

Leading Change- Crisis & Complexities

Crisis & Complexities Capabilities Self Assessment

CORE CAPABILITIES

▲ Champions Change

How can you promote innovation and overcome resistance to change?

▲ Leads with Integrity- Trust

How can you gain trust to influence the resolution of differences?

▲ Confronts Complexity

How do you tackle complex and chaotic situations?

▲ Sets Strategic Direction

How do you use your strategic capabilities to anticipate crisis situations?

▲ Drives for Results- Shared Risks

How do you drive for results when facing unpredictable risks/forces?

▲ Loyalty & Competence

How does the leader establish trust through their caring and competence?

▲ Technology Transformation

How can you advance the new technologies to accelerate business growth?

▲ Cyber-Risks

How do you anticipate and prepare for organizational cyber-crisis?

▲ Financial Risks Intelligence

What is your readiness for organizational financial risks?

▲ Environmental Sustainability-Responsibility Risks

How can you be proactive to ensure your business decisions anticipate any environmental sustainability-responsibility negative impact to you, your team, the overall organization, the organization's strategic business partners and especially customers?

▲ Cross-Cultural Engagement

As a global organization, how do you actively demonstrate respect for engaging different country cultures at a local level?

▲ Anticipate Integrated Media Communication

How can you rapidly communicate critical information using proven new media technologies for on-site/virtual teams and the broader global organization?

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CEO's Challenge(s) - Leading Change- Crisis & Complexities

Pre-Session Activity: CEO and other senior leaders can share some top strategic areas that are critical to the organization and their customers. The organization's press releases, publications and media releases may also further indicate strategic business needs and challenges. CDC.gov Covid-19 trends, Davos Findings, Futurist-Economists, IBM CEO study, Business Roundtable, and other trending sources could identify emerging business challenges.

Talk with your senior manager to discuss what business challenge you might like to select that would fit with your leadership development growth goals and the needs of the organization's customers.

Potential CEO Potential Business Challenges- Crisis & Complexities

- 1. Identify the top global enterprise business growth opportunities, financial risks & global supply chain related to the organization's strategic directions.**
(Global Pandemic(Covid-19), Employee Health, Mobile Work Network, etc.)
- 2. Identify the next new technology breakthroughs and innovations that will affect how work is done using speed and mobility as a competitive advantage.**
- 3. Redefine how social media can have large scale impact on the organization's business growth and brand that will impact current and new customers.**
- 4. Identify the organization's current & future risks based on its current business model.**
- 5. Establish new critical domestic/international business and government alliances that have mergers/acquisitions growth potential for the organization.**
- 6. Build an organization's Ethical Crisis leadership business model to address internal and external communication/actions affecting its associates and clients.**
- 7. Assess & design plan to confront domestic/international terrorist's threats to cyber & physical security affecting the organization, their client companies & communities.**
- 8. Identify how to anticipate potential upcoming major domestic/global financial crisis and how to best protect the organization and its clients from its negative impact.**
- 9. Develop a leadership plan to address a range of natural disaster crisis situations and the loss of life that could affect broader international communities.**

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Crisis & Complexities Capabilities Self-Assessment

Directions: First rate the importance of these Crisis & Complexities skills to your current job, then rate your current skill effectiveness in those areas.

Identify Gaps Between Skill Importance & Effectiveness

- When you have completed the entire inventory, go back to each skill category and prioritize the skill importance areas you rated as very important and vital.
- Identify the gaps between these skill importance areas and your effectiveness rating level.
- Build some new development strategies for change.

Skill Ratings

Rating Scale	
Skill Importance	Skill Effectiveness
1. Not at all important	1. Low Effectiveness
2. Somewhat important	2. Some Effectiveness
3. Moderately important	3. Moderately Effective
4. Very Important	4. Considerable Effectiveness
5. Vital	5. Highly Effective

Champions Change

How can you promote innovation & overcome resistance to change?

- Sponsor innovations to build optimism in new processes, programs and technologies
- Show genuine interest in new ideas and fund them with realistic resources
- Build flexible organization structures to address emerging needs
- Challenge traditional ways to do things to support critical strategic goals
- Use mobile communication device technologies(organization & social networks) for rapid communication with global audiences to gain their involvement, opinions and critical acceptance to change.

Skill Importance **Skill Effectiveness**

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Leads with Integrity- Trust

How can you gain trust to influence the resolution of differences?

- Build partnerships with opposition through seeking to understand their viewpoints
- Involve others in decisions whose lives are affected by crisis and potential danger
- Examine conflicting demands & develops a common agenda to gain commitment
- Gain cooperation by consistently demonstrating a balanced concern for others' interests

_____	_____
_____	_____
_____	_____
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