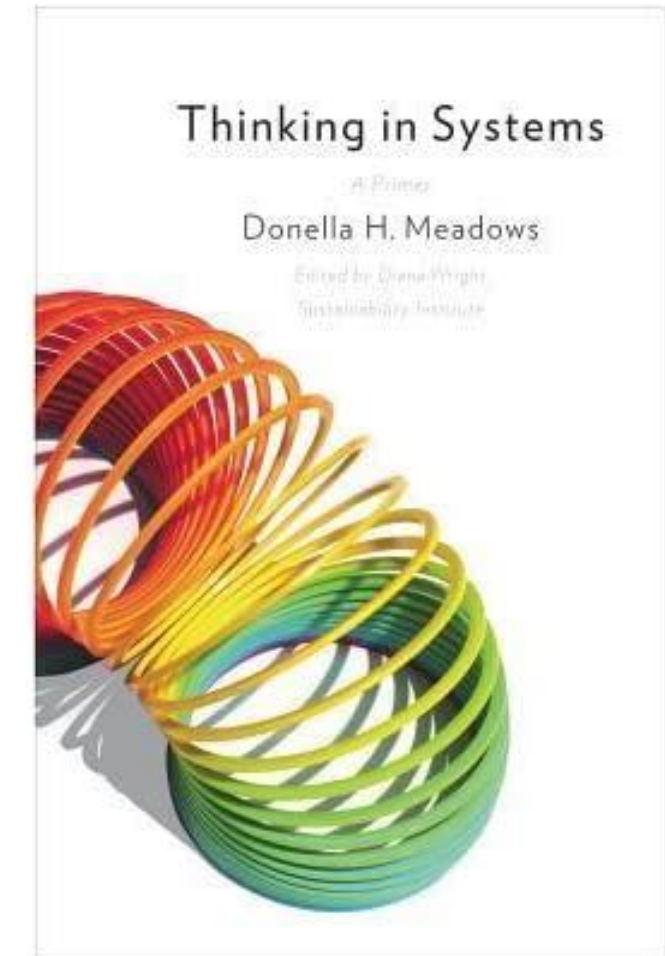
Elastic

Practice the power of flexible thinking.



Thinking Fast & Slow

Flexing your right and left brain skills.



Thinking in Systems

Understand cause and effect at scale.



Thank you!

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