



QUANTUM VALUES
MASTERING LEADERSHIP

Leading in a VUCA World

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What is VUCA?

Volatile - unpredictable, unstable

Uncertain - outside your control

Complex - lots of moving parts

Ambiguous - unprecedented



U HAVE A QUESTION



I HAVE AN ANSWER





Competition

Culture

Internet of Things

Mobile

AI

Skill Shortage

Machine Learning

Automation

Globalisation

People

Robotics

Cloud Computing

Disruption

Big Data

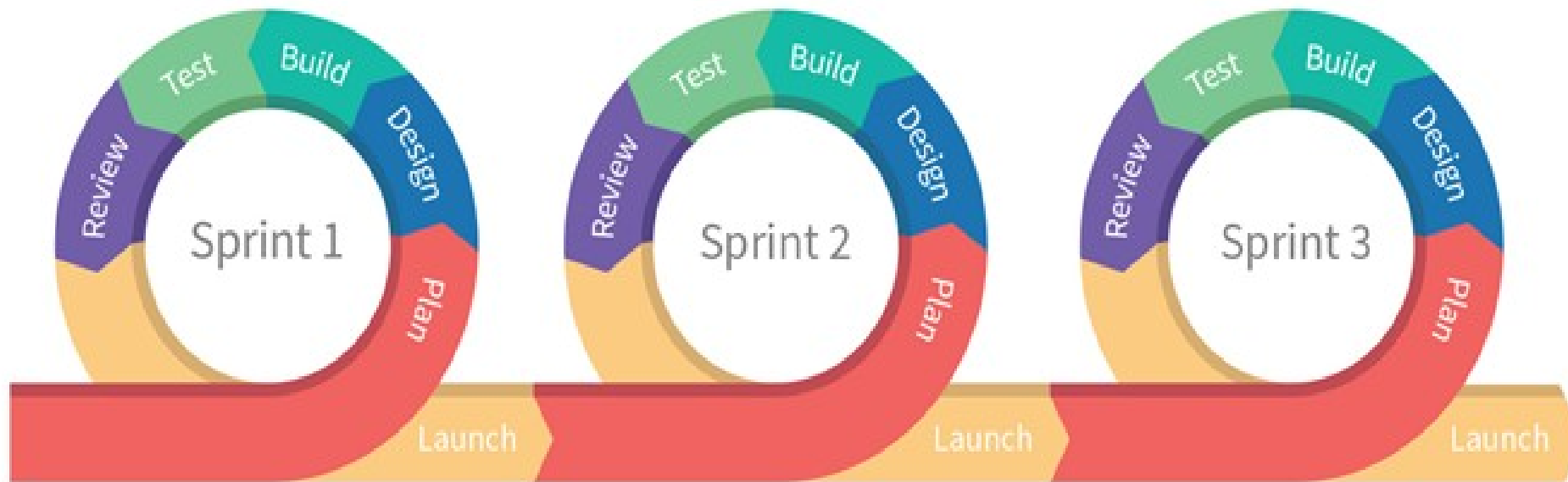
Markets

Machine Learning

Not Just What, But How ...

Waterfall has given way to ...

Agile Methodology



~~DEPLOYMENT~~
Agile Methodologies



get comfortable
being uncomfortable

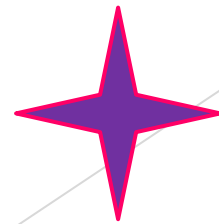
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Your Comfort
Zone

