

Leaders in Conversation presents

# REINVENTING LEADERSHIP

## & 3 WAYS TO GROW IMPACTFUL LEADERS



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In this episode of **Leaders in Conversation**, globally certified Reinvention Practitioner Gary Graham joins us to discuss how we can reinvent leadership to thrive in a complex world.

Key aspects explored in this episode is whether the kind of leaders we have are still serving us, whether the way we are developing leaders is adequate and what a future fit leadership would look like.

### QUOTES BY GARY GRAHAM

“LEADERSHIP IS A CONTACT SPORT!”

“WE NEED A DEEP CURIOSITY ABOUT WHY LEADERSHIP DEVELOPMENT INITIATIVES/PROGRAMMES ARE NOT WORKING”

“MY SIMPLE ANSWER TO WHETHER LEADERSHIP IS WORKING, IS NO”

“WE DON'T HAVE THE LUXURY TO HIT THE PAUSE BUTTON, LET'S REINVENT ON THE FLY”

“WE NEED TO GET SMARTER AT FIXING AS WE GO”

### NUGGETS OF *WISDOM*

- ▶ Our current leadership models are not sustainable or fit for growth. Leadership development is often seen as an **event** and not a **process/journey**.
- ▶ We do have **great leaders** but many are **hamstrung by the system** in which they operate. When our leaders “check out” we will have a huge problem.
- ▶ Our **organisational systems** are not conducive to absorbing new leadership capabilities and providing opportunities to practice. Add to this the fact that we are struggling to come to terms with and apply the new leadership intelligences.

## NUGGETS OF WISDOM

- ▶ There is a **general global lack of accountability** with regards to creating impactful leadership.
- ▶ We need to get smarter at how we think about growing leaders. **Reinventing leadership** allows us to reimagine how we develop leaders, yet in a very different format.
- ▶ **Future-fit leadership** requires a significant SHIFT in the way we lead. We probably have to “fix on the go”, we may not have the luxury of pausing and rebuilding and then executing, given the speed of change.



- What value is your leadership development programme adding? How do you know this?
- Are your leadership development initiatives “future ready”?
- If you had to apply some radical new thinking to your approach to leadership development, what would you do differently? How will you achieve this?

## PRACTICAL GUIDELINES

- » Recognise the levels of complexity leaders deal with and provide for this in the curriculum.
- » Develop the right leadership mindset.
- » Programme minds to play with dichotomy and ambiguity. There is an opportunity for leaders to lead with a deep sense of curiosity.
- » Think radically differently about the delivery and costing of the provision of leadership development.
- » Think of alternative ways of measuring impact.



Gary Graham is a Master Certified Coach, Chief Reinvention Officer, and the Founder/CEO of the 3is Group. Gary is a Global Executive Coach, Board Advisor, Certified Reinvention Professional, Social Engineer, Entrepreneur, Keynote Speaker, and Business School Faculty member. He enables people and organisations to reinvent impact and amplify performance.

As a faculty member of the Reinvention Academy, Gary has a gift for igniting possibility in organisations, teams and individuals.

## MESSAGE TO LEADERS

- ⇒ Leadership development is a life-long game.
- ⇒ We cannot change organisations by not developing our leaders: Leaders must change for organisations to change.
- ⇒ Never has the world more required competent and impactful leadership.
- ⇒ The future will punish certainty but reward clarity (Bob Johansen).
- ⇒ LEADERS, take accountability for LEADERSHIP, do not delegate / abdicate it to other functions!


## VIEW RECORDING



Leaders in Conversation: Gary

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