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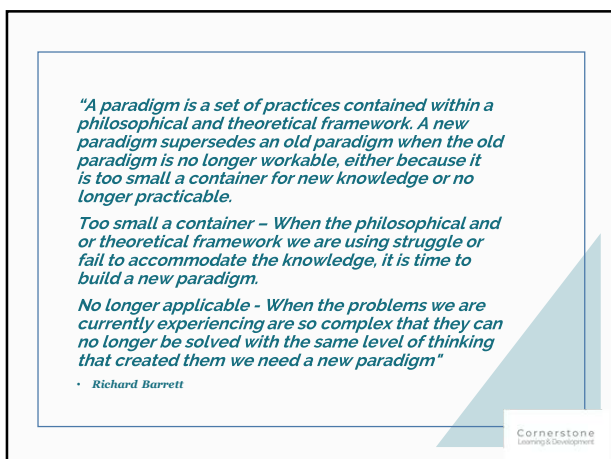
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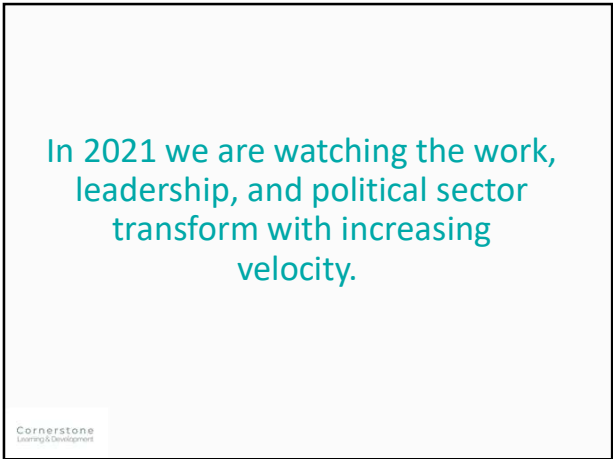
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## The current Landscape of Business & Leadership

- CONSTANT CHANGE
- PHENOMENON OF DISRUPTION
- COMPLEXITY
- INFODEMIC
- DIGITAL/TECHNOLOGICAL REVOLUTION
- GLOBALISATION
- DEMAND FOR GREATER MEANING OR PURPOSE
- DEMAND FOR SUSTAINABILITY, INTEGRITY AND IMPROVED ETHICS
- RESISTANCE TO POWER AND THOSE THAT SEE THEMSELVES AS "BETTER"

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## Positive impacts of this new landscape.

Amazing innovation	We can do business easily all over the world	Instant communication around the world
Purpose guided, values driven leadership that targets not only the success of the company but also the wellbeing of all stakeholders, including employees, investors, customers & suppliers	Business owners have worked out that ethics and values are good for business	Only leaders who embrace the highest level of ethical conduct will be judged fit enough to be custodians of shareholder investments or the holder of the power.

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## Negative impacts of this new landscape.

The employees and leaders - Overwhelmed	The employees and leaders - Distracted
The employees and leaders - Impatient	The employees and leaders - Exhausted
Speed of change can be exciting but also throws people off balance.	We can sabotage ourselves by working towards perfection when that approach now takes too long or leads to burnout
It is pushing people (through artificial intelligence/ personal feeds) to see the world through a narrow lens	