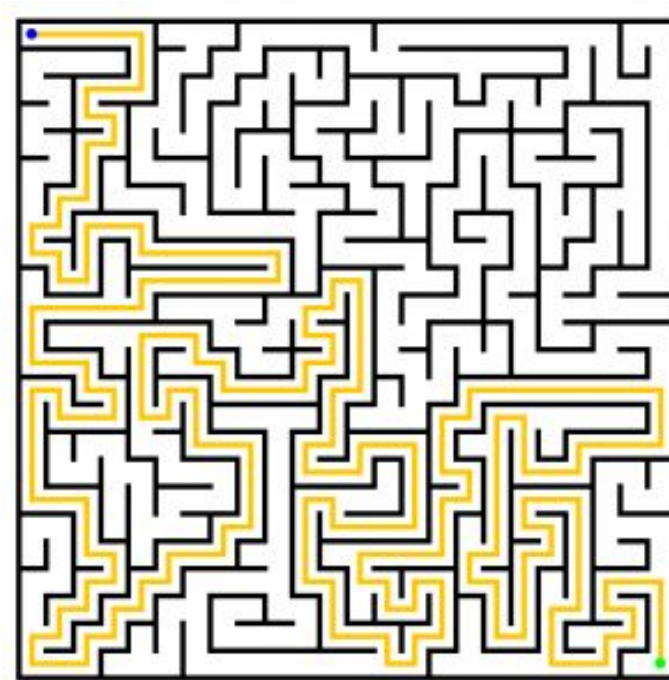
**The Magic Happens Out
Here**



Principles for VUCA Leadership

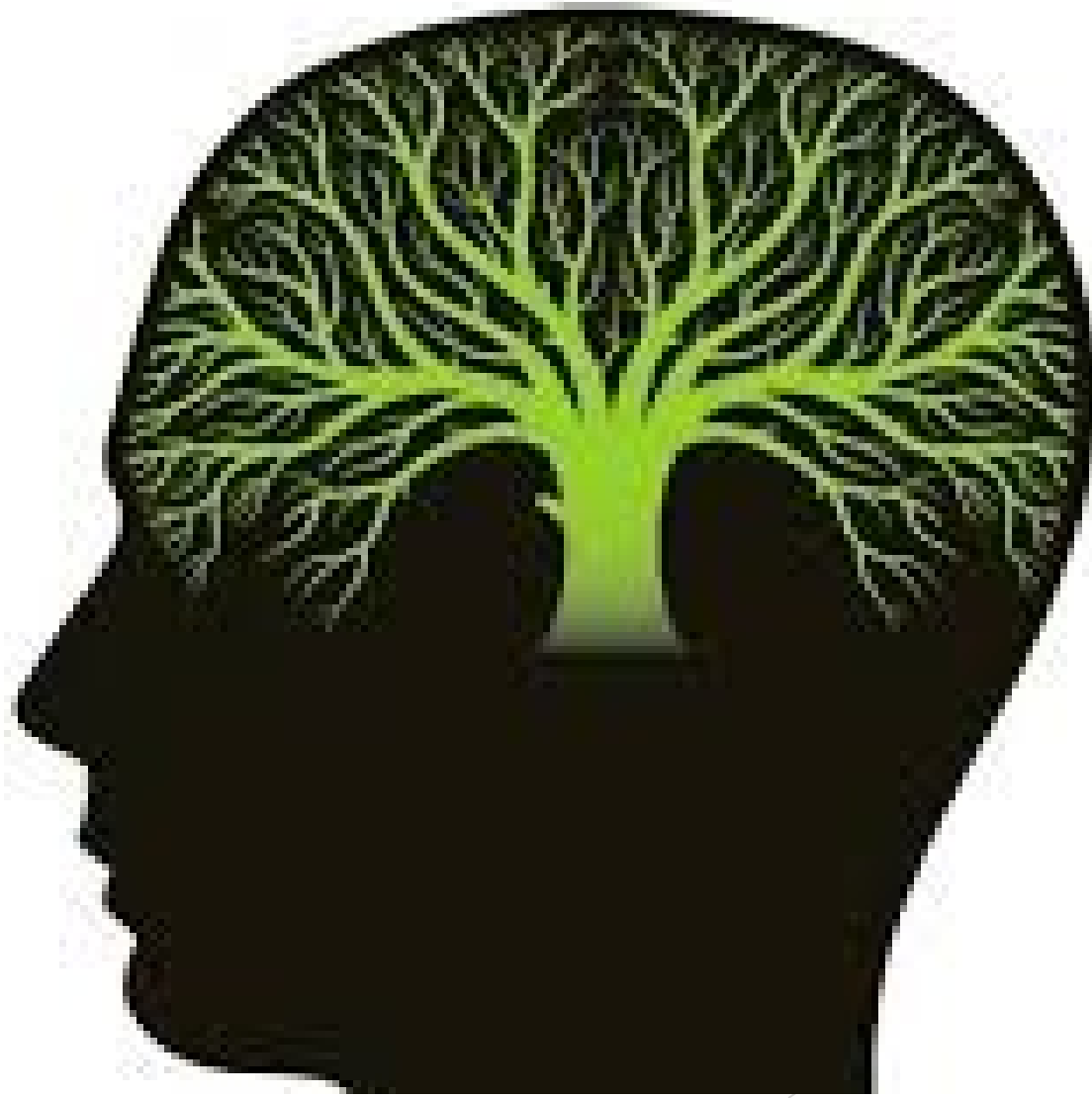


1. Flexibility



Principles for VUCA Leadership

2. Mindset



Self-Sovereign n Mindset

THE SKY IS
FALLING!
THE SKY IS
FALLING!



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Socialised Mindset



Self-Authored

ed



Self-Transforming Mindset



Principles for VUCA Leadership



3. Ask Better Questions ...



“Quality questions create a quality life. Successful people ask better questions, and as a result, they get better answers.”

Tony Robbins



- **What are my strengths?**
- **What kind of leader have I been to this point?**
- **What kind of leader do I want to be?**



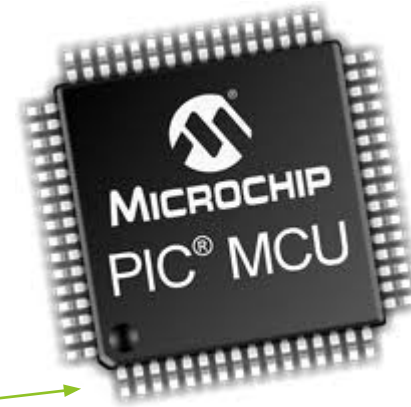
- **What can we learn from this?**
- **What assumptions am I making?**
- **What biases or agendas of mine might be getting in the way?**
- **Who might have new information that will serve here?**
- **What else do I need to know?**



