

Pioneering the Future: Staying on Track

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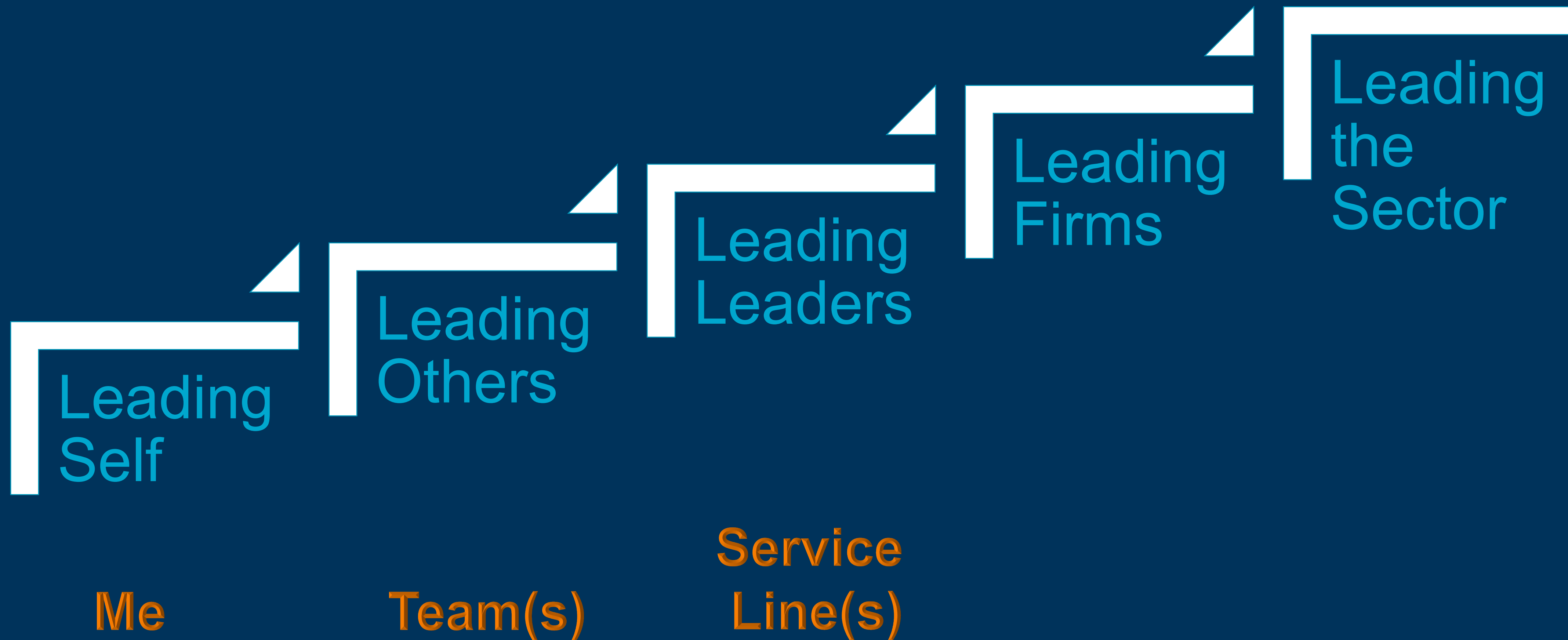


Today

- Pioneering the Future: Staying on track
 - Leadership Transitions – what could derail you?
 - Turning Boundaries into Frontiers

Creating value

Clarity of unit of performance



Leadership Transitions



Enduring Success Factors

What helps you stay the course?

- Ambitious – you have to want it
- Establishes Strong Relationships
- Consistently High Performance
- Team-building and Leadership Skills
- Intelligence
- Willingness to Take Risks
- Able to Adapt
- Problem-solver

Enduring derailment factors

What will knock you off track?

- Problems with Interpersonal Relationships
- Failure to Meet Business Objectives
- Inability to Build and Lead a Team
- Inability to Change or Adapt During a Transition

