

The background of the slide features abstract, flowing patterns in shades of blue and white, creating a sense of movement and depth. The patterns are soft and ethereal, with some areas appearing more saturated than others.

Thoughts on Appreciative Global Leadership

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Why should we need Appreciative Leaders?

- *The Five F's of the new competitive organization (→ why talent management)*
 - Focused better → core business, customer focus
 - Fast → get rid of bureaucracy
 - Flexible → outward looking / innovative
 - Friendly → people, planet & profit
 - FUN

■ Source: Matthieu Weggeman

■ *If it's no fun, nobody is going to do any of this*

■ Rosabeth Moss Kanter

Faithful Questions

- What is your best story on appreciative leadership?
- What do you see as the attributes / values leading to the positive core of global leadership
- How will leadership facilitate talent management?

1) Leadership is the authentic expression of one's inner life that creates value through collective effort (Sam Yau)

2) Leaders provide a second chance to change our basic imprint, and to 'become who we truly are' (Kierkengard)

Value chain

Data

Information

Knowledge

Manager: skills & competencies ('hard & soft')

Value chain

Data

Information

Knowledge

Wisdom

Spirituality

Manager: skills & competencies ('hard & soft')

Value chain

Data

Information

Knowledge

Wisdom

Spirituality

Visionary

Strategist

Operator

Manager: skills & competencies ('hard & soft')