Principles for VUCA Leadership

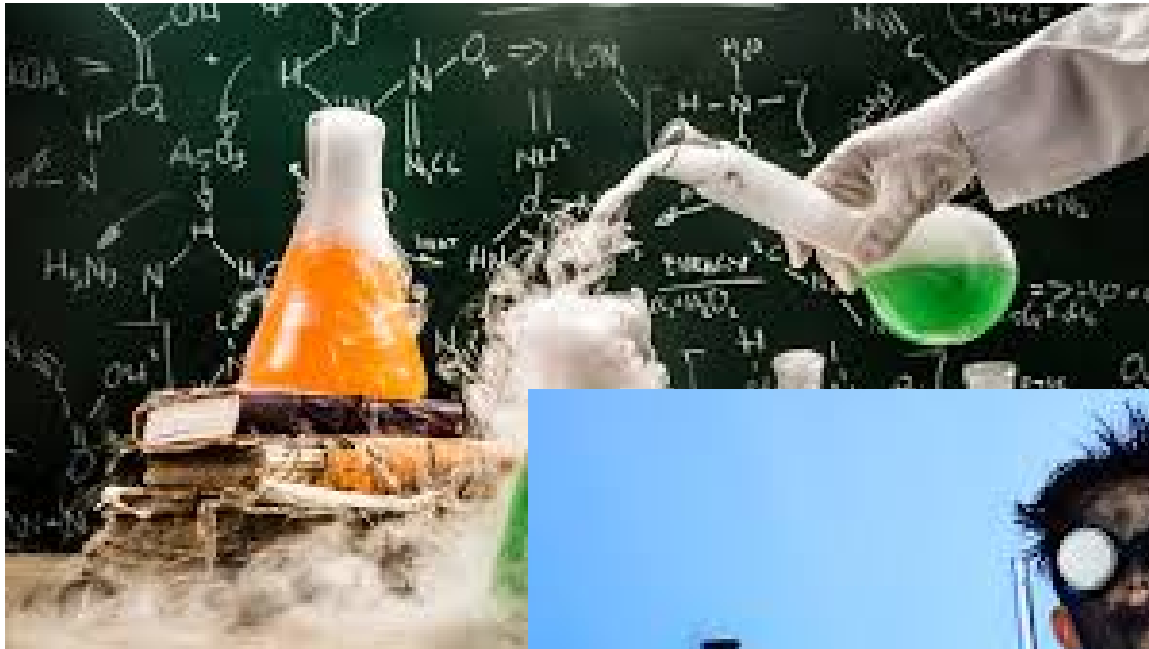
4. Embrace Failure





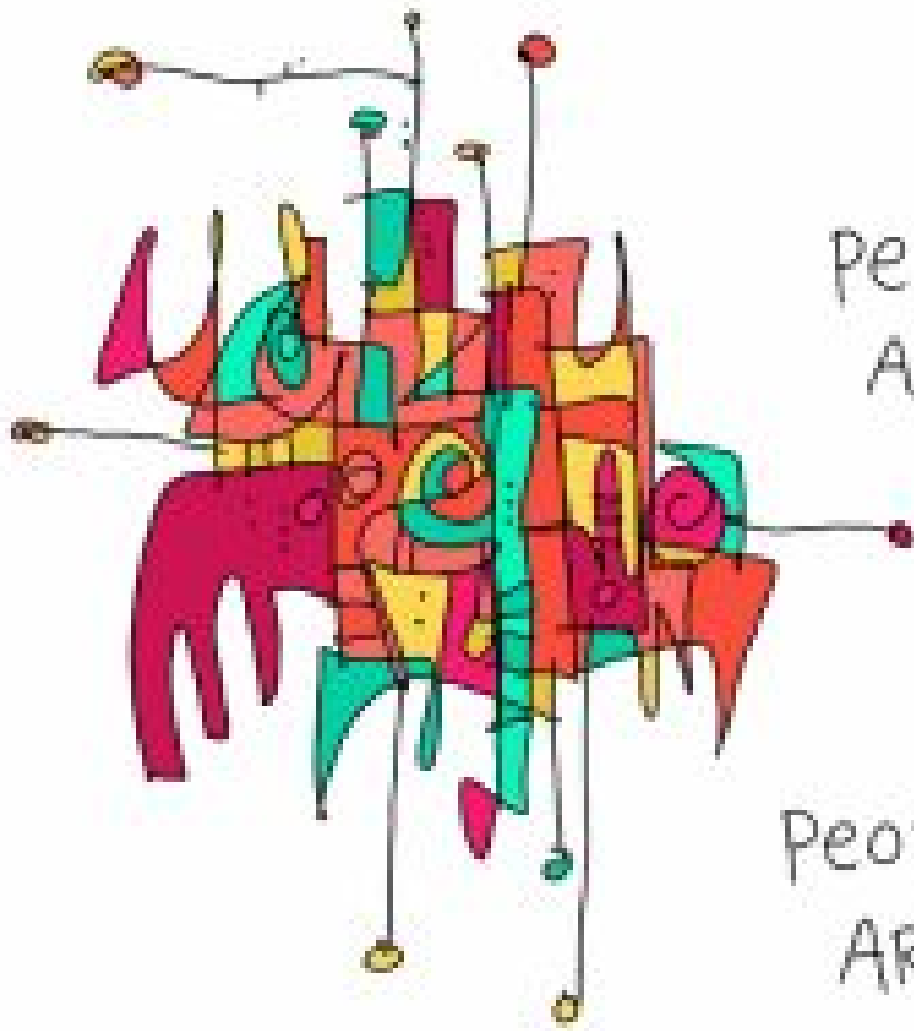
**Set a
Direction**

Be Willing to Experiment





Set guardrails
to prevent
major issues



PEOPLE WHO FAIL
AREN'T FAILURES.

