

Winning Change

The Synergy of Communication and Self-Leadership



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Overview

- Intros
- The Current Leadership Landscape
- Maintaining your Leadership Edge
- New challenges leaders are facing (Trends & Characteristics)
- The Human Element (A Key to Successful Leadership)
- Transforming Leadership

Leadership Landscape

Command and Control

Empowerment

Then (structure-systematic)

- Trust
- Communication
- Teamwork
- Ability to pivot
- Integrity
- Innovation



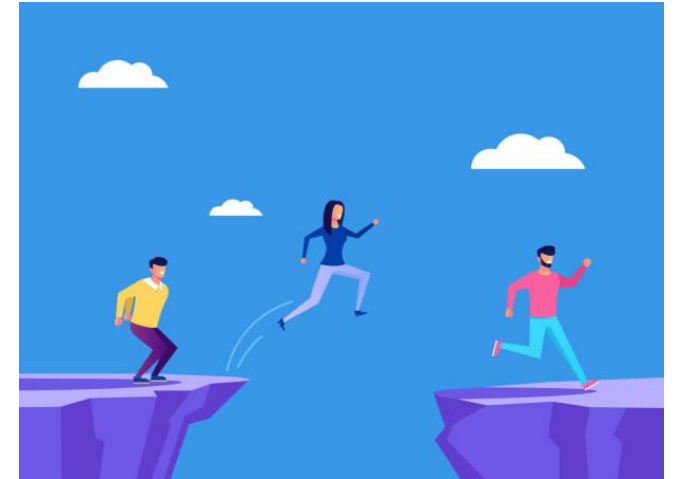
Now (Nuance - Variable)

- Trust¹⁰
- Communication
 - Dynamic
 - EQ
- Teamwork
 - Multifaceted
 - Hybrid, Remote, Flex
- Ability to pivot
- Integrity
- Innovation



Maintaining Your Leadership Edge

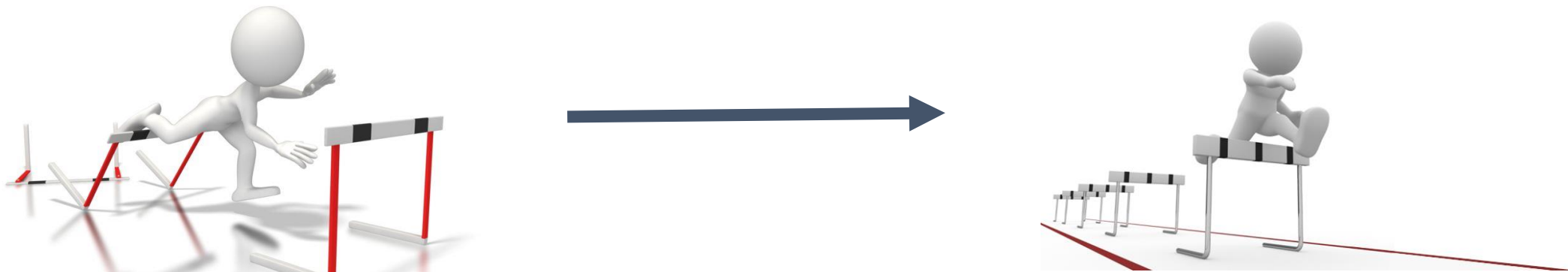
- What do we mean by **Leadership Edge**?
- Self Management
- Mindset and Approach to Change
- Communication – Leading change
- **Building Resilience**
(for you and your team... but we are really focused on you today!)



Maintaining Your Leadership Edge

Hurdles anyone?

- Getting stuck vs. letting go
- Our friend **ego**. The challenge of ego needing to look good – keep it all together
- Aren't leaders supposed to have all the answers and know what to do in times of uncertainty & significant change???
- Who do we talk to about our challenges?



Mindful Moment

- What have you noticed?
- Are you focused on growing?
- Are you aware of what has changed?
- Are you aware of what people need?
- How is your leadership impacting your team and your organization?



New Challenges

- Nuance
- Importance of Trust
- The new dynamic of a multifaceted workplace
- Effective Empowerment
- Creating Psychological Safety
- Professional Development
- The increasing rate of Burnout
- Impacts of Stress on the workplace



Trends & Characteristics of the New Landscape

Leadership Development:

Building a culture of trust collaboration and cohesive teamwork. Succession planning and retention.

Adaptive-Agile Leadership:

The pandemic highlighted the importance of adaptability. Leaders who can quickly adjust their strategies and pivot in response to changing circumstances are highly valued.



Trends & Characteristics

Digital Leadership:

The acceleration of digital transformation has made digital leadership skills crucial.

Remote Leadership:

With the widespread adoption of remote work, leaders have had to adapt their management styles to lead teams effectively from a distance.

Remote Team Building:

Building and maintaining team cohesion in a remote or hybrid work environment is a new challenge.



Trends & Characteristics



Empathy and Compassion:

The pandemic brought about significant emotional and mental health challenges.

Resilience:

Leaders who exhibit personal resilience and can inspire resilience in their teams have become essential. This involves staying composed during crises, demonstrating a positive outlook, and helping others bounce back from setbacks.

Human Element

Remote Work and Flexible Arrangements:

Highlights the importance of trust between leaders and employees, as well as the need for flexibility and adaptability.

Emphasis on Employee Well-being:

The pandemic has brought mental health and well-being to the forefront.

Increased Communication:

Effective leadership during the pandemic has required enhanced communication. This has emphasized the importance of transparent, timely, and empathetic communication.



Human Element



Focus on Inclusion and Diversity:

The pandemic has highlighted disparities in health and work conditions, leading to increased awareness of diversity and inclusion issues.

Reevaluation of Priorities:

COVID-19 prompted leaders to reevaluate their organization's mission, values, and priorities. Many leaders have been motivated to make shifts in strategy, emphasizing social responsibility, sustainability, and community support.

Technology Integration:

Leaders have had to embrace technology for communication, collaboration, and decision-making. This includes leveraging digital tools for virtual meetings, project management, and data analysis.

Mindful Moment

- What do you need?
- What does your team need?
- What does your organization/business need?



Transforming Leadership

- Why is this important?
- How to do this?
 - Develop a leadership vision
 - Create your leadership roadmap
 - Determine the skills and tools you need
 - Setup a support system
 - Coaching for the future



Mindful Moment

- How can you transform your leadership?
- What support(s) do you need?
- Identify one action you will take next week.



Leadership Exercise – 4 of a Kind



Questions



Opportunity
now



The Alliance and Fort Lewis College have partnered on an Opportunity Now grant to offer micro-certificates created by industry and for industry to upskill regional worker skillsets in key industry areas to better serve local businesses and support equitable economic outcomes for our workforce community.

Please fill out this short survey that will help us identify priorities and industry needs for this project.

[PollEv.com/sarahtober098](https://poll-ev.com/sarahtober098)

AFTERNOON SESSION