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Value chain

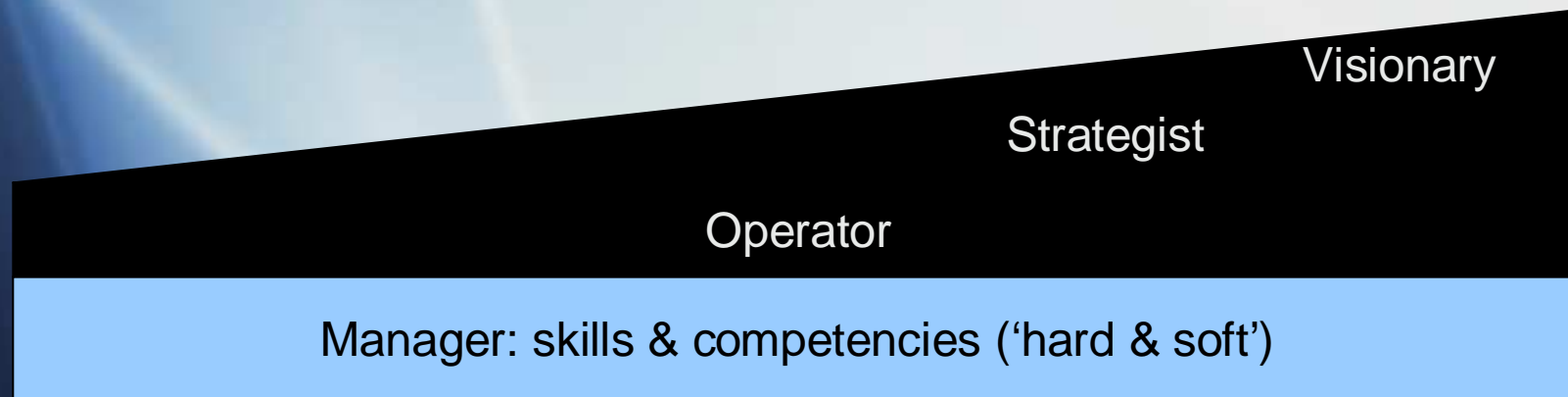
Data

Information

Knowledge

Wisdom

Spirituality



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Egocentric Conformist

Achievement

Empathic

Authentic

Value chain

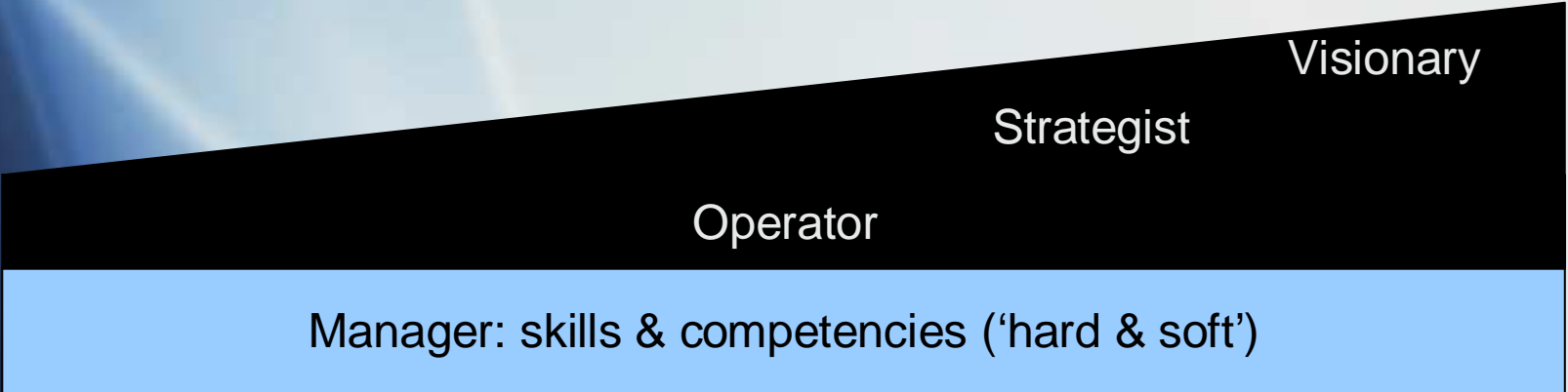
Data

Information

Knowledge

Wisdom

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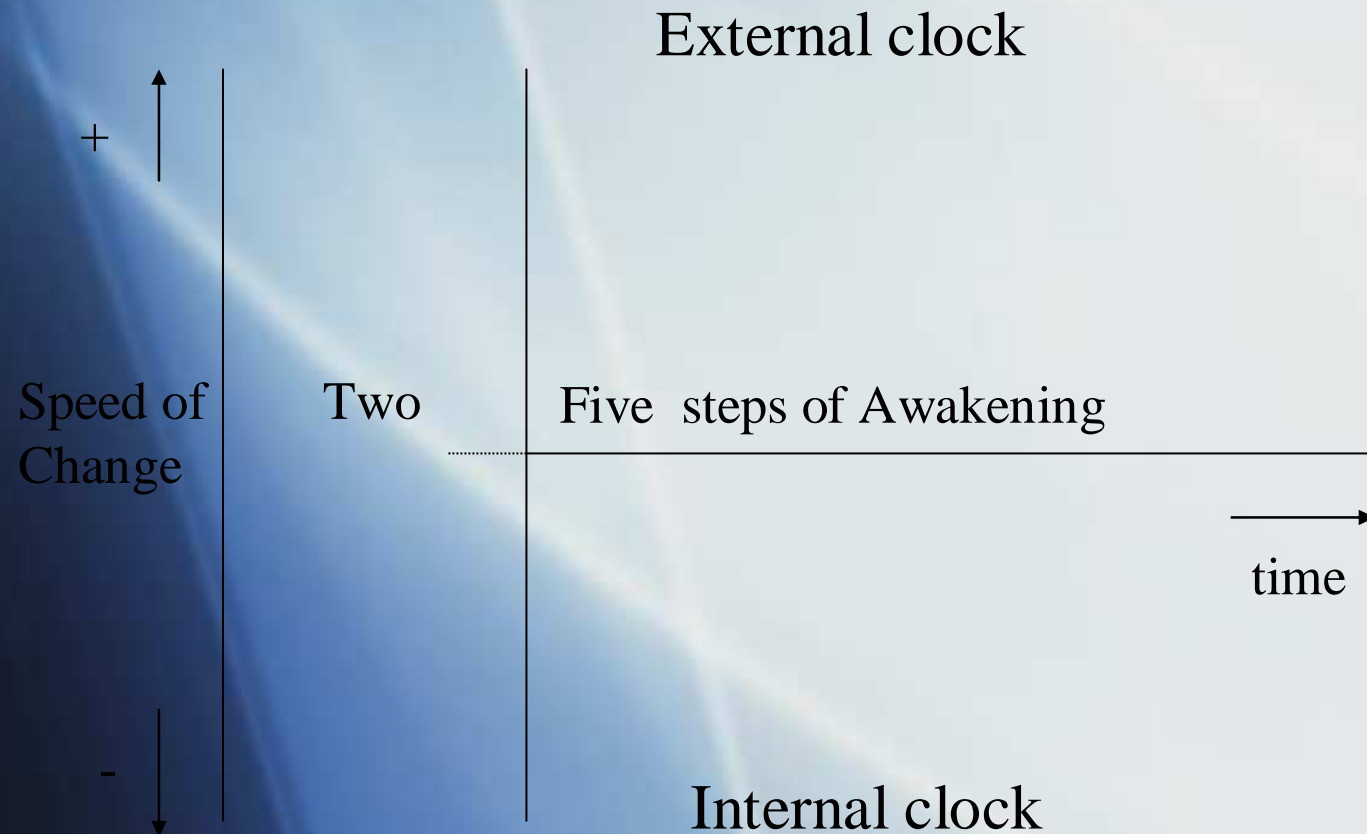
Our external & internal clock