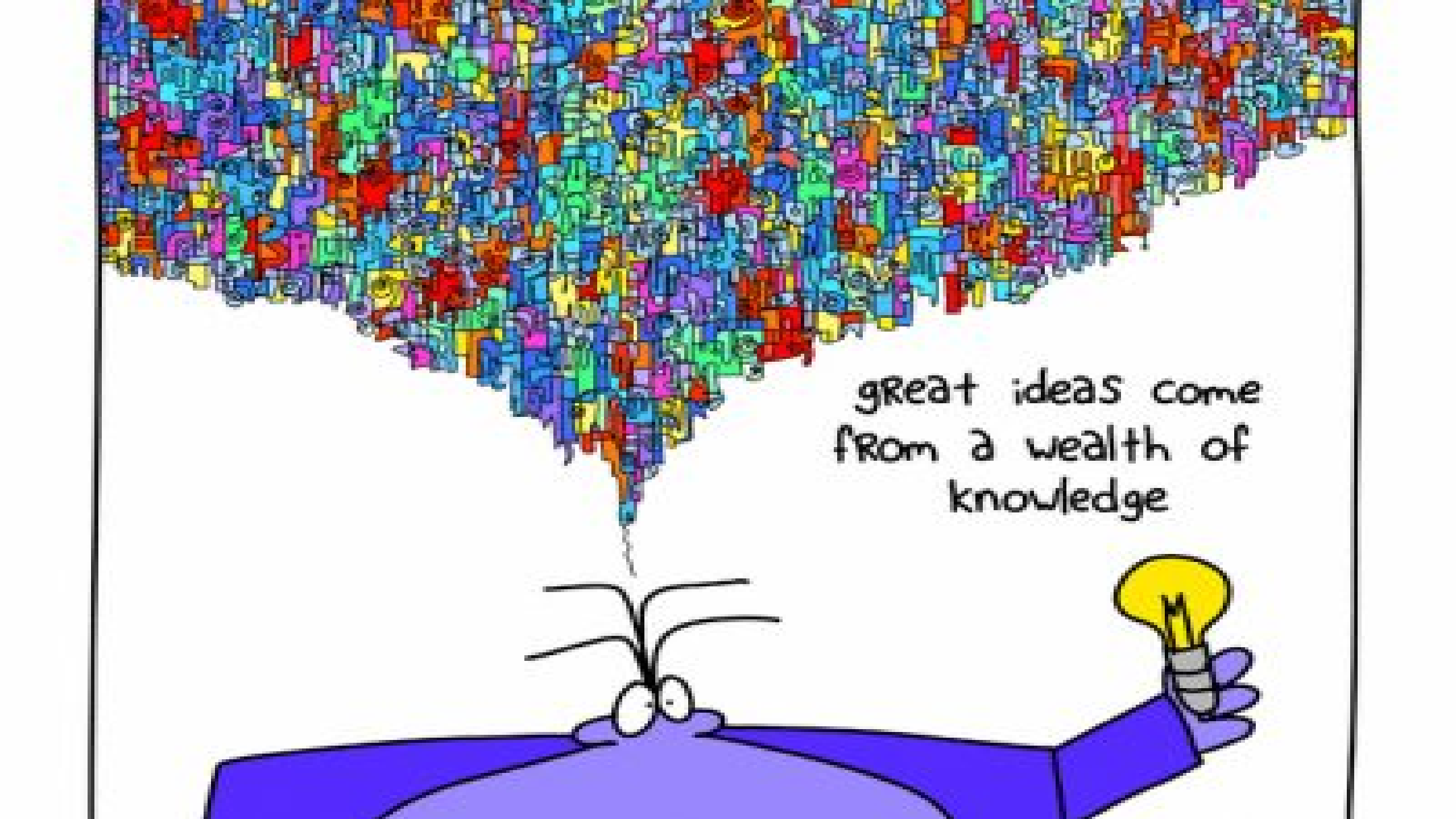
PEOPLE WHO GIVE UP
ARE FAILURES.

