

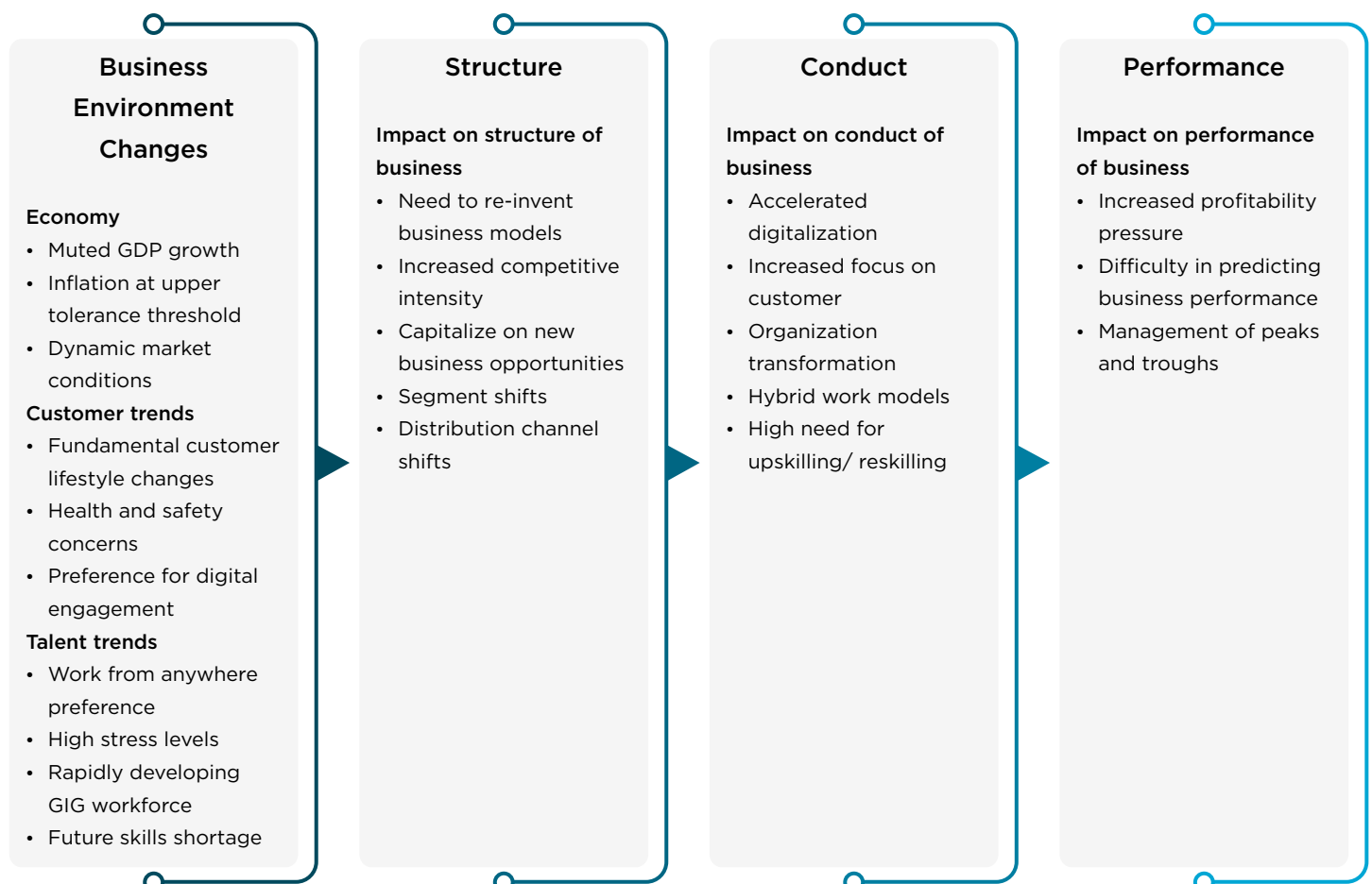
FUTURE READY

LEADER SUITE

Dynamic Business Environment Changes Impacting the Structure, Conduct and Performance of Business

Dynamic business environment continues to stress test all organizations. Economic challenges, changing customer preferences and talent trends have impacted the structure, conduct and performance of business.

