

Managing Challenges for Current Leaders

Among many, and almost all competing and conflicting with each other on fierceness, challenges current leaders face, a common thread cutting across geography, size and portfolio of organization is “Delivering consistently under uncertainty”. Fortunately or unfortunately, this is true for all leaders, be it in business, politics and social sphere.

While INTERNET is flooded with numerous solutions, there is “No One Size Fit ALL” solution and I cannot & better not claim to offer one. Still, making it Numerous+1, here are my thoughts on how the better leaders can cope better:

Change: Leaders have to adapt to and be adept at ever increasing pace of uncertainty, and do it quickly, faster than most if not all. In hyper-connected and ever dynamic world of 21st century, “Wait & Watch” is a huge liability. If you do not change by choice, you shall be prepared to change by force, unless you are committed to obsolescence and then I am happy to salute your courage.

Reconcile: Leaders have to reconcile with unknown unknowns and be good in anticipating the unanticipated. Boiling the ocean does not help but being prepared to accept heat in the peak winter certainly will. Climate weirding has gone beyond the ambit of environmentalists and entrenched into the boardrooms, political and public offices as well as many bedrooms.

Decision Making: In current and foreseeable future, Leaders have to be prepared in deciding without waiting for all the information, which shall never be available and relevant at any given point. Judgement shall play more important role than data. While deciding, leaders should also be unapologetic about and prepared to own the consequences of their decision.

Value & Strategy: Values are sacred, eternal and non-negotiable but strategies need regular and faster reviews. Course correction shall remain the way of life and should not be held hostage to ego or personality clash. Self Confidence shall continue to be valued but respect for and self-esteem of team members is more than ever relevance now.

Practicing Ps: More than ever, Passion, Patience, Persistence and Perseverance should be ingrained in Leaders’ DNA, and in almost balancing proportion. While being passionate in what one does, the trust in the abilities of the colleagues has to be worn on the sleeves and demonstrated consistently, not just preached in town-halls or annual off-sites.