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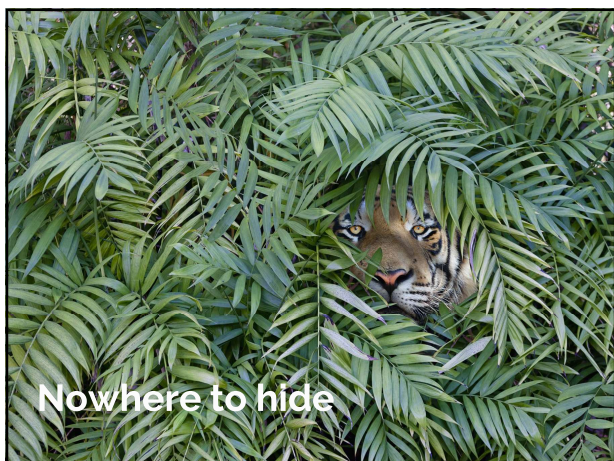
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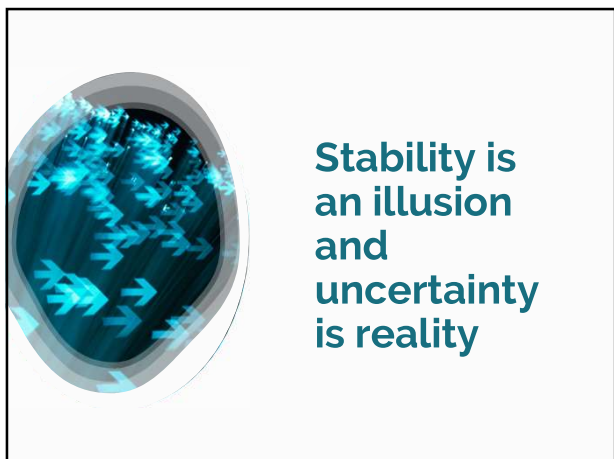
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Only a highly engaged workforce can respond to disruptive forces with the kind of speed and agility required to survive and thrive.

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What does the business environment demand from businesses compared to the past?

- To recreate their business structures to support the need for more complex decision making
- To reduce the amount of time we oversimplify complex issues
- To reduce the number of times simple problems are overcomplicated.
- Create a culture that is less influenced by personal bias and prejudices.

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What does the business environment demand from its leaders compared to the past?

- A new leadership paradigm that can deal creatively with rapid change to navigate a world of impermanence
- To stay grounded as a person in all of the unpredictability.
- To navigate through all of the knowledge, choices and diversity of the times

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Transitioning from

NEWTONIAN (MACHINE)  
TO  
COMPLEX (QUANTUM)

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Newtonian Theory

Newtonian Theory has served its purpose and delivered success from the 1800's until now.

Its structure and practices suited a world that was predictable, certain, stable and controllable.


Based on Newtonian principles, it assumes corporations & markets are like machines and places emphasis on systems and processes to eliminate risk and actively seek equilibrium.

It is a science that is based on absolutes; absolute space, absolute time, and absolute certainty.

It suits a universe that is linear and improves incrementally and continuously.

It values separate parts that make up a whole.

Each of the parts are bound together by the law of cause and effect and are connected by a few simple forces or influence.



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Complex Theory

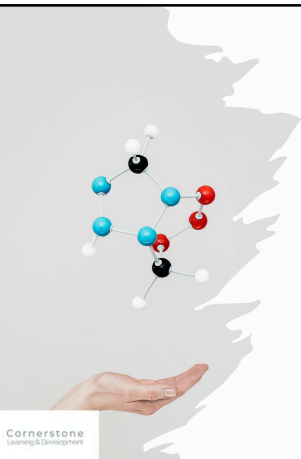
There is evidence to support a management shift to a more relevant and timely theory outlined in the complexity and quantum sciences.

The theory has been developing since the beginning of the 20th century with strong evidence showing the most successful businesses of the 2000s have naturally or purposefully embraced the structure of this quantum science.

It is relevant now as it assumes the world is complex, powerfully interconnected, and functions at its optimum when left to self-organize in dialogue with each other and the environment.

The approach works well in a system on the brink of chaos as it has the freedom to innovate and reinvent the rules.

Its premise is that things cannot be described in isolation from the environment or context, and that the wholes are greater than the sum of their parts.