Organizations are responding to these changes by re-inventing their business model, accelerating digital transformation and getting used to the new ways of working.



Based on discussions with CEO's , Business Leaders and CHRO's of leading MNC and Indian organizations.

Increasing Complexity Putting New Demands on Leaders

While organizations continue to adapt their structure, conduct and performance, this has led to increasing demands on leaders. Leaders across different levels of the organization are facing the same storm but have different challenges.

Leading effectively in this context requires a combination of future ready leadership capabilities. Equally critical are the key mindsets that leaders across the organization will have to adopt. Leaders need to think and operate differently in the way they manage the business and people.



Challenges Faced by Senior Leaders

Business transformation challenges

- Accelerating organization transformation
- Business adaptation under sustained pressure
- Lack of predictable business forecasting
- Rapid digital transformation

Organizational challenges

- Creating one organization culture
- Making organization ready for hybrid working
- Accelerating upskilling/reskilling

Personal challenges

- Sustained work pressure on self and others
- Increase role in crisis management



Challenges Faced by Mid Level Leaders

Execution challenges

- Digital office replacing physical office
- Work process becoming rapidly digitized
- Higher demands on reinventing work processes faster

People related challenges

- Conventional 9 to 6 model of working becoming obsolete
- Tougher to build shared purpose and alignment in the team
- Much higher dependence on peers to get work done

Personal challenges

- Sustained work pressure on self and others
- Increased fear of job security



Challenges Faced by First Line Leaders

Execution challenges

- Doing more with less
- Dealing with changing work complexity

People management challenges

- Leading remote teams
- Managing new stakeholders
- Managing performance virtually
- Managing team conflicts

Personal challenges

- Adjusting to new role dimensions
- Enhancing personal effectiveness

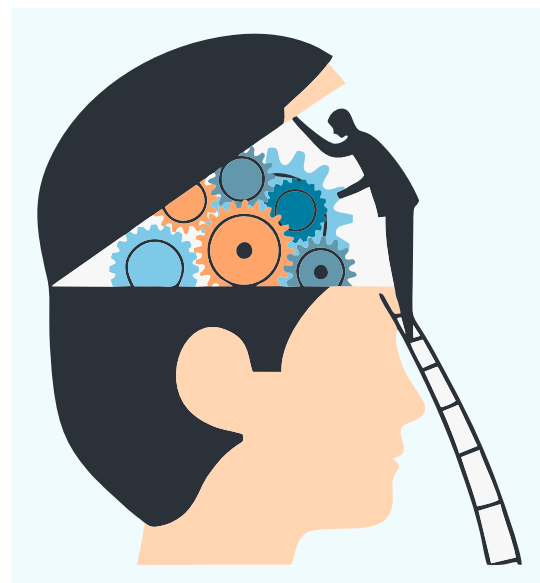
Based on discussions with CEO's , Business Leaders and CHRO's of leading MNC and Indian organizations.

Future Ready Leader: 3 Orientations and 4 High Performance Leadership Clusters

Future Leaders will continue to face Blackswan events and therefore must develop personal and organizational psychological strength to overcome sustained pressure.

To enable this, we believe that organizations need to re-evaluate their leadership capabilities and focus on developing future ready leadership orientations and capabilities. Based on our 21+ years of helping organizations to develop future ready leaders, we have identified 3 critical orientations and 4 leadership clusters.

Future ready leaders will need to display three core orientations:



Hope & Positive Orientation

As leaders continue to manage a disruptive business environment, they will need to constantly instill hope in themselves and others. Operating with hope can unleash tremendous positive energy. This impacts all the four high performance clusters.



Growth Orientation

Thriving on challenges and breaking shackles of the past will be critical for leaders as they navigate in more turbulent waters. This requires leaders to display a growth orientation so that their organizations can become more agile, innovative and disruptive. Growth orientation will be required to build capabilities needed in the **Thinking & Achieving** clusters.



