Leadership in the Digital Transformation

Successfully Surfing the Wave of Disruption

with Gia Helena

MDI

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.

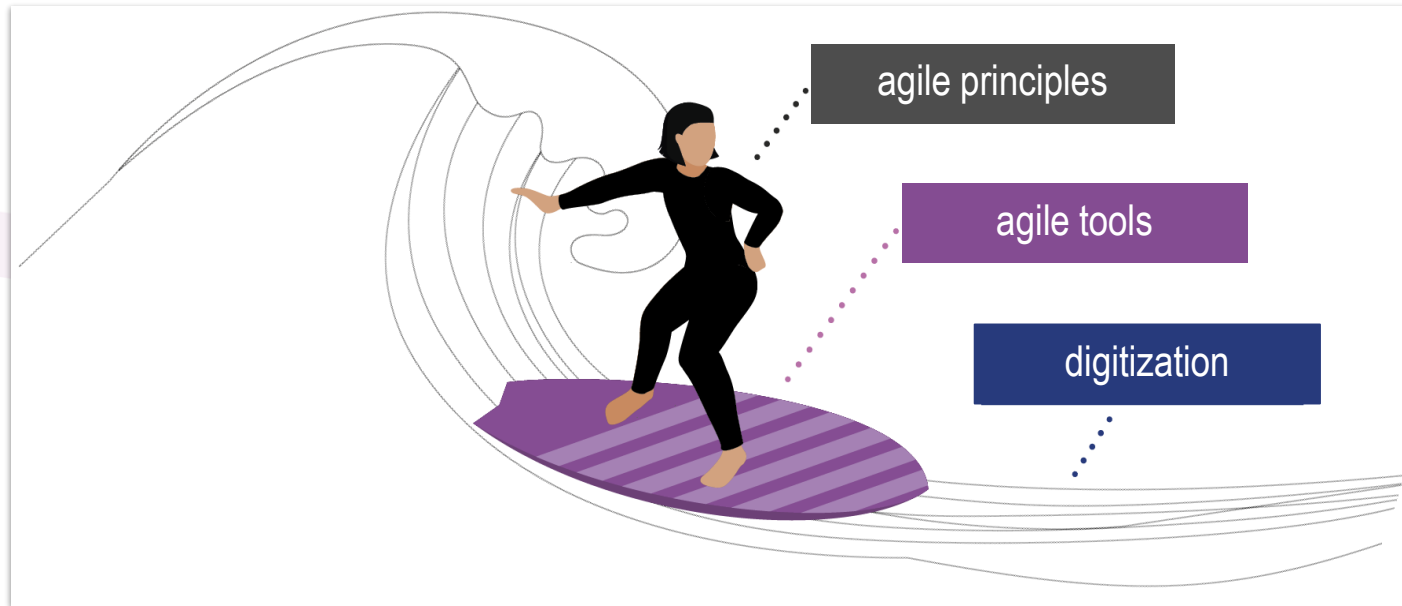Our leadership programs support you effectively.