7 Steps of Awakening of our world

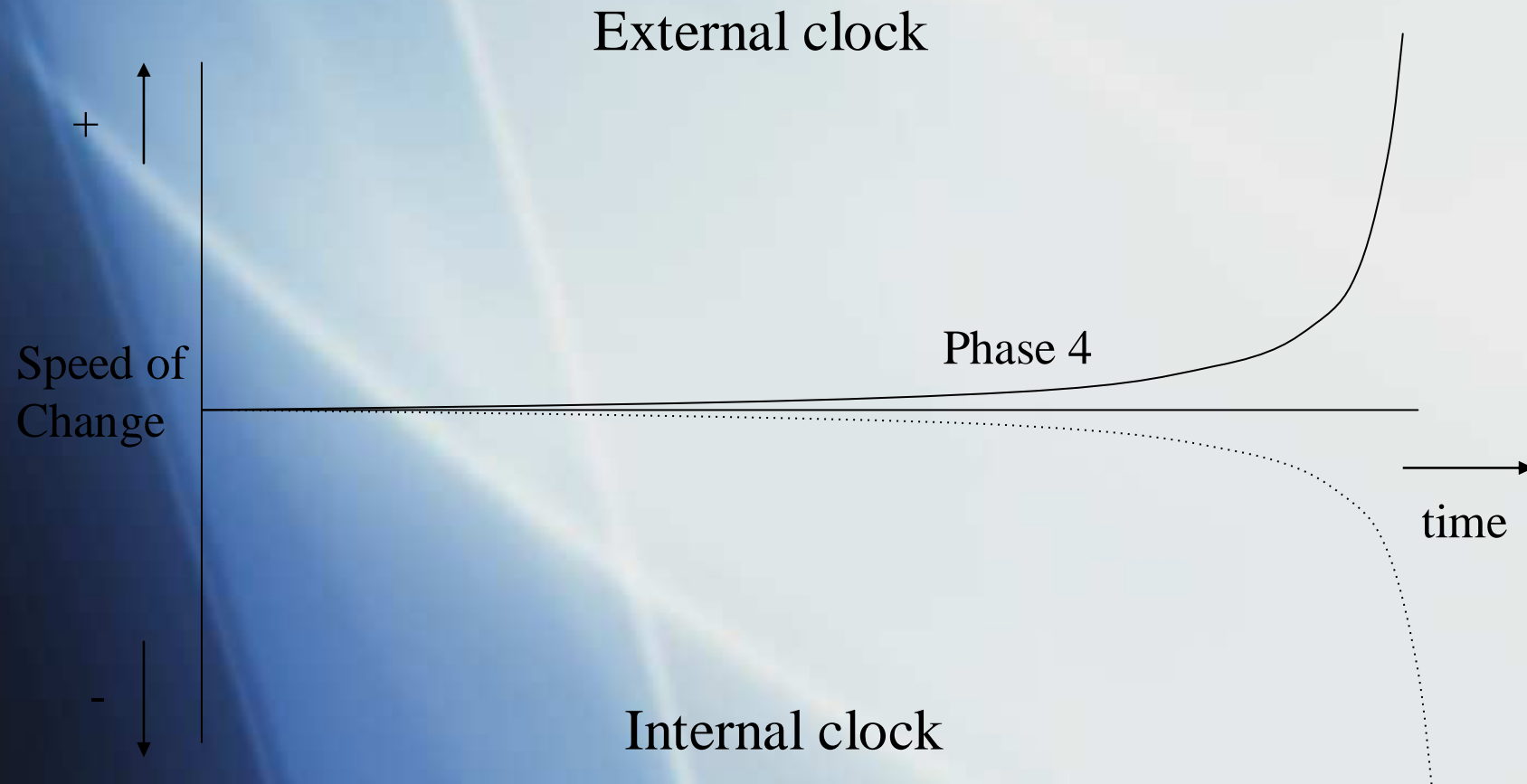
- * Phase 1 - Eternity - everything is energy in chaos
- * Phase 2 - Billions of years - space
- * Phase 3 - Millions of years - time
- * Phase 4 - Thousands of years - intelligence +
- * Phase 5 - Hundreds of years - information & technology ++
- * Phase 6 - Tens of years - communication & self awareness +++
- * Phase 7 - Future - Realising who we really are? ++++/-----

Source: De Vertraagde Tijd by Arnold Cornelis, 1999.

