

# MODERN LEADERSHIP TRENDS

The Trends	Key Findings	Your Notes & Questions to Explore
<b>Integrating innovative leadership approaches into current and outdated programs</b>	<b>Increase your emphasis on agility, transformational leadership, and empathy.</b> <ul style="list-style-type: none"><li>• Focus on the employee experience</li><li>• Connect employees to a purpose</li><li>• Create clarity around career pathing and succession planning</li><li>• Use personas to create meaningful experiences</li></ul>	
<b>Prioritizing how leaders communicate and integrate leadership into the organization</b>	<b>Take time to understand your audience so that your communication is clear and concise.</b> <ul style="list-style-type: none"><li>• Use storytelling</li><li>• Meet people where they are</li><li>• Be open about honest mistakes and maintain trust</li><li>• Know which information the audience values</li></ul>	
<b>New considerations for a dynamic environment</b>	<b>Place greater emphasis on unity, equity, safety, empathy, and trust in leadership.</b> <ul style="list-style-type: none"><li>• Embrace trauma-informed leadership</li><li>• Treat your employees first as human beings with emotional needs and support them on an emotional level</li><li>• Consider your role in creating both physical and psychological safety</li><li>• Clearly communicate and be open in your decision-making</li></ul>	
<b>Increasing need to reach the Gen Z workforce</b>	<b>Focus on concise and clear communication embedded within ways of working.</b> <ul style="list-style-type: none"><li>• Leverage multiple methods of communication (digital natives rely on apps but prefer face-to-face conversations)</li><li>• Retain attention with concise messaging and visual communication</li><li>• Know where the organization stands regarding work-life balance, flexibility, and pay (Gen Z is seeking a modern, transparent, and entrepreneurial workforce)</li></ul>	
<b>A rise in human-centered leadership within all levels, roles, and industries</b>	<b>Unlearn basic management, relearn focusing on being people first.</b> <ul style="list-style-type: none"><li>• Connect with empathy, lead with compassion</li><li>• Embrace your courage over your comfort</li><li>• Know that being direct is faster and clarity is kindness</li><li>• Help others and be generous</li><li>• Take care of yourself so you can care for others (“put on your oxygen mask first”)</li></ul>	

## REFERENCES:

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