Inclusive Orientation

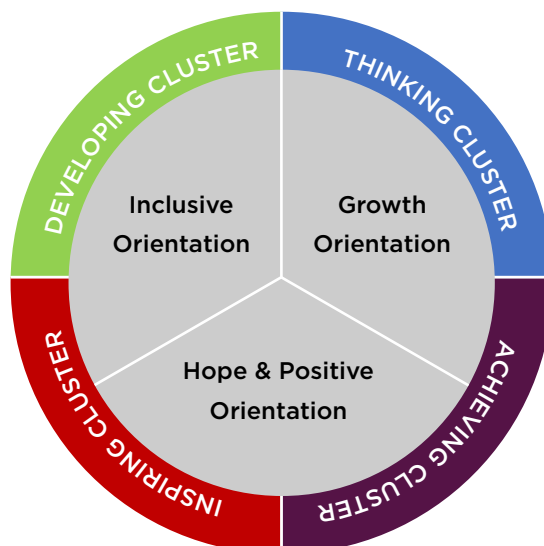
Defined as a state of being included and feeling part of something. As leaders lead across hybrid work models, increased diversity and boundaryless organizations, they will need to adopt an inclusive mindset. Inclusive orientation will be critical particularly for **Inspiring & Developing** clusters.

Leadership Challenge

Fostering inclusion and developing talent

Leadership Challenge

Instilling confidence and trust



Leadership Challenge

Creating and implementing growth strategies

Leadership Challenge

Execution with agility

Future Ready Senior Leader: 12 Critical Capabilities

While the 3 mindsets and 4 clusters are relevant across the leadership levels, each leadership level requires slightly different capabilities to become future ready.



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Future Ready Capabilities

Growth Orientation (Thinking & Achieving Cluster)

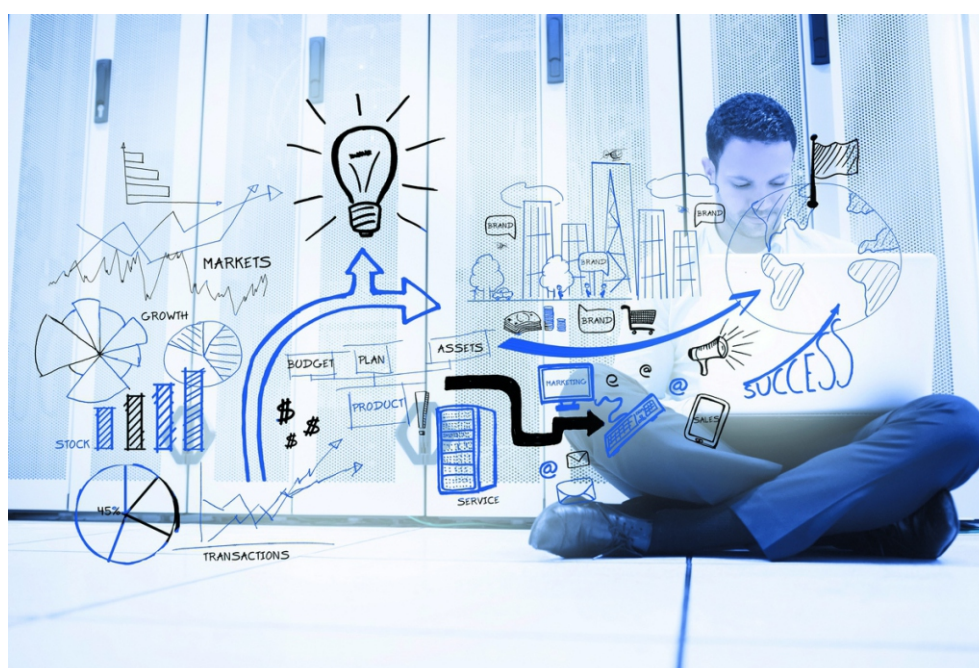
- Enabling digital transformation
- Re-inventing business model
- Driving customer obsession
- Fostering innovation culture
- Leading change

Inclusive Orientation (Developing & Inspiring Cluster)

- Developing inclusive culture
- Instilling purpose
- Leading remote & hybrid teams
- Fostering trust & collaboration
- Leading with empathy

Hope & Positive Orientation (All 4 Clusters)

- Managing organization energy
- Leading with Hope, Energy, Resilience & Optimism (H.E.R.O.)