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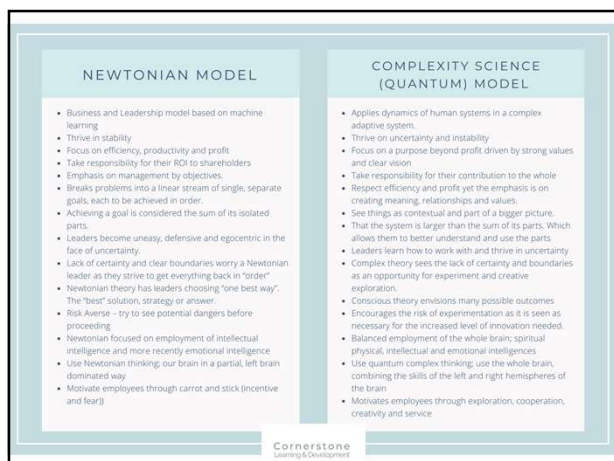
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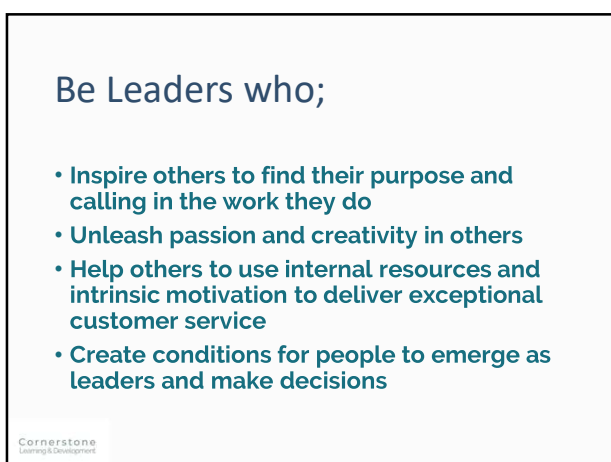
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Not so simple. Many people are trapped;

 **Traditional Structures**

 **Traditional Thinking**

 **Traditional Attitude**

 **Traditional Mindset**

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Together we are creating a movement of.....

- **Thought Leaders**
- **Heart Leaders**
- **Truth Seekers**

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Together we are creating a movement of.....

- **Thought Leaders**
- **Heart Leaders**
- **Truth Seekers**
- **CONSCIOUS LEADERS**

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Paradigm shift is a revolution

- A complete, radical change in how one views reality.
- With a paradigm shift, old assumptions and beliefs are replaced with completely new, modernised thinking.

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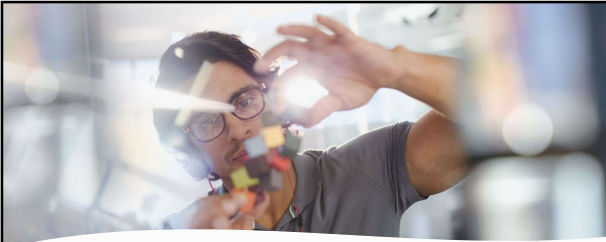
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As people, we thrive on what inspires us, not merely what is expected of us.

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If your actions inspire others to dream more, be more, learn more, do more and become more, you are a leader.

John Quincy Adams

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## Becoming a Conscious Leader

- Learning best practise for 2021
- Learning what it means to be a
  - Conscious person
  - Conscious leader
  - Conscious consumer
  - Conscious business
- Practising new daily routines
- Experiencing a shift in consciousness

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## Structural Paradigm Shift away from;

