

LEADERSHIP IN TURBULENT TIMES - EXERCISE

Note: If you do not know what VUCA stands for, access the section: *Understanding the Context (Module 4)*

REFLECTING ON LEADERSHIP IN A VUCA WORLD

What are the implications of VUCA on leadership? What kind of leadership is needed to lead adaptation and ensure sustainability in turbulent times? Think about the 3 levels:

- **Knowing:** what do leaders need to know and how are they invited to look at the world?
- **Doing:** what are leaders invited to do?
- **Being:** who are they called to be in the face of the current reality? For themselves and for others

When you have finalised writing down the answers, compare how this new image fits with traditional expectations of people in positions of power.

APPLYING THIS TO YOURSELF AND YOUR ORGANIZATION

- How are you and your organization managing the strain of adapting to turbulent times? What is keeping you grounded? What is your “Why”?
- How adapted are your current organizational models and systems to meet the transformational aspects of the needed change?
- Where do you find your organization stuck in old and unshakable paradigms?
 - Where do cynicism and resistance seem to emerge within your organization? (think of responses like “this can’t be done”, “this is too wild”, “this will not stand a chance”).
 - Where does dependence and unrealistic expectations seem to emerge? (think of instances where the complex challenge is thrown on the shoulders of one individual leader instead of being seen as systemic and requiring collaborative solutions)
- What power, freedom and responsibility are you invited to embrace to better face these issues?
- What capacities do you feel you need to develop to be able to innovate in, adapt to and embrace an ever-changing world?

ADDITIONAL EXERCISES

There are currently no additional exercises for this section