Land

- Consistent
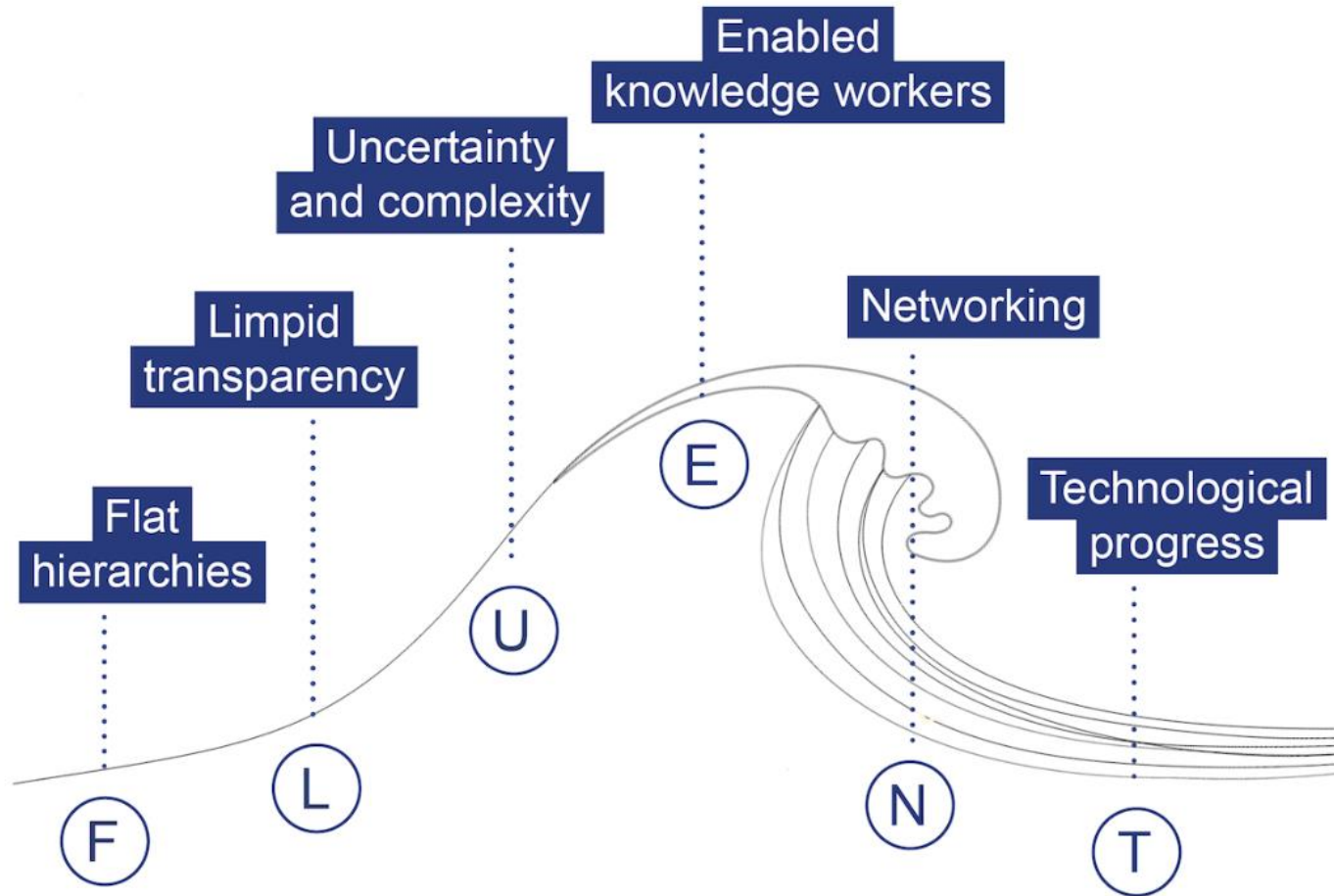- Predictable
- Simple
- Clear

