

Leaders in Conversation presents

LEADING FOR TOMORROW: How to Transform the Leadership landscape for Young Leaders

In this episode of Leaders in Conversation, hosted by **Megan Peacocke, Kachne Ross** and **Josslyn Stevens** discuss Leading for Tomorrow: How to Shift the Leadership Landscape for the Next Generation. Two young leaders share their authentic experience of leadership and offer practical suggestions on the challenges we're facing in the leadership landscape, how young leaders are being prepared to face these challenges, and how to lead for tomorrow and to equip young leaders for impact.



QUOTES

“YOUNG LEADERS ARE CLEAR ON THEIR EXPECTATION OF THEIR LEADERS – AVERAGE IS JUST NOT GOOD ENOUGH”

“LEADERS NEED TO BE STUDENTS OF LEADERSHIP AND HOW THE SCIENCE OF LEADERSHIP IS CHANGING”

“EQUIPPING OUR YOUNG LEADERS FOR TOMORROW IS A BUSINESS IMPERATIVE”

“LEADERS CANNOT KEEP REACTING TO THE CHANGING LANDSCAPE OF LEADERS HAVE TO BE MORE PROACTIVE”

MESSAGES FROM YOUNG LEADERS

- 🗣️ Leaders need to understand that I'm not just a person working here – I am a whole person.
- 🗣️ Care for me, yet also challenge me to be my best.
- 🗣️ We need to demystify what leadership is and who are in leadership roles – we may be missing the opportunity for a more diverse and inclusive leadership
- 🗣️ Let's follow and learn from the industries who are taking the lead, for example, the South African Wine Industry
- 🗣️ Meet young leaders where they are and understand their expectations of their leaders – it may not be what you think!
- 🗣️ The top three challenges leaders face today are:
 - Retaining talent
 - Developing the next generation of leaders
 - Maintaining an engaged workforce

MESSAGES FROM YOUNG LEADERS

- The future leader is a leader who:
 - Leads authentically
 - Is able to build trust
 - Is values based and can balance and align personal and organisational values
 - Is a personal and human centered leader in an increasingly high tech environment
 - Has mastered the art of listening and engaging
 - Enables people to find purpose in their work
 - Is hungry to continuously be better versions of themselves
- We can no longer afford the luxury of "old school" leadership.

You can influence what leadership will look like tomorrow!



- Are you fully embracing the opportunity to equip your young leaders with the tools to lead in the future?
- Do you really know what your followers expect of you?
- How are you role modeling impactful leadership?
- How are you retaining talent, developing the next generation of leaders and maintaining an engaged workforce?
- Have you tried reverse mentoring by asking a young leader in your organisation to mentor you?



Kachne Ross is Manager: People and Skills Development at SA Wine. Kachne is a qualified viticulturist. Kachne has an MPhil in Higher Education and has completed a Senior Management Development Programme at Stellenbosch University.


Josslyn Stevens is an Organisational Psychologist, Certified Reinvention Practitioner. Josslyn is an Associate with Boundless Wisdom and heads up her own consulting practice.



VIEW RECORDING

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