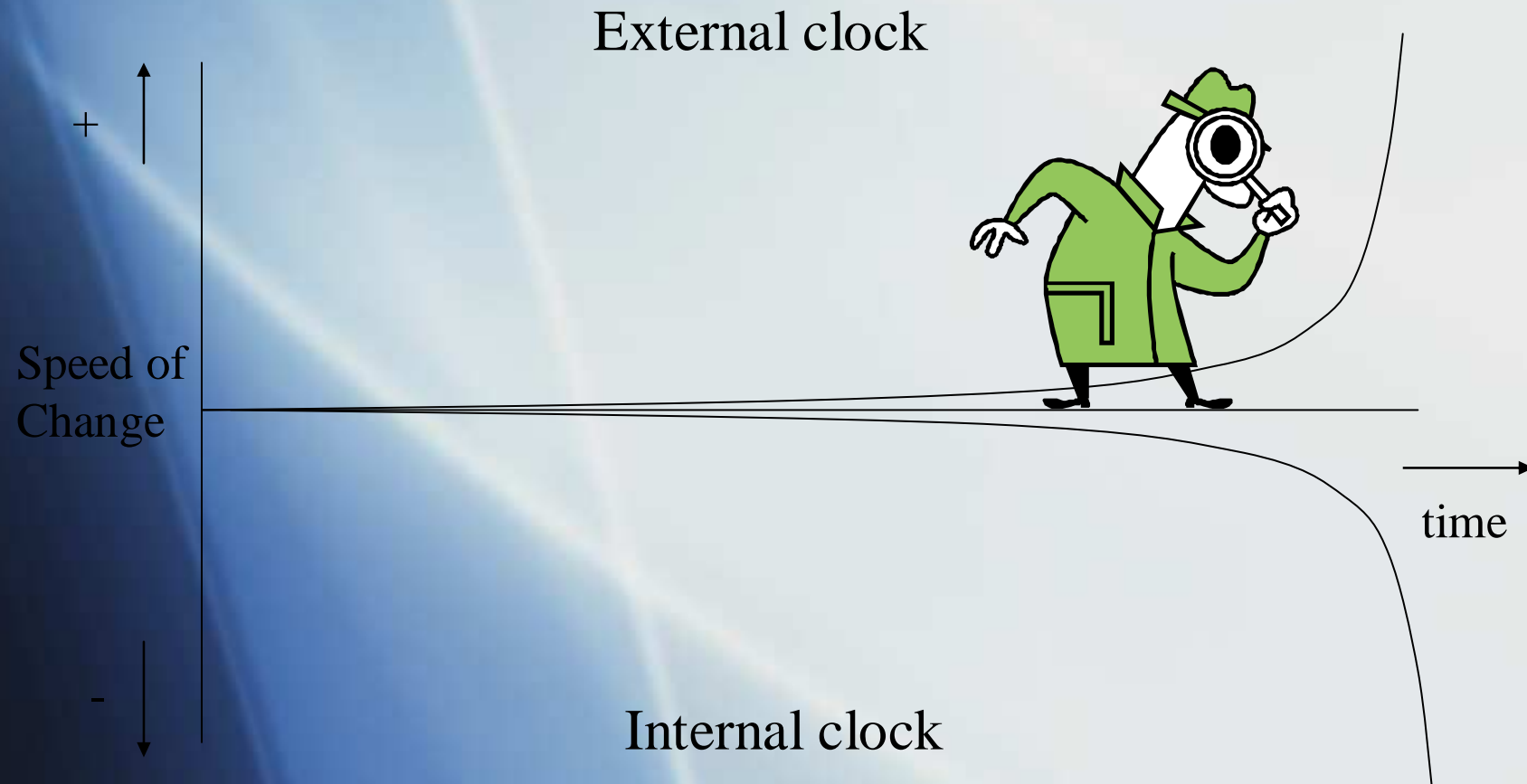
Our external & internal clock



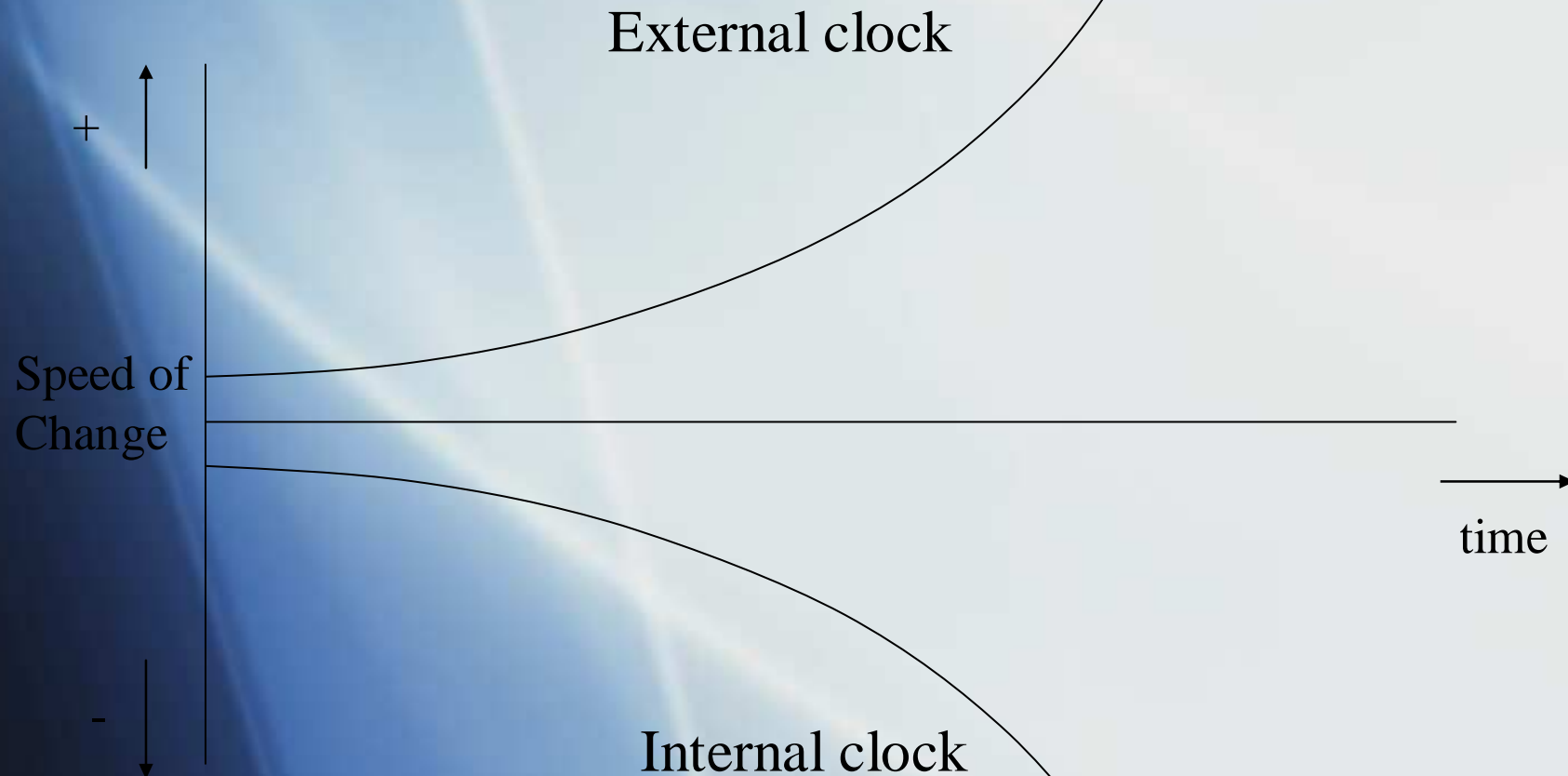
Our external & internal clock



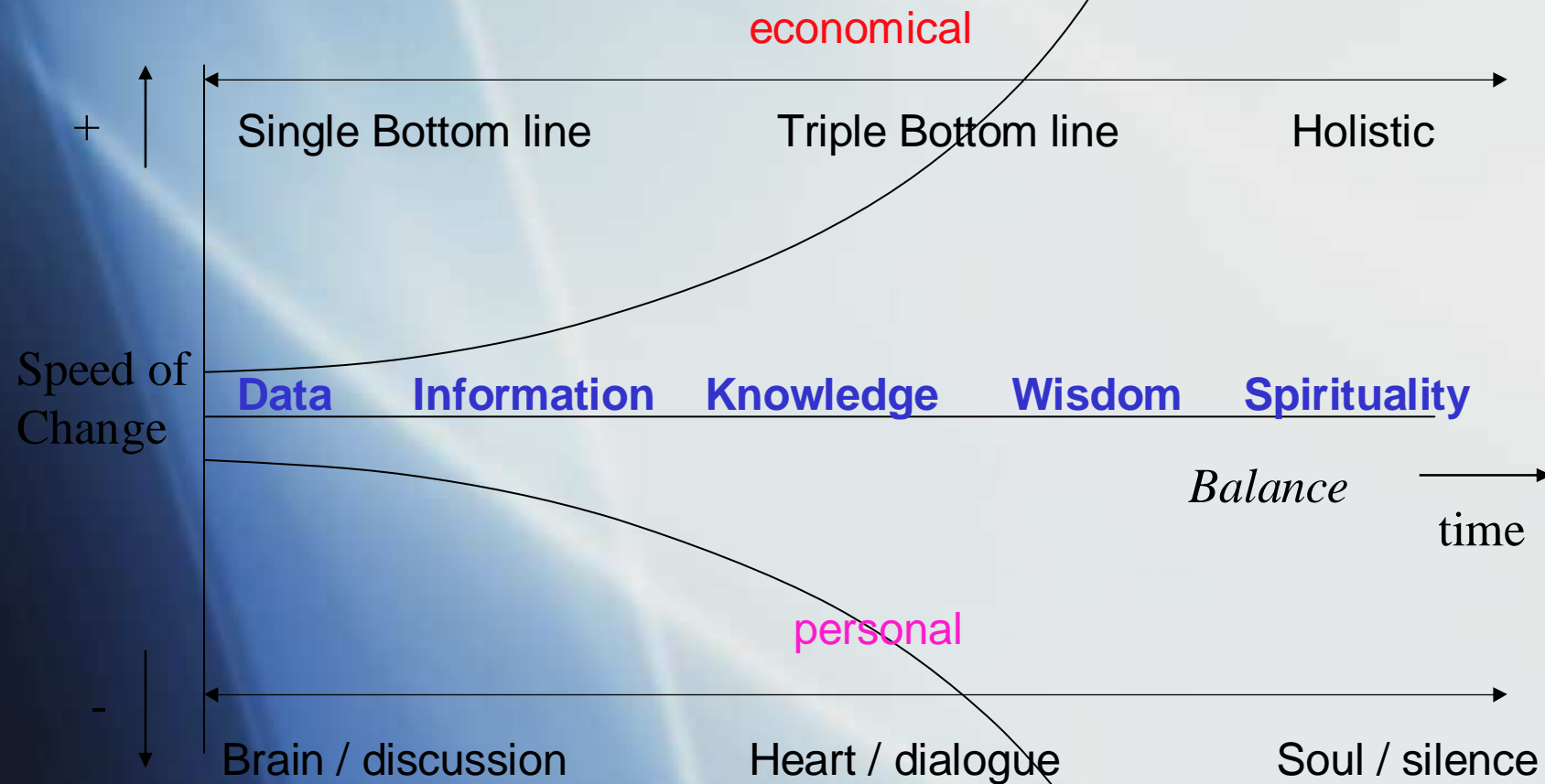
Our external & internal clock



Our external & internal clock



Our external & internal clock



Appreciative leaders perspective on our external and internal clocks

- Today's business environment
 - Ever increasing speed of change (external clock)
 - Result: (possible) loss of identity
- Today's appreciative leaders challenge
 - Assuring balance between external and internal clock
 - Result: employees becoming who they truly are

Thoughts for the Appreciative Global Leader

- Practice of Presence
 - Presence requires an open-minded perception of what-is
- Practice of Interconnectedness
 - Leaders are profoundly connected to the bigger whole: the community, the world
- Practice of Humility
 - Leaders know they don't know
- Practice of Discipline
 - Discipline concerns taking seriously what is really important for you in life, and go for it
- Practice of Courage
 - Courage meaning the combination of the above and to connect, share and (co-) create
 - source: first four practices: Positive Leadership Leading and Learning through Essence by Dr R van den Nieuwenhof & Dr S de Weerd

The background features a gradient from light blue to white on the right side, and a dark blue area on the left. Several curved, glowing white lines sweep across the scene, creating a sense of motion and depth.

Thank You