Ambidexterity

Water

- Volatile
- Uncertain
- Complex
- Ambiguous

The Why, How & What of Digital Transformation

agile principles

agile tools

digitization

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**.
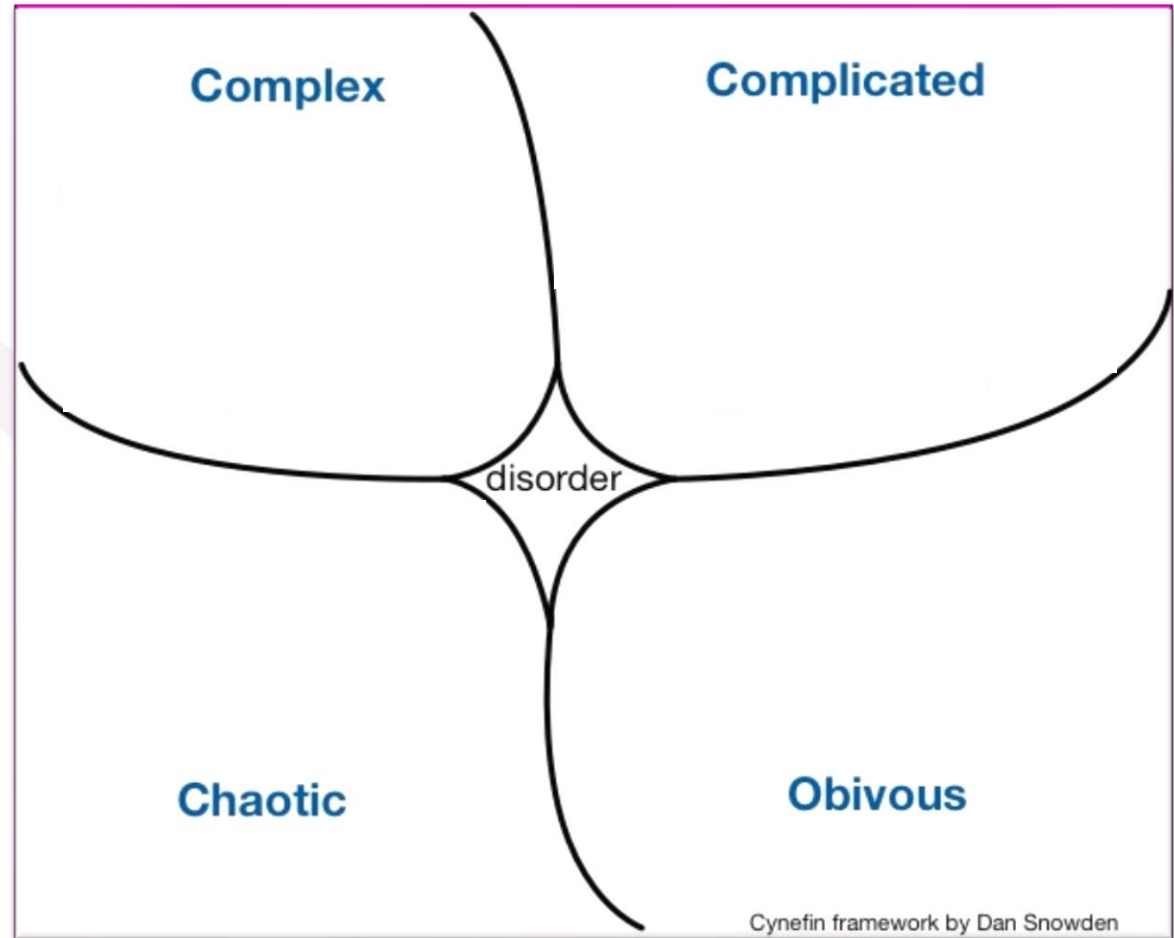
Why? - 6 Core Changes of the Digital Transformation*

Enabled knowledge workers

Uncertainty and complexity

Networking

Limpid transparency

Technological progress

Flat hierarchies

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L

N

T

Cynefin

What kind of
situation am I
facing?

Cynefin framework by Dan Snowden

Cynefin

What kind of

situation am I

facing?

Best practice

The relationship between cause
and effect is obvious to all

sense - categorise - respond

Obivous

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 appication of expert knowledge

sense - analysis - respond

good practice

Cynefin

What kind of situation am I facing?