@gspingard

Principles for VUCA Leadership

5. Create a Feedback Rich Environment





great ideas come
from a wealth of
knowledge

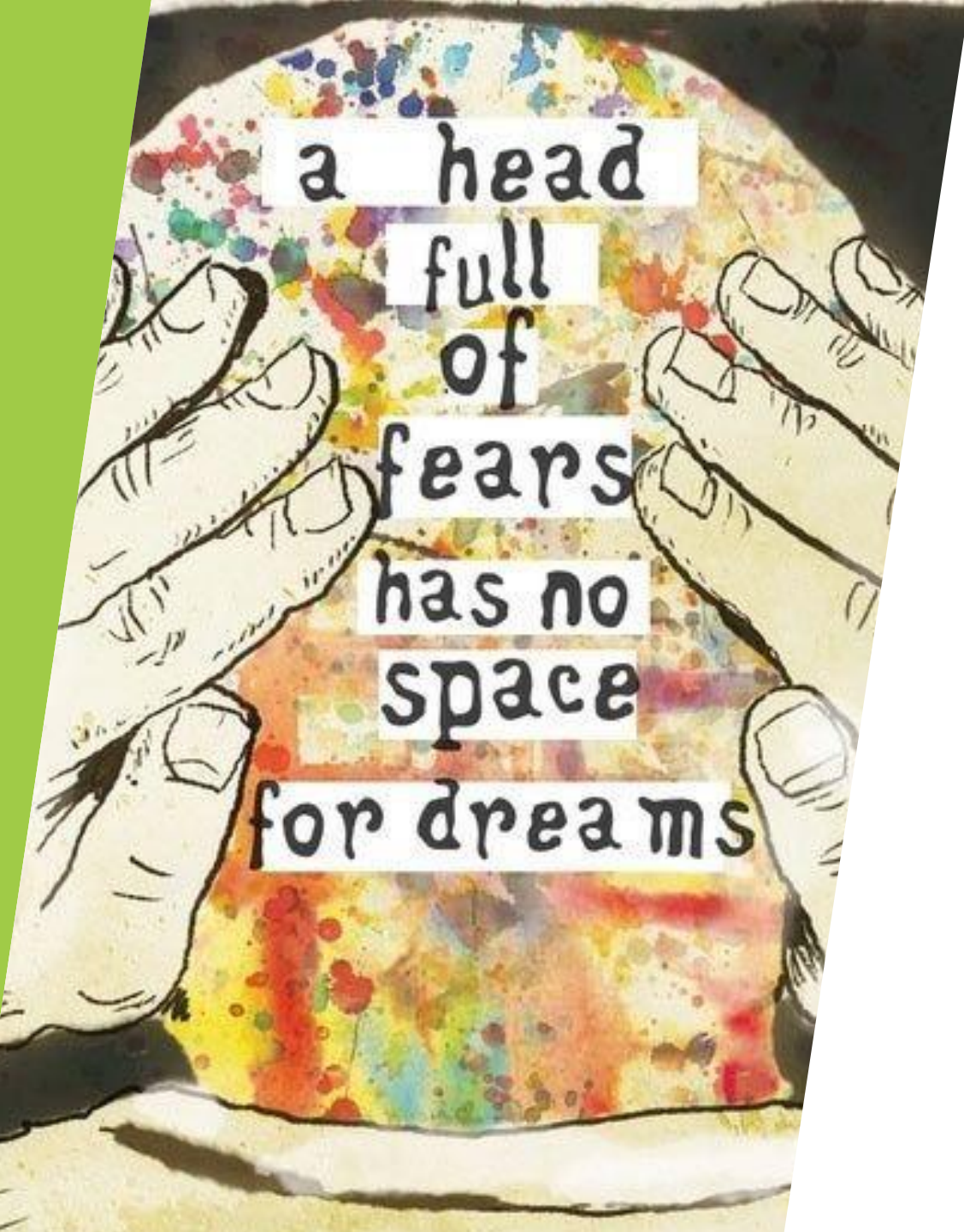
*"There's nothing
you can't say -
but how you say it
really matters."*

