"Sometimes I wonder whether the world is being run by smart people who are putting us on or by imbeciles who really mean it."

—Mark Twain
A bleak present; a bleak future?

"These times are riven with anxiety and uncertainty. In the heads of people soon radical new has been broken. Our future is in the balance in its inheritance. We know that anything can happen. The traditional structures of shelter are shaking. Some foundations revealed to be no longer stone but sand. In the future has lost its innocence. We know that anything can happen.

I think there are good reasons for suggesting that the century has ended. Today, every thing indicates that we are going through a transitional period when it appears that something has the way out and something else is painfully being born. It is as if something were crumbling, decaying and exhausting itself, under something new, with nakedness, more than the naked.

The world is changing

Your leadership paradigm?

Fixing your leadership style

Quo Vadi? Future Focused Leadership

Differing paradigms

The problem of language

Flexing your leadership style

Leadership's prevailing paradigm

Thinking anew

"We cannot solve our problems with the same thinking we used when we created them."

- Albert Einstein

Leaders: Born or Made?

Some are born great, some achieve greatness, and some have greatness thrust upon them.

Shakespeare

Twelfth Night, Malvolio, Act II, Scene V

What type of leadership?

The future of leadership and management in the NHS for more.
The world is changing

3. Maximising values
4. Mentoring
5. Knowing self
6. Building a wide constituency
7. Making sense of experience
8. Raising the bar

Darkness visible

Teaching under a tree in Africa!
The 7 demands of leadership (Gallup)
1. Visioning
2. Maximising values
3. Mentoring
4. Knowing self
5. Building a wide constituency
6. Making sense of experience
7. Raising the bar

Developing self-insight

The challenge of self awareness
"For if we think of this existence of the individual as a larger or smaller room, it becomes clear that most people get to know only one corner of their room, a window seat, a strip of floor which they pace up and down."
Rainer Maria Rilke, Letters to a Young Poet.

In praise of the incomplete leader
"No man, for any considerable period, can wear one face to himself and another to the multitude, without finally getting bewildered as to which may be the true." - Nathaniel Hawthorne

"Don't you know that at midnight hour comes when you've had too much to drink? Oh, do you think we always lay (bed) before the hour? Do you think you can sneak off at a time some midnight to escape from us?"
- Soren Kierkegaard

Unconscious bias
John Fetterman, Mayor of Braddock, Pittsburgh; Zip Code tattoo
Master's in Public Policy from Harvard
Internationally recognised for pioneering economic community development

Stress reduction
Ted Bundy: Rapist and killer of 30 women 1974-78

August Landmesser says NO
Practising Stress Reduction

Stress arises when there is a mismatch between perceived demands and perceived coping ability.

Developing resilience

“The flexibility in response to changing situational demands and the ability to bounce back from negative emotional experiences”

- Reframing
- Experience of positive emotions
- Physical activity
- Trusted social support
- Use of personal strengths
- Optimism

www.authentichappiness.com

Three Colours Blue: Krzysztof Kieslowski (1999)

Developing resilience

www.authentichappiness.com

The world is changing

Your leadership paradigm?

Finding your leadership style

Quo Vadis? Future Focused Leadership

Healthcare organisations - going somewhere?

"Would you tell me, please, which way I ought to go from here?" "That depends a good deal on where you want to get to," said the Cat. "I don't much care where--" said Alice.

"Then it doesn't matter which way you go," said the Cat. "So long as I get SOMEWHERE," Alice added as an explanation. "Oh, you're sure to do that," said the Cat, "if you only walk long enough."

More than the past

I am interested in the future, since that's where I intend to spend the rest of my life.

The world is changing

More than the past

I am interested in the future, since that's where I intend to spend the rest of my life.

The Time Paradox

Time Perspectives

- Future focused
- Present hedonistic
- Present fatalistic
- Past positive
- Past negative


"Leadership is showing the way and helping or inducing others to pursue it. It entails envisioning a desirable future, promoting a clear purpose or mission, supportive values and intelligent strategies, and empowering and engaging those concerned."

Roger Gill, 2011
Leadership 2030.

“Leaders of the future will need to be adept conceptual and strategic thinkers, have deep integrity and intellectual openness, find new ways to create loyalty, lead increasingly diverse and independent teams over which they may not always have direct authority, and relinquish their own power in favour of collaborative approaches inside and outside the organization.”

Learning from the future

• Regardless of the culture or sector we come from, we all share one characteristic: we participate in large systems in which we collectively create results that nobody wants.
• We consume the equivalent of 1.5 planets to meet our current needs; 3.5 billion people live in poverty; 3 times as many people die by suicide as through war and murder.
• Our major error is that we try to learn exclusively through wars and murder.

We all live in complex interconnected systems

“Leaders of the future need to be visionary entrepreneurs. They need to be like the general ingersoll, who saw the coming of the atomic age and the threat it posed, and invented his atomic age, the atomic technology, and his atomic bomb.”

A different type of leadership

“Are the basic fundamentals for sound leadership the same and we are just responding to a different world, or are the fundamentals shifting?”


Love After Love

“Each person is the sole inhabitant of their own inner world...each of us is responsible for how we see and what we see...the heart of vision is shaped by the state of the soul. When the soul is alive to beauty, we begin to see life in a fresh and vital way. The old habits of seeing are broken. The dead dust falls from the windows...the elements of one’s life reveal new urgency and possibility.”

Love After Love

“Thieves will come to steal your money. Takers will come to steal your time. Losers will come to steal your energy. And every now and then, you’ll meet a stranger who will steal your heart.”

—Glen Close

“Give more. Don’t seek your heart to break, to the stranger who has touched you all your life, where you are meant to.”

—Seth Godin

“Thank you.”

—Christina Westmoreland, into the wild: The Inside Story

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