Complex

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

probe - sense - respond

Emergent practice

Cynefin
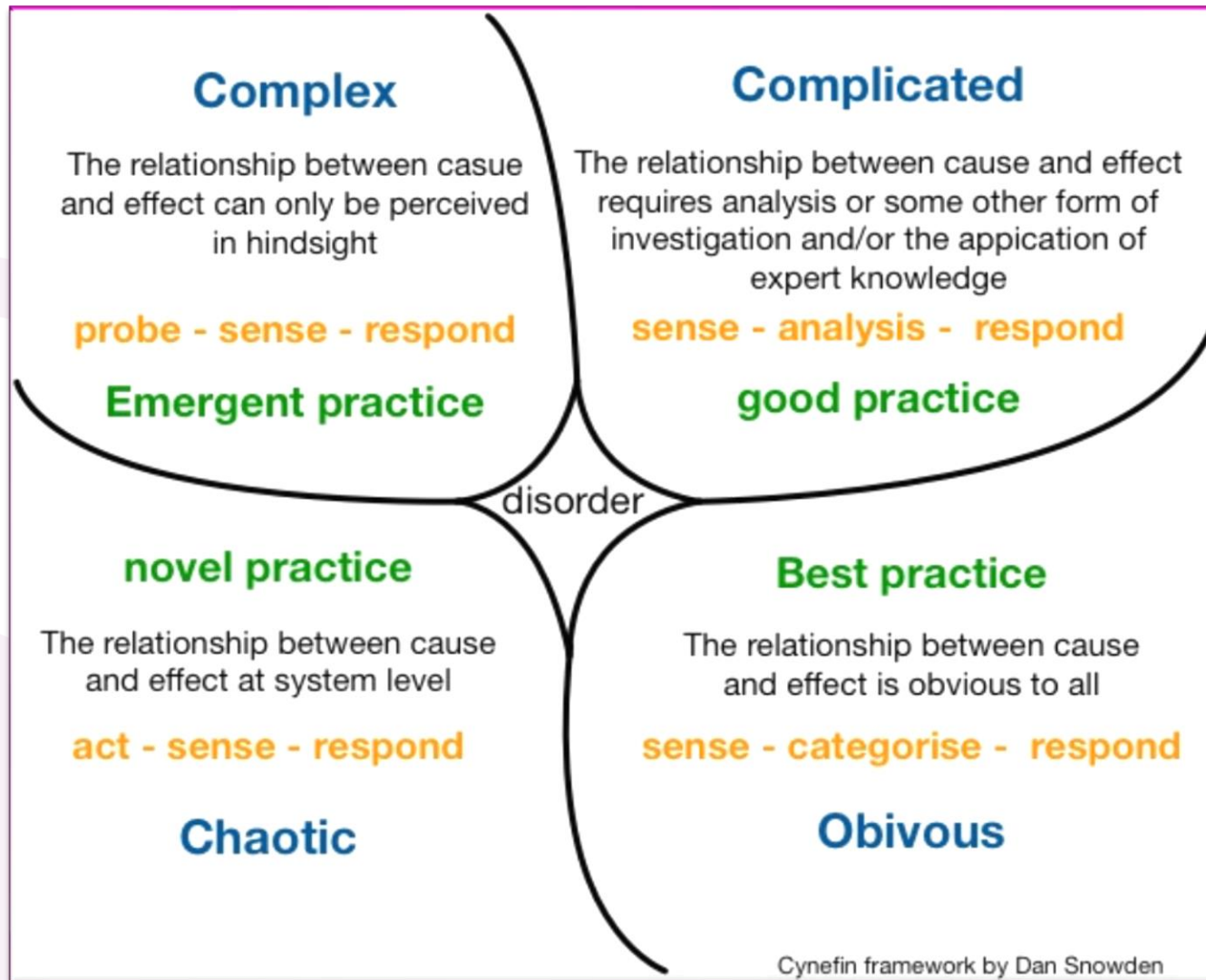
What kind of

situation am I

facing?

