

21st CENTURY LEADERSHIP SKILLS

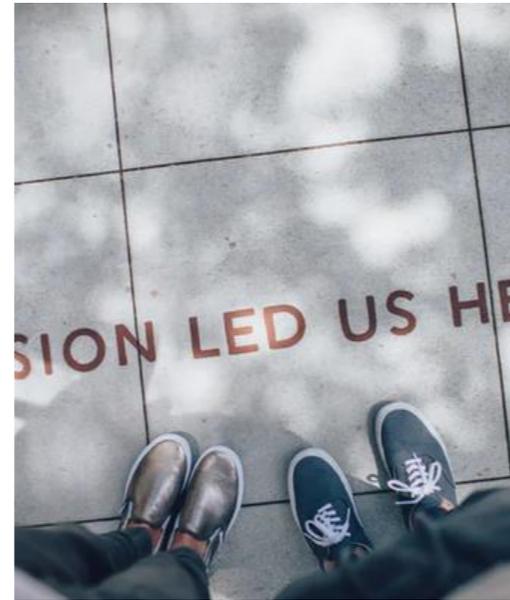
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OVERVIEW

Given the myriad of factors affecting today's corporate landscape, to include but not limited to digitalization, heightened global competition, complex value chain networks, the impact of social conscience and employee's desires for meaningful work, companies keen to create value in the 21st Century urgently need to equip their leaders with a range of critical skills.

For clients intent on preparing their leaders for these challenges, we can help you by developing critical 21st Century leadership skills in your leaders. These include collective intelligence, critical thinking, empathy, innovation, learning agility and mindfulness, amongst others.

All our work is bespoke and we always work collaboratively to ensure our approach will work effectively for you.



HOW WE DEVELOP THESE CRITICAL SKILLS

HR and Business leaders want to know how skills like agility, collaboration and empathy can be developed in creative, engaging and effective ways. They want 'behavioural change'. Knowledge alone is not enough. They need leaders who think and act differently - in new and more effective ways.

That's why we use learning methods that enable changes in behaviour.

Typically, our approach includes some **theoretical input**. We draw on the latest, credible, research-validated ideas, models and behavioural skills.

We **design and facilitate experiential, action learning activities** that engage leaders in experiencing these new 'ideas in action' for themselves, often with peer observation and feedback. Experiential learning activities may be short, team problem-solving, competitive and collaborative challenges, or longer, discovery visits to external organisations that are well-known for their expertise in the new skills being learned. Through practical immersion, leaders learn emotionally and practically, as well as intellectually.

We use **structured group and individual reflection** activities to ensure leaders take away the insights that matter to them. And we run focused 'feed forward' and future planning activities to help leaders clarify how they will transfer and apply new skills in their role and in their specific context.



Collective Intelligence

Recent research shows that groups with high collective intelligence outperform groups with higher average individual IQ. This is a remarkable discovery and it strengthens the case for collaborative leadership and for learning together as a leadership team. The skills of collective intelligence can be learned, and leaders who use them break new ground in harnessing the full potential of the teams they lead.

Critical Thinking

Since reaching the World Economic Forum's list of most required skills, critical thinking has become the byword for the superior problem-solving required in a digital world. We have taken the long tradition of critical thinking and enhanced it further with new principles from systems thinking, contextual relevance and mindfulness. Our critical thinking skills increase your leaders' ability to solve problems, make decisions, engage others and earn their support.



Empathy

Empathy used to be an unusual word in the corporate world but increasingly, it is a quality of leadership that employees, customers and society need, want and expect. Empathy and compassion are hallmarks of exceptional leaders and must be lived and witnessed. We develop leaders with the understanding and capacity to care about the results they deliver as well as the communities they serve.

Innovation

Perhaps Einstein said it best “We cannot solve problems by using the same kind of thinking we used when we created them”. Our stubborn issues as well as new problems need the energy and creativity of new ideas. We get behind innovation to develop the rich potential of human imagination that drives it. We then help you apply this to the challenges you face, with relevant, focused and effective results.



Learning Ability

The ability to learn is indisputably the strongest indicator of the potential to succeed. Many companies evaluate learning ability as a measure of potential but far fewer pay attention to developing this essential skill. From our own research, we know that each individual can improve their learning ability and in doing so, increase their potential to add value. We develop learning ability and we use it to engage participants to maximize their learning.



Mindfulness

The discipline of mindfulness gives leaders the capacity to filter out distractions and hold focused attention on what really matters. With clear attention to what is essential, leaders work unencumbered towards the greater good, with more compassion and less self-interest, an optimal mindset for collaborative work. We support leaders in developing mindfulness in service of increased and focused engagement, and achievement of desired outcomes.



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