

TOP 10 LEADERSHIP TRENDS FOR 2024



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This PDF contains a summary of my findings from this year as I worked with various organisations from around the world to develop their leaders.

I have been fortunate enough to have assisted over 10,000 people to become successful workplace leaders in Australia, South-East Asia, South Africa, United Arab Emirates and Europe.

I'm passionate about the development of emerging and existing leaders and increasing the capability of corporate workforce's.

The current research shows that new leadership skills are in high demand, with the core areas of competence that need to be urgently developed being: Business acumen, Collaboration, Global cultural ability, creativity, Customer-centricity, Influence and inspiration, building teams and talent.

If you can develop these skills within yourself and your organization, you will set yourself for a very successful 2024.



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#1

REMOTE LEADERSHIP



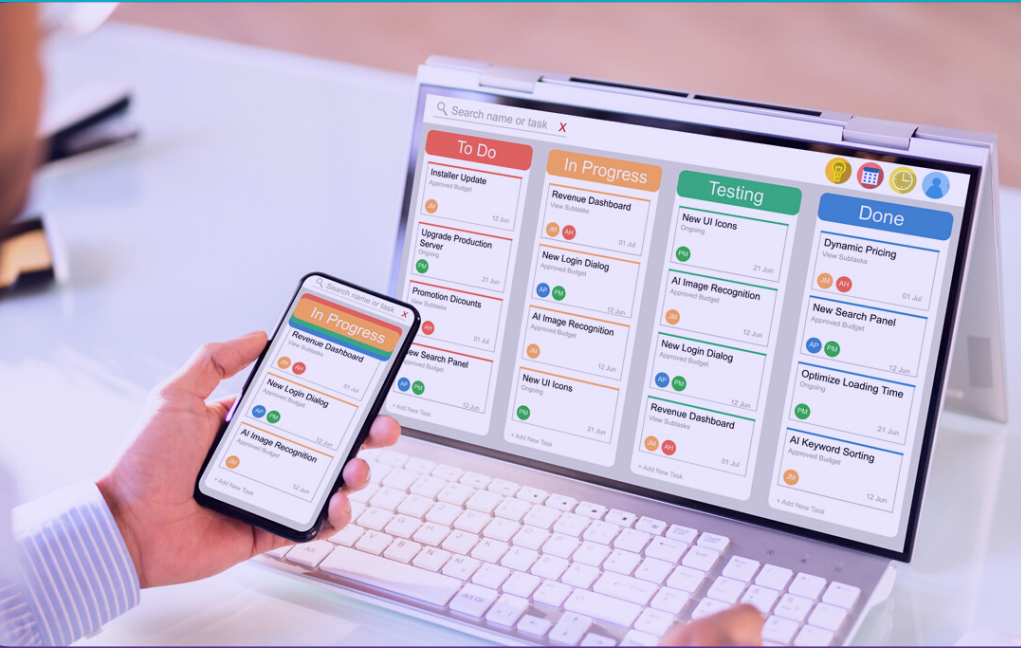
The shift towards remote work accelerated dramatically due to the COVID-19 pandemic, and it's predicted that this trend will remain relevant in 2024. With many companies announcing permanent remote work or hybrid work options, it sets a precedent for other organisations. Leaders in medium to large organisations should invest in robust digital communication tools and training programs. Encourage virtual team building exercises and regular one-on-ones to ensure that the remote workforce remains engaged and productive.

#2 UPSKILLING



Automation and digitalisation have eliminated many traditional roles while creating new ones that require different skill sets. The McKinsey Global Institute predicts that demand for technological skills will rise by 55% by 2030. To stay competitive, leaders should endorse a culture of continuous learning. Partner with online learning platforms or develop in-house training to make sure your team stays ahead of the curve.

#3 AGILITY



The last four years have shown that disruptions like trade wars, pandemics, and environmental crises can significantly affect business operations. As we enter 2024, being agile isn't just an asset, it's a necessity. Adopt methodologies like Agile or Lean to streamline workflows and promote adaptability. Make your middle management strong decision makers to navigate through rapid changes effectively.

#4

DATA DRIVEN DECISION MAKING



According to the World Economic Forum, by 2025, the global data sphere will grow to 175 zettabytes! This means an enormous volume of data will become available to organisations to drive decision making. For example, Coca-Cola uses data analytics to get consumer insights and optimise marketing strategies. Leaders should either hire data scientists or train existing staff to interpret data, facilitating more strategic and informed decisions.

#5

EMPLOYEE AUTONOMY



The gig economy and freelance culture have shown that professionals value autonomy. Research from Gallup shows that businesses that encourage employee autonomy see a 21% increase in profitability. Establish protocols that allow for more autonomous project management while still maintaining company wide objectives. Implement regular check-ins to ensure alignment and accountability.

#6

EMOTIONAL INTELLIGENCE



Global politics and social movements have necessitated a higher level of emotional intelligence in the corporate world. According to a study by Capgemini, 74% of executives consider emotional intelligence a must have skill in 2024. Train leaders to be more empathetic and emotionally intelligent to navigate complex social dynamics in a globalised workforce.



The past years have brought increased awareness of mental health issues, accelerated by the isolation due to pandemic-related lockdowns. The WHO has identified work related stress as a global epidemic. Introduce mental health programmes and offer “flexi hours” or mental health days as part of your employee benefits.

#8 SUSTAINABILITY



The ongoing climate crisis and the rise of conscious consumerism make sustainability more than a buzzword. A 2020 study by IBM showed that 71% of consumers are willing to pay a premium for sustainable products. Leaders must consider sustainability not only in product development but also in operations, perhaps by switching to renewable energy sources or adopting circular economy principles.



The push for diversity and inclusion is bolstered by social changes and clear economic benefits. A McKinsey report revealed that companies with greater diversity are 35% more likely to outperform their less diverse counterparts. Engage in diverse hiring practices, but also invest in sensitivity and inclusion training for your existing workforce.

#10 ETHICAL LEADERSHIP



Corporate scandals (many of which you can watch documentaries about on Netflix) have demonstrated the need for ethical leadership. ESG (Environmental, Social, Governance) criteria are becoming crucial factors for investors. Adopt a transparent approach to governance and consider third-party ethics audits. Corporate Social Responsibility (CSR) is no longer a nice to have, but a necessity for doing business in 2024.

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