Autocratic (Top Down) Leadership

Reward Productivity

Infrequent Knowledge Sharing

Lack of Transparency

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Economic  
Machines

to

Purposeful  
Companies

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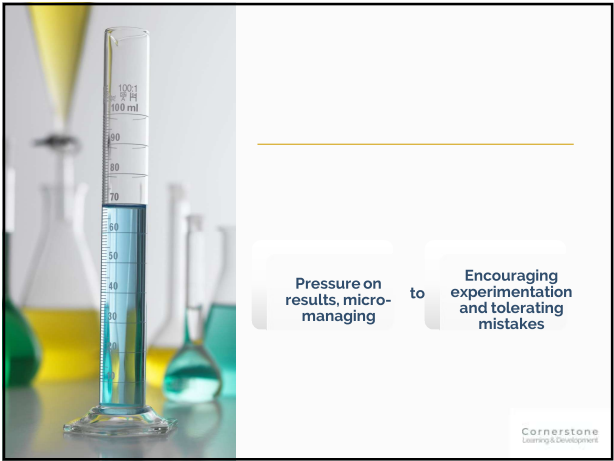
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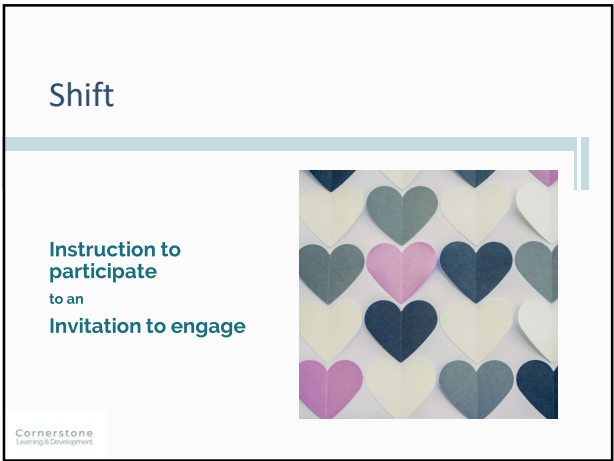
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## Shift.....

From  
Serving the business and profit  
to  
Serving society whilst infusing  
meaning in own lives

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## Paradigm Shift in structures

Traditional Leadership	2021 Leadership
<ul style="list-style-type: none"><li>• Command and Control Structure</li><li>• Leading for reduction in conflict</li><li>• Delegating Tasks</li><li>• Leading based on information and control</li></ul>	<ul style="list-style-type: none"><li>• Work accomplished in networks/teams</li><li>• Leading to create conditions for innovation and engagement</li><li>• Delegating Responsibilities</li><li>• Leading based on trust and transparency</li></ul>

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## Shift from

<ul style="list-style-type: none"><li>• Leaders tell people what to do and hold them accountable for efficiency and productivity</li><li>• Job descriptions and titles are clearly defined and hierarchical</li><li>• Culture ruled by fear of failure and perceptions of others</li></ul>	<ul style="list-style-type: none"><li>• Leaders build networks to grow and influence</li><li>• Teams and responsibilities are clearly defined, but roles and job titles change regularly</li><li>• Culture of curiosity, creativity, psychological safety &amp; abundance</li></ul>
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How does this new conscious leadership theory benefit today's landscape?

The new complexity theories and practices are consistent with today's expectations and business needs

The importance of trusting the system and empowering people

Remaining flexible in creative dialogue with changing circumstances

Being open and ready for many possible futures

An emphasis on meaning, purpose and values

Sensitive to and readily adapt to change

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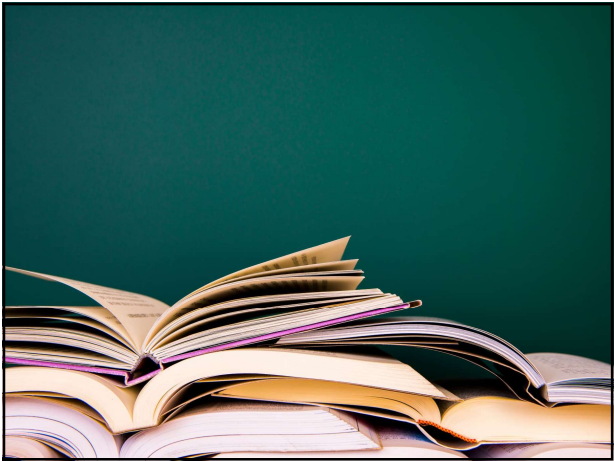
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Next Conscious Leader Program  
starting Sep 23rd

For more information email  
cassi@cornerstoneps.com.au

WWW.CORNERSTONEPS.COM.AU

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