Caroline New

Learn How to Give Feedback

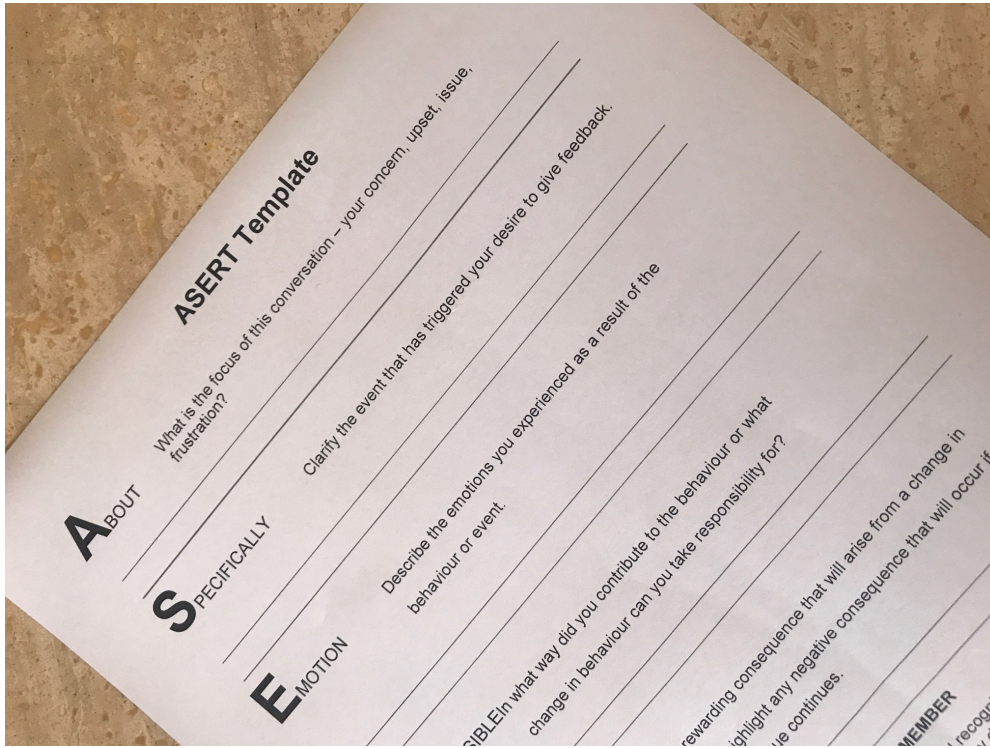






**Safety
Creates
Possibility**

ASERT Framework



ASERT Template

A_{ABOUT} What is the focus of this conversation – your concern, upset, issue, frustration?

S_{SPECIFICALLY} Clarify the event that has triggered your desire to give feedback.

E_{EMOTION} Describe the emotions you experienced as a result of the behaviour or event.

R_{RESPONSIBILITY} What way did you contribute to the behaviour or what change in behaviour can you take responsibility for?

