Shift towards the sharing/distributed leadership

Isabelle WACHSMUTH
Universal Health Coverage and Life course
Art Impact For Health Initiative
Leadership of 21 Century issue

Shift of paradigm is necessary

- Mechanical thinking leader could never know what would be necessary for transformation

- Standardize leadership means separable, countable, numerical, aspect of properties, behaviors
<table>
<thead>
<tr>
<th>Linear Thinkers</th>
<th>Systems Thinkers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Break things into component pieces</td>
<td>Are concerned with the whole</td>
</tr>
<tr>
<td>Are concerned with content</td>
<td>Are concerned with process</td>
</tr>
<tr>
<td>Try to fix symptoms</td>
<td>Are concerned with the underlying dynamics</td>
</tr>
<tr>
<td>Are concerned with assigning blame</td>
<td>Try to identify patterns</td>
</tr>
<tr>
<td>Try to control chaos to create order</td>
<td>Try to find patterns amid the chaos</td>
</tr>
<tr>
<td>Care only about the content of communication</td>
<td>Care about content but are more attentive to interactions and patterns of communication</td>
</tr>
<tr>
<td>Believe organizations are predictable and orderly</td>
<td>Believe organizations are unpredictable in a chaotic environment</td>
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</tbody>
</table>
Towards a New Model

New Leadership Model

- Emotional: Values, courage and beliefs, empathy, self-awareness, altruism
- Intellectual: Mastery, new set of skills, creativity, innovation, passion, worldview, systems and pattern
- Social: Fellowship, ecosystems, relationships, communication, community, building alliances, virtual worlds, collaboration, purpose

The Leader’s Journey

- Emergent talent pools
- Inner journey: Practice and critique, learning from doing, reflection & reinvention, high support (mentoring, prototypes – role models)
- Outer journey: High challenge crisis, risks and testing the “edge of the system”, sense of “We”, legacy

New Context

- Demographic & Societal Shifts: Gen-Y, intergenerational, diversity
- New Technologies: Social media, digitalization, speed, transparency, complexity of media
- Globalization: Speed, urgency, complexity, interdependence, multi-stakeholders
- Big Issues multi-stakeholder: Poverty, climate change, blurring of national boundaries, etc.
- Resource Scarcity: Climate change, oil price
# Leadership of 21 Century

## Quantum perspective

<table>
<thead>
<tr>
<th>Vision</th>
<th>Co-creation Co-development</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Thinking</strong></td>
<td>Uncertain &amp; Unpredictable. Vision-lead value and multi-visions</td>
</tr>
<tr>
<td><strong>Feeling</strong></td>
<td>Meaningful relationships &amp; individual wellness</td>
</tr>
<tr>
<td><strong>Acting</strong></td>
<td>Distributed, network approaches</td>
</tr>
<tr>
<td><strong>Knowing</strong></td>
<td>Flexibility, <em>many ways can be used and exist all together</em></td>
</tr>
<tr>
<td><strong>Trusting</strong></td>
<td>Experimental thinking, creativity &amp; self improvement focus</td>
</tr>
<tr>
<td><strong>Being</strong></td>
<td>Integrity &amp; Cooperation among members</td>
</tr>
</tbody>
</table>
PEOPLE DISCOVERY LEADERSHIP MODEL

- Connected to Higher Self
- Unity Consciousness
- Self-Awareness
- Inspiring Others

Inner Directed
Discerning
Confident

Positively Value Based
Value Others Equally

Creative
Self-Aware
Purposeful

Accepting
Non-Judgemental
Inspirational
Leadership of 21 Century
Quantum perspective

- Based on non-linear relations and the process
- Continuously created by interaction
- Not a deterministic and controllable phenomena
- Based on effective sharing of creative potential
- Self-organized capacity like other living systems
- No boundaries
- Holistic approach with values
How?

- Transform our thinking patterns
- Life need to have new meaning, mission and vision
- We need to challenges ourselves by opening up ourselves to all possible outcomes
- Need to consider the context of application
- Sharing and synthesizing simultaneous energy, dynamic structures
- Opportunities to making people work together and rise synergic effects of performance. Synergy and richness of relations make these opportunities possible
- Focusing to understand the relations within the nature of individuals, not by separating them
- Based on communication, dialog and interaction. Sharing principles accelerates success
Why?

- The sum of the total is greater than parts
- The whole has more properties and potential than each part
- We can’t ignore anymore individual and group values
- Interactions are synergic in complex systems
- It is a process and learning process is more important than the results
- Motivation by values and discover our own potential
Energy =
set of relations and the level of exchange of information facilitate complex systems to be adaptable and alive