Leadership in the Digital Transformation
Successfully Surfing the Wave of Disruption
with Gia Helena
MDI at a glance

Learning Effectiveness
We are content when employees and leaders apply in practice what they learned.

Content Leadership
We continuously research and extend in order to find solutions for current and future leadership challenges.

Global Partner
We’re glad to be your partner, no matter where your development shall take place. Local, international, global.

MDI Management Development International
We support and enable leaders who improve their environment.

You develop leaders to reach corporate goals.
Our leadership programs support you effectively.
Another Subtitle

- Volatile
- Uncertain
- Complex
- Ambiguous

Land
- Consistent
- Predictable
- Simple
- Clear

Water
- Volatile
- Uncertain
- Complex
- Ambiguous

Ambidexterity
The Why, How & What of Digital Transformation

3 Main components:

- The water, representing the fast-changing business environment is the **Why**.
- The mindset and principles of the surfer is the **How**.
- The surfboard, representing the agile leadership tools is the **What**.
Why? - 6 Core Changes of the Digital Transformation*

*Based on Shahyan Khan, “Leadership in the digital age – A study on the effects of digitalisation on top management leadership”
Cynefin
What kind of situation am I facing?
Cynefin

What kind of situation am I facing?

Best practice

The relationship between cause and effect is obvious to all

sense - categorise - respond

Obvious
Cynefin

What kind of situation am I facing?

Complicated

The relationship between cause and effect requires analysis or some other form of investigation and/or the application of expert knowledge

sense - analysis - respond

good practice
Cynefin

What kind of situation am I facing?

Complex

The relationship between cause and effect can only be perceived in hindsight

probe - sense - respond

Emergent practice
Cynefin

What kind of situation am I facing?

novel practice

The relationship between cause and effect at system level

act - sense - respond

Chaotic
Complex
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Chaotic

Obvious

Cynefin framework by Dan Snowden

https://www.youtube.com/watch?v=N7oz366X0-8
3 Agile Leadership Principles

- core agile tools
- can be flexibly integrated
Transparency

- simple
- standardized
- visual / palpable
Iteration

- daily cooperation
- early & regular delivery
- frequent evaluation
- incremental
- creating prototypes
- experimenting
- lean
- fail fast (to succeed sooner)
Empowerment

- lateral
- purpose-driven
- multidisciplinary teams
- team-focused
- interactive
How? - Mindset and Agile Principles

Transparency
- simplicity
- standardized
- visual/palpable

Empowerment
- lateral
- purpose-driven
- team-focused
- interactive
- multi-disciplinary

Iteration
- daily cooperation
- early & continuous delivery
- frequently evaluating
  - incremental
  - prototyping
  - time-boxed
- Experimenting
  - lean
  - failing fast
  (to succeed sooner)
What? – Main Tools & Application

Understand, create & evaluate business models:
Business Model Canvas

Goal-management:
OKR

Innovation & problem solving:
Design Thinking

Motivation:
Drive

Project-management:
Scrum

People leadership:
Agile Leadership
- Lateral Leadership
- Inclusive Leadership
- Servant Leadership
- Leader as a Coach
- Distributed Leadership
Bringing it all together

Surfing the digital disruption

Why:
- digitization

How:
- agile principles

What:
- agile tools
Disrupt yourself or be disrupted!

John Chambers, Cisco