Future Ready Mid-Level Leaders: 12 Critical Capabilities

Mid-Level leaders face increasingly unique challenges due to digitalization, changing workforce dynamics, increased need of new skills and sustained pressure to perform.



Challenges Faced by Mid Level Leaders

Execution challenges

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- Work process becoming rapidly digitized
- Higher demands on reinventing work processes faster

People related challenges

- Conventional 9 to 6 model of working becoming obsolete
- Tougher to build shared purpose and alignment in the team
- Much higher dependence on peers to get work done

Personal challenges

- Sustained work pressure on self and others
- Increased fear of job security

Future Ready Capabilities

Growth Orientation (Thinking & Achieving Cluster)

- Digitalizing critical processes
- Innovative & critical thinking
- Re-imagining customer journeys
- Execution agility
- Learning agility

Inclusive Orientation (Developing & Inspiring Cluster)

- Leading remote & hybrid teams
- Driving performance & supporting development
- Inspiring engagement
- Inclusive leadership
- Cultivating network & partnerships

Hope & Positive Orientation (All 4 Clusters)

- Emotional well-being & managing burnout
- Leading with Hope, Energy, Resilience & Optimism (H.E.R.O.)



Future Ready First Line Leaders: 12 Critical Capabilities

First Line Leaders face a sustained pressure on getting the work done in a highly changing environment.



Challenges Faced by First Line Leaders

Execution challenges

- Doing more with less
- Dealing with changing work complexity

People management challenges

- Leading remote teams
- Managing new stakeholders
- Managing performance virtually
- Managing team conflicts

Personal challenges

- Adjusting to new role dimensions
- Enhancing personal effectiveness

Future Ready Capabilities

Growth Orientation (Thinking & Achieving Cluster)

- Problem solving
- Creative thinking
- Adapting processes
- Learning agility

Inclusive Orientation (Developing & Inspiring Cluster)

- Managing remotely
- Driving performance
- Coaching & motivating
- Influencing & relationship building
- Conflict management

Hope & Positive Orientation (All 4 Clusters)

- Positive role vision
- Personal adaptability
- Managing burnout



InspireOne's Future Ready Leaders Suite

12 Critical Capabilities

	Senior Leaders	Mid-Level Leaders	Front Line Leaders
Growth Orientation (Thinking & Achieving Cluster)	<ul style="list-style-type: none"> Enabling digital transformation Re-inventing business model Driving customer obsession Fostering innovation culture Leading change 	<ul style="list-style-type: none"> Digitalizing critical processes Innovative & critical thinking Re-imagining customer journeys Execution agility Learning agility 	<ul style="list-style-type: none"> Problem solving Creative thinking Adapting processes Learning agility
Inclusive Orientation (Developing & Inspiring Cluster)	<ul style="list-style-type: none"> Developing inclusive culture Instilling purpose Leading remote & hybrid teams Fostering trust & collaboration Leading with empathy 	<ul style="list-style-type: none"> Leading remote & hybrid teams Driving performance & supporting development Inspiring engagement Inclusive leadership Cultivating network & partnerships 	<ul style="list-style-type: none"> Managing remotely Driving performance Coaching & motivating Influencing & relationship building Conflict management
Hope & Positive Orientation (All 4 Clusters)	<ul style="list-style-type: none"> Managing organization energy Leading with Hope, Energy, Resilience & Optimism (H.E.R.O.) 	<ul style="list-style-type: none"> Emotional well-being & managing burnout Leading with Hope, Energy, Resilience & Optimism (H.E.R.O.) 	<ul style="list-style-type: none"> Positive role vision Personal adaptability Managing burnout

About InspireOne®

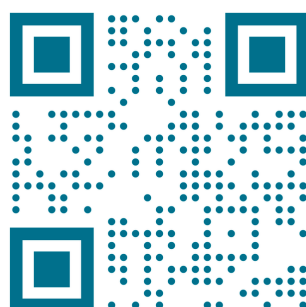
InspireOne® partners with organizations to help manage the changing scenarios and achieve business results, through contextualized and inspiring interventions around leadership and people development, strategic alignment and building strong sustainable cultures.

InspireOne's Global Partners





InspireOne[®]
Performance, Inspired



Global Partners

