

Introduction to Leadership

3. Introduction



3.1 Overview



Notes:

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3.2 Learning Objectives

<h4>Learning Objectives</h4>	
<p>Describe the evolution of leadership models from the Industrial Age through the Quantum Age</p>	
<p>Identify require leaderships skills for success in the Quantum Age</p>	
	

Notes:

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1. The Evolution of Leadership

1.1 *The Evolution of Leadership*



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1.2 Leadership Introduction



Notes:

Industrial Age versus 21st Century: In the industrial age, organizations were primarily fixed, finite and functional, structured mechanistically and hierarchically. Scientific management served as a foundation for leadership. The current work environment is increasingly technical, complex and fast paced. In the 20th Century, the focus of work was on performing the right processes. In the 21st century the focus was on obtaining the right outcomes. Peter Drucker in 2007 pointed out the cornerstone of most 20th century organizations was control.

Leadership in the 21st Century: The focus of the work has changed. Leadership in the 21st century needed to change as well. Leadership in the Industrial age meant a good manager with the critical skills of planning, organization, leading, implementing, controlling and evaluating, The leadership role has evolved. The new leadership framework includes a new reality: own scripts, finite resources, tightness of fit, stakeholder/member, fluid roles, and mobility. Leaders must possess the ability to understand vagaries and complexities of human interactions and relationships. In their role they must take into account chaos and complexity, live on the edge of now and the next, and must be able to engage folks in the journey across the landscape of a preferred and optimistic future.

Quantum Theory: Quantum theory was developed and applied during the middle of the 20th century, it has helped create new technologies that affect life from molecular to the global levels. For example the computer chip, the knowledge that everything is linked and events in one part of the universe have some kind of impact on what happens in other is a new reality of the 21st century. Understanding the linkage between events is the basis for complexity science. This is a movement away from Newton's model of the physical universe influenced which 20th century science, business, and social theorists and cause them to view social relationships, roles, and work as high mechanistic.

Quantum Theory and Change: Quantum theory teaches us that change is not a thing or an event, but rather a dynamic process and cannot be avoided. However, we do have the ability to influence its circumstances and consequences. We are a transitional generation, and in the midst of a major social transformation. As change occurs there are two realities the actual reality and the potential reality. And what the possibilities are will be defined by both. The potential reality is the realm where leadership takes form.

1.3 New Leadership Skills

New Leadership Skills

Leader's role:

- Engage , perceive, and note change demands and implications
- Agents of change
- Provide vision of change

Skills needed:

- Communication
- Analytical
- Management
- Engagement



Notes:

New Leadership Skills: Leaders are agents of change. Leaders must exemplify their commitment to their own transitional journey and facilitate that journey for others. It does not mean leaving everything behind, but rather reflecting on what stays and what goes forward. The leader is an agent of change, responsible for providing others with a vision of that change and ensuring that their response to the demands of that change and for that change is appropriate. Change is not an event but rather a journey. New leadership skills are needed and they will include: the ability of a leader to communicate their vision by words and behavior, for the leader to anticipate blocks to change, continuously establish short term goals, and to engage their workforce.

1.4 Quantum Age Rules

Quantum Age Rules



7. The context in where leadership is applied is undergoing changes.

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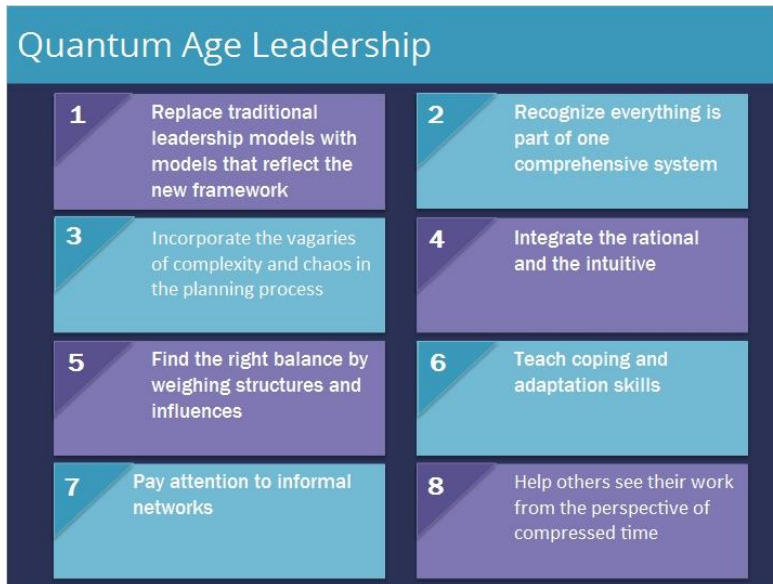
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Quantum Age Rules