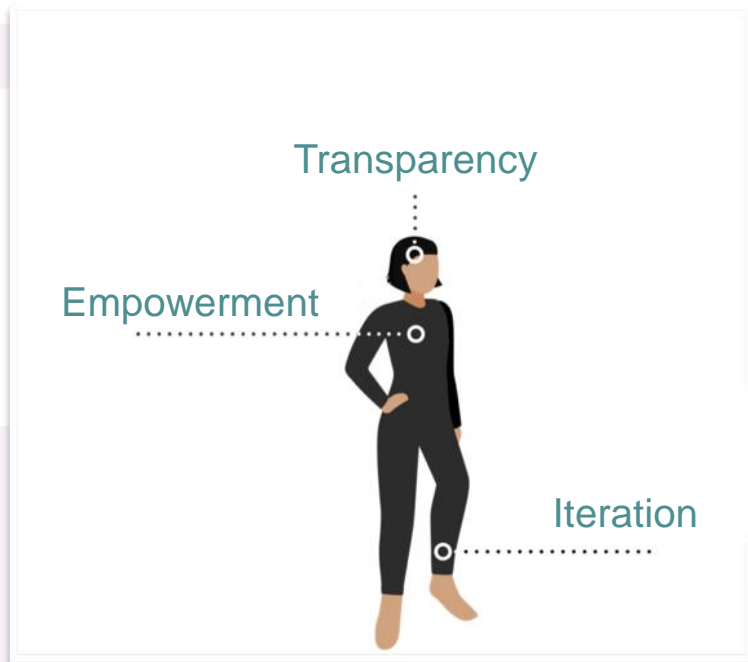novel practice

The relationship between cause
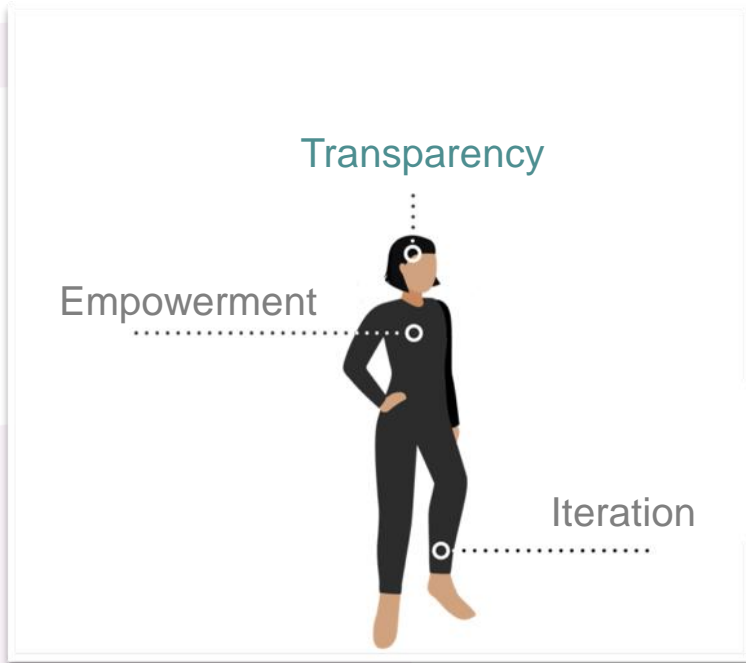and effect at system level

act - sense - respond

Chaotic

Cynefin framework by Dan Snowden

https://www.youtube.com/watch?v=N7oz366X0-8
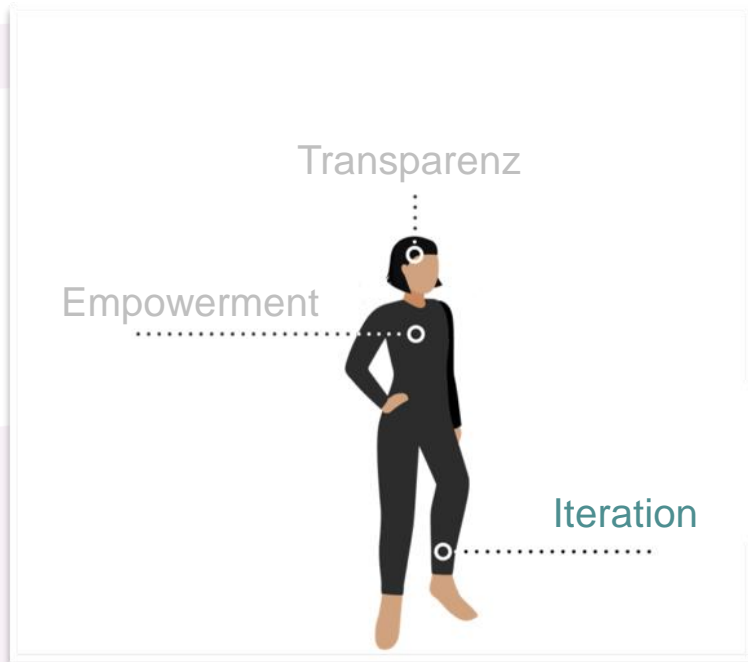
Transparency