Sustainable success

What got you here, won't get you there

Reasons for success at 30

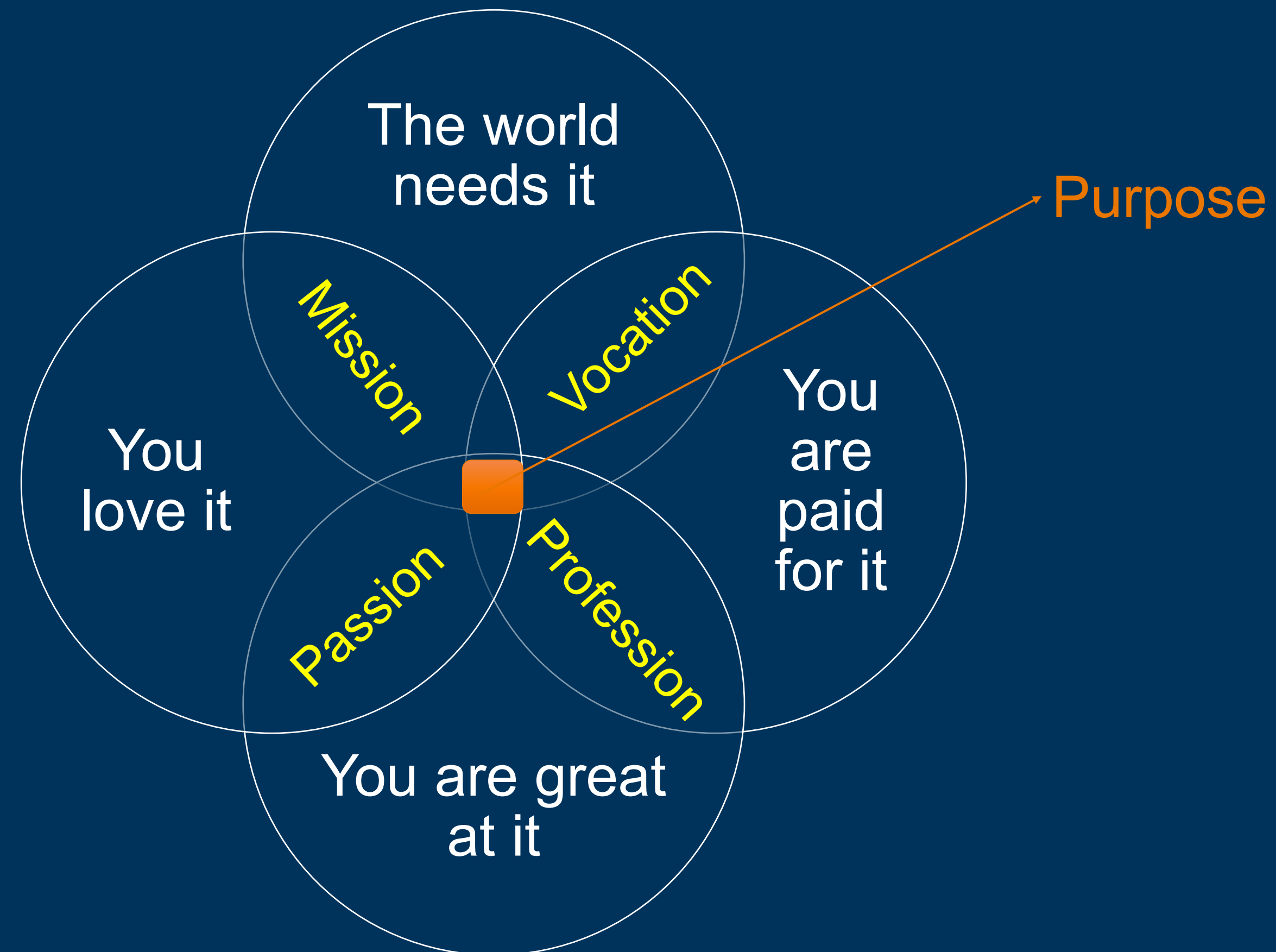
- Independence
- Ability to deliver short term results
- Creativity and problem solving
- Ambition and high standards
- Specialist strength
- Courageous: taking a stand

Success beyond your 30s

- Team player – can lead in partnership
- Strategic foresight: creating long term value
- Developing the innovation and creativity of others
- Comfortable in your own skin (self-esteem)
- General management skills
- Creating a sense of cohesion in times of ambiguity

Self-Awareness

How to sustain when the going gets tough



Leadership Boundaries



Vertical

across levels &
authority



Horizontal

across functions
& expertise



Stakeholder

across external
groups & interests



Demographic

across diverse
groups & cultures



Geographic

across markets
& distance

From Boundaries to Frontiers

Pioneering the future

Managing Boundaries



Forging Common Ground



Discovering New Frontiers



Buffering

Defining boundaries to create psychological safety

Reflecting

Understanding boundaries to foster respect

Connecting

Suspending boundaries to build trust

Mobilising

Re-framing boundaries to develop community

Weaving

Interlinking boundaries to promote inter-dependence

Transforming

Cross cutting boundaries to enable innovation