Include the following:

1. Linear Thinking will be replaced by relationships and whole systems thinking moving away from a mechanistic/reductionist models to complexity and chaos in Quantum Science.
2. Structure is about wholes, not parts, understanding linkages and intersections, interdependence.
2. The value of work is a function of the outcome, not the process; work is not inherently valuable, instead it is valuable to the extent it fulfills a purpose.
3. Technology has changed what people do, how they live and who they are. Healthcare leaders must realize that technology is transforming the foundation of healthcare.
4. New rules will apply in the new age leadership dealing with change and leading everyone else thorough.
5. Healthcare will be provided earlier than in the past - bio-, chemo-, and pharmacotherapeutics will dominate the field.
7. The context in where leadership applied is undergoing changes with Quantum science and new appreciation for complexity and chaos. New patterns of leadership will be needed.

1.5 Quantum Age Leadership



Notes:

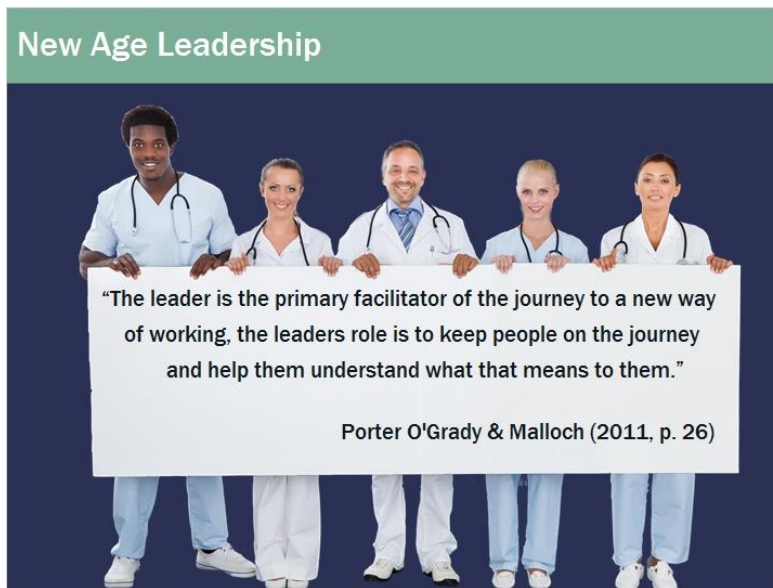
Quantum Age Leadership

1. Leaders must replace traditional leaderships models with models that reflect the new framework the concept of complexity and that everything is related.
2. Everything is part of one comprehensive system; all things are interdependent.
3. A new understanding of planning is needed. Leaders must incorporate the vagaries of complexity and chaos in the planning process. Leaders will be synthesizing rather than analyzing. It is critical that a leader is able to read the "signposts" and translate those signposts into an understandable and inspiring language. This is most critical strategic task one in which the leader describes change in a way that allows workers to understand its values and how it will affect their own efforts.
4. Adaption and Complexity: All systems will need to respond collectively to changes in thier environment. Good leaders know how to integrate the rational and the intuitive, both important which are critically important.
5. Leaders must find the right balance. They must weigh structures and influences and find the right mix of elements. Information and data are going to be tools to be used in the new age. There should be just enough structure to support the integrity of the organization and not anymore.
6. Chaos and Paradox are always at work. And leaders will need to teach coping and adaptation skills.

7. Leaders will need to pay attention to informal networks. The informal network in the organization carries most information about the organization and also informs the leaders how people in the organization feel.

8. Simple systems are linked and create more complex systems. Systems do not compete with each other but simply seek to survive. The compression of time will affect how work is done. Leaders must help their employees see how their work from their perspective of compressed time and how to do more with less.

1.6 New Age Leadership



Notes:

I'm going to end with a quote. "The leader is the primary facilitator of the journey to a new way of working, the leaders role is to keep people on the journey and help them understand what that means to them."

1.7 Knowledge Check

What are the required leaderships skills for success in the Quantum Age? Select all that apply.