T_{TRIGGER} Highlight any negative consequence that will arise from a change in behaviour or what negative consequence that will occur if it continues.

M_{MEMBER} Recognise the positive consequences of the behaviour.

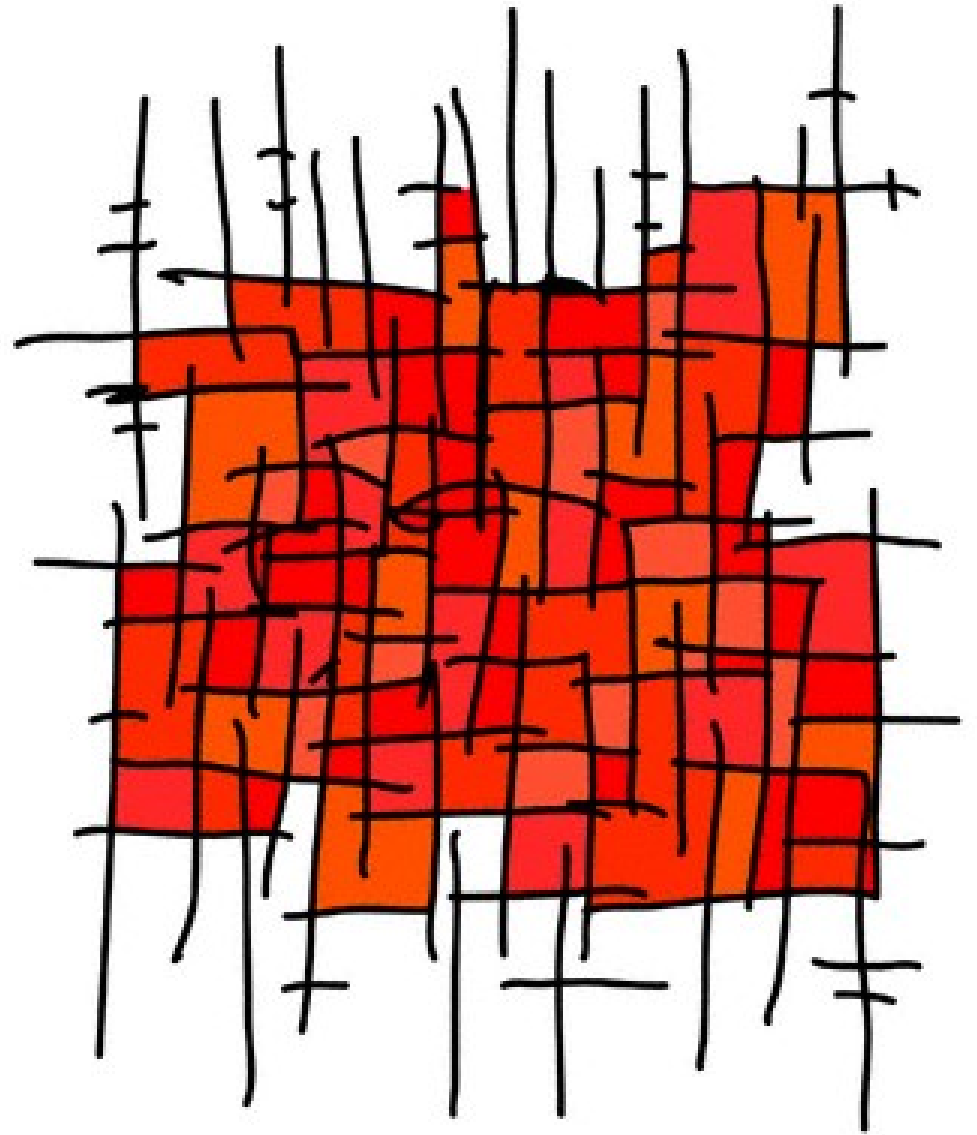


Send Email:
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Empowering People to Be Their Best



I'm GROWN UP.
I don't have
to be Right
Anymore.



Thank You!

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