Empowerment

Iteration

3 Agile Leadership Principles

- core agile tools
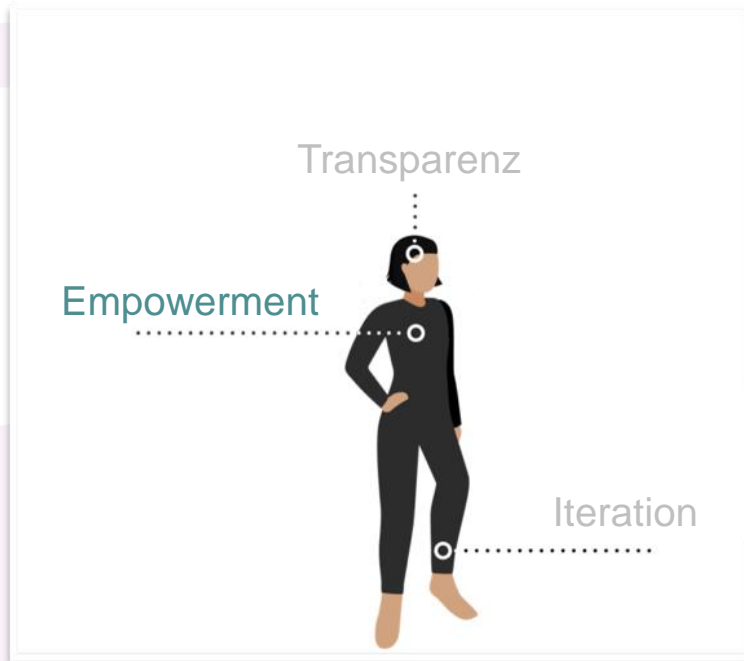- can be flexibly integrated

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

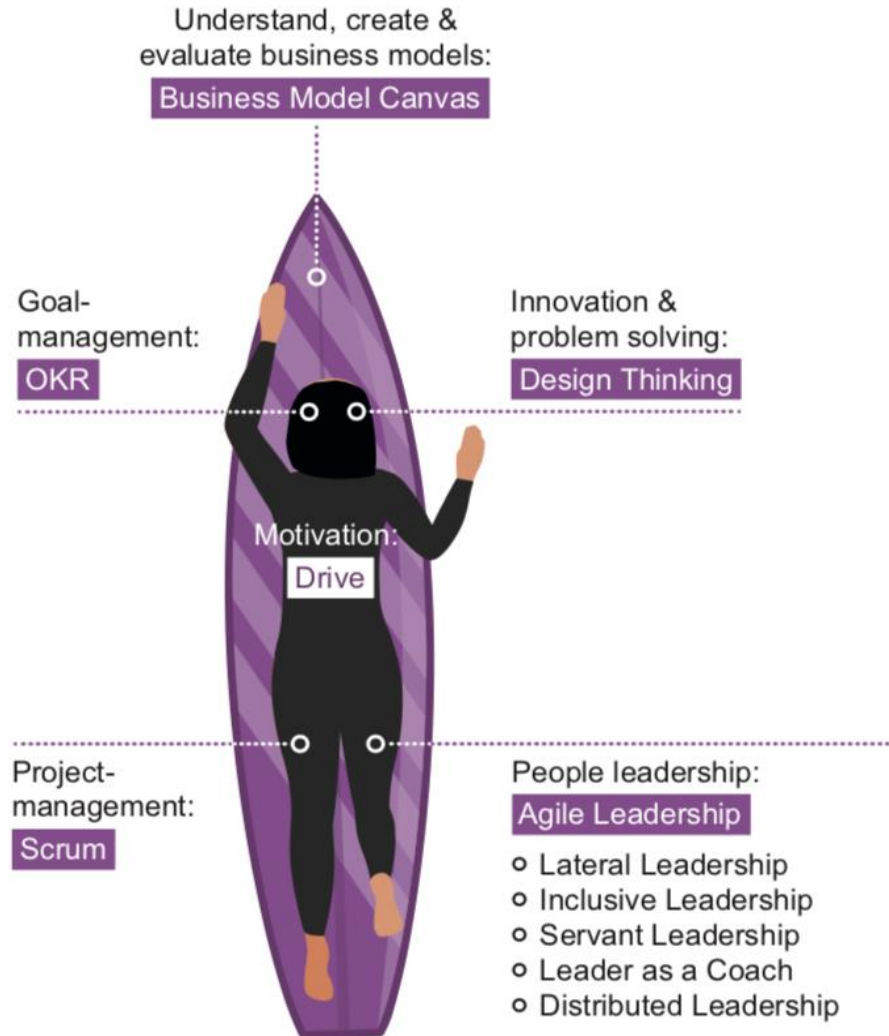**Transparency**
- simplicity
- standardized
- visual/palpable

