
The Hybrid Leader:

Understanding the yin and yang of leading in the 21st century

What the research shows?

- Women make up 51% of the workforce
- 80% of all new entries into the workforce over the next five years will be women, immigrants and people of color
- The workforce is the most diverse in history (global, multicultural, multigenerational)
- The workforce no longer responds to the “command and control” model of leadership
- Employee engagement is the key to organizational success
- Employees don’t leave organization’s; they leave managers
- Leadership in the 21st century is about managing to the power of one (there is no one size fits all)
- Innovation is a critical factor for success in today’s ever changing market (creativity is a right brain activity)
- Organizations are seeking new ways to break down the silos and are therefore in need of leaders who can drive collaboration (a traditional female trait)
- The speed of change mandates a balance of strategic thinking with intuition
- Inclusion is critical to raise productivity and overall performance of diverse teams; leaders must foster connectivity

What’s important to understand from the insights contained from the data?

- Yesterday’s leadership style mixed with today’s workforce equals tomorrow’s disaster
- The best leaders will combine the strengths of the both the male and female leadership styles
- Strong left brain thinking has been rewarded
- Traditional female skills have been under valued
- Organizations need leaders who can step up to the plate and manage all the change
- Female leadership traits need to be valued to the same extent as male leadership traits

PLAYING TO THE EDGE

SEPTEMBER 24-27
ICF ANNUAL INTERNATIONAL CONFERENCE

2011

LAS VEGAS, NEVADA

What's blocking success?

- Fear of change
- Lack of understanding as to the strengths of men and women
- Bias
- Arrogance

What does it mean to the individuals that you coach?

- **To be successful in the 21st century...**
 - Everyone must be open to change
 - Every employee must develop new capabilities that support their ability to
 - Connect across differences
 - Collaborate
 - Create and innovate

What does it mean to the organizations that you serve?

- Organizations need to redefine the “mandated” leadership skills to include the nontraditional skills that were once associated with females

What does it mean to you as a coach?

- We need to develop a new understanding of whole brain thinking
 - See www.brainstyles.com/www.hermainbraindominance.com
- We need to understand and become convicted of the value of female leaders
- We need to teach our clients “how” to leverage the strengths of both genders
- We need to challenge the people we coach to develop new leadership capabilities that promote their ability to connect and engage the most diverse workforce in history
- We need to teach our clients how to become “agents of change” to transform corporate America into a place where high performance can thrive



Extracted from The Hybrid Leader by Trudy Bourgeois

www.WorkforceExcellence.com

Contact us for more information: 972.899.3677