- A. Communicate their vision by words and behavior
- B. Anticipate blocks to change
- C. Focus only on long term goals
- D. Engage their workforce

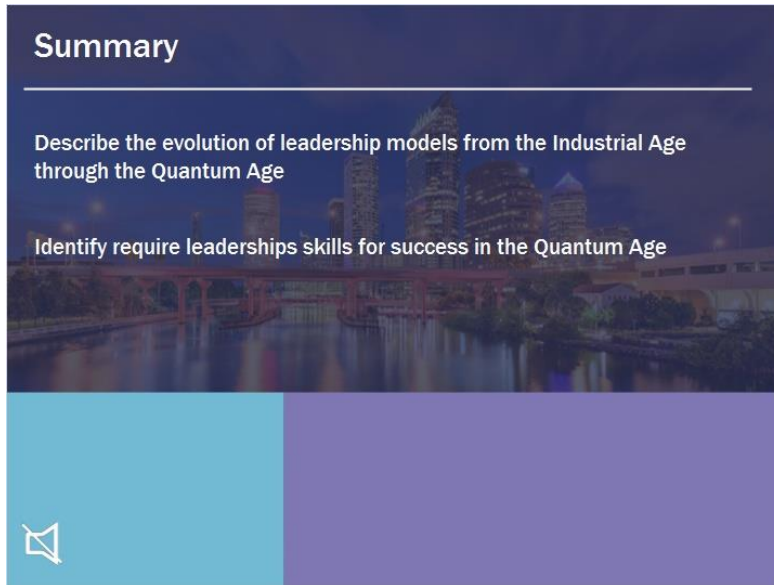
1.8 Knowledge Check

What are the required rules for Quantum Age? Select all that apply.

- A. Recognize everything is part of one comprehensive system
- B. Remove the rational and the intuitive
- C. Pay attention to informal networks
- D. Help others see their work from the perspective of compressed time

2. Summary

2.1 Summary



Summary

Describe the evolution of leadership models from the Industrial Age through the Quantum Age

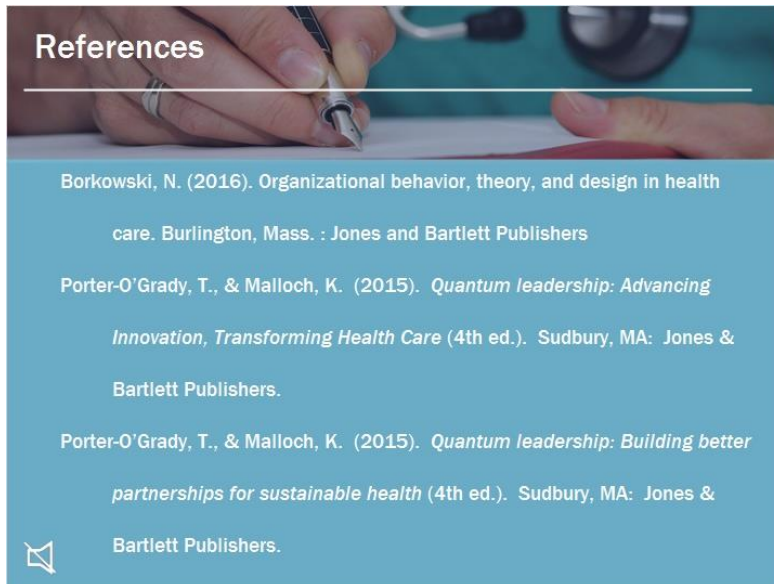
Identify require leaderships skills for success in the Quantum Age

The slide features a dark blue background with a cityscape at night. The text is white and positioned in the upper half. The bottom half of the slide is divided into two colored rectangular areas: a teal square on the left and a purple rectangle on the right. A white speaker icon is located in the bottom-left corner of the teal square.

Notes:

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2.2 References



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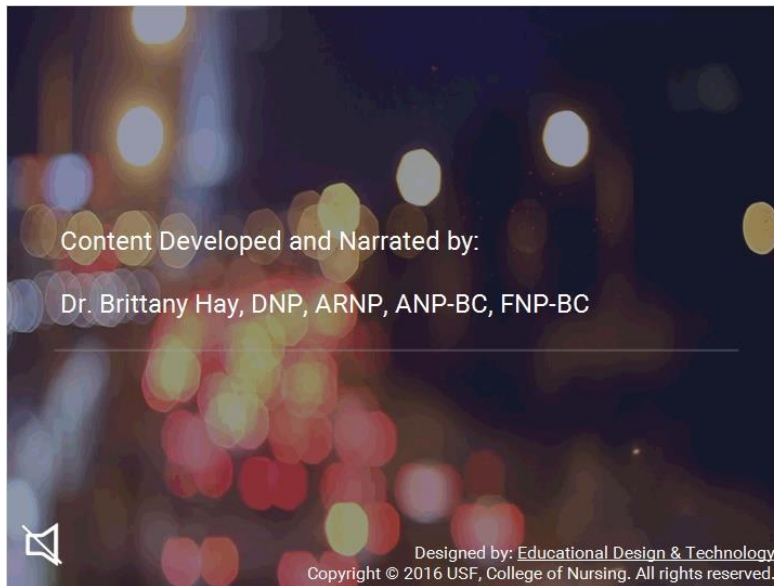
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2.3 End of Presentation



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