Iteration
- daily cooperation
- early & continuous delivery
- Frequently evaluating
- incremental
- prototyping
- time-boxed
- Experimenting
- lean
- failing fast
- (to succeed sooner)

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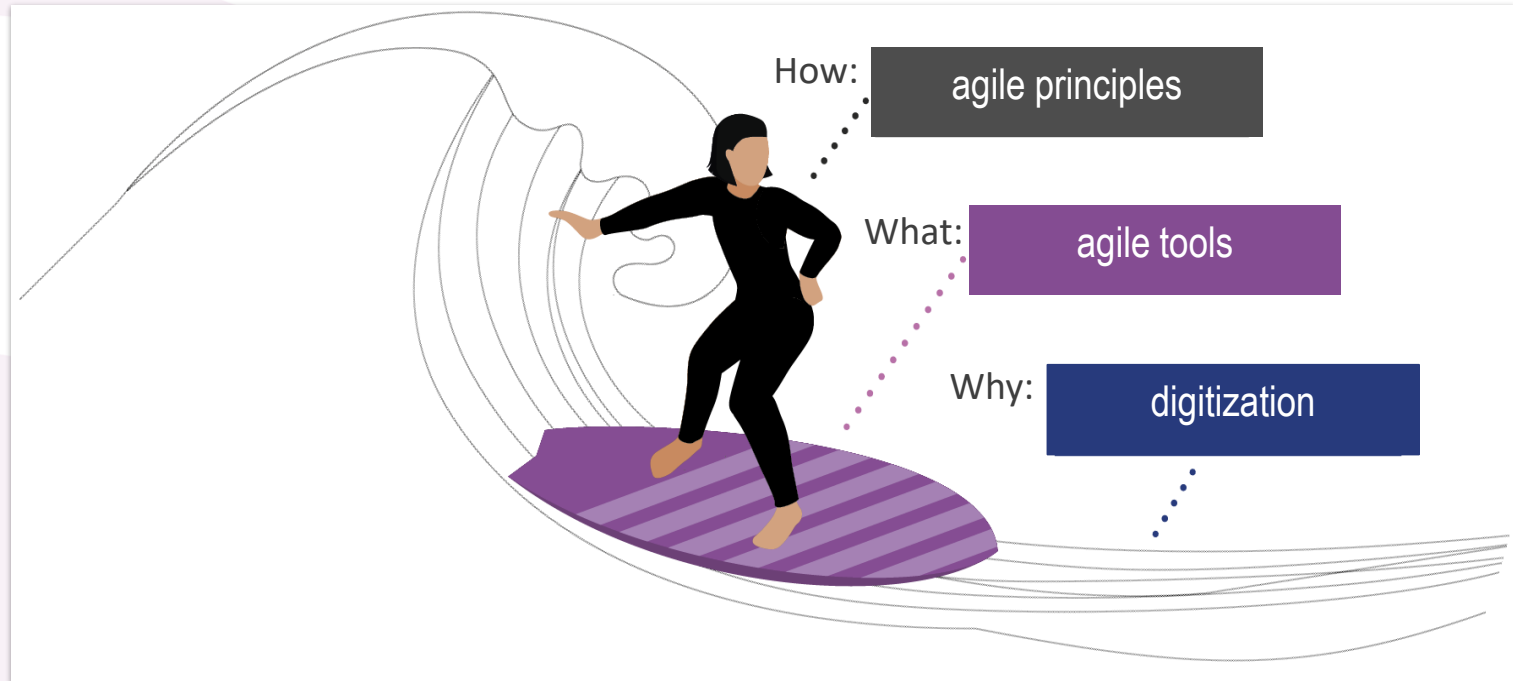- purpose-driven
- team-focused
- interactive
- multi-disciplinary

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

o Lateral Leadership
o Inclusive Leadership
o Servant Leadership
o Leader as a Coach
o Distributed Leadership

Bringing it all together

Surfing the digital disruption

How: agile principles

What: agile tools

Why: digitization

Disrupt yourself

or

be disrupted!

John Chambers, Cisco