



# **WHAT'S NEXT MATTERS SERIES:**

## **LEADING THE NEW REALITY**

**A COMPREHENSIVE LEADERSHIP ADVENTURE**

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# LEADING THE NEW REALITY

## A COMPREHENSIVE LEADERSHIP ADVENTURE



The pandemic, world events, and artificial intelligence (AI) have ushered in a new era for leaders to build a "best normal." In the face of unprecedented challenges, leaders must embrace new ways of working and interacting with employees and customers, while also balancing business continuity with the well-being of their teams. Successful leaders today boldly navigate ambiguity, taking calculated risks and leading with confidence and humility. They excel at driving change in hybrid work environments, tapping into the intellectual and creative potential of their teams.



**What Really Matters Series** is a collection of leadership "next practices" designed to help leaders navigate the post-pandemic world, embracing rather than fearing the challenges ahead of us. This requires a fundamental shift in how leaders think, behave and believe.



Introducing our groundbreaking experiential leadership journey for leaders, where innovation meets inclusivity and adaptability in the dynamic realm of the ever-changing reality. NxKnowledge's **Leading the New Reality** multi-faceted program helps leaders anticipate the future and see the positive side of chaos to build a better working world.

# WHAT'S NEXT MATTERS

## What We've Learned

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01

### PERFECTION IS THE ENEMY OF GOOD

We need to attend to both speed and quality.

02

### AUTHENTICITY DRIVES ENGAGEMENT

Our lives show up on our screens every day in our virtual meetings- be real.

03

### FOCUS ON RESULTS

We need to shift our mindset and the way we measure performance from number of activities performed to results achieved.

04

### TECHNOLOGY DRIVEN

Technology will continue to play an ever- increasing critical role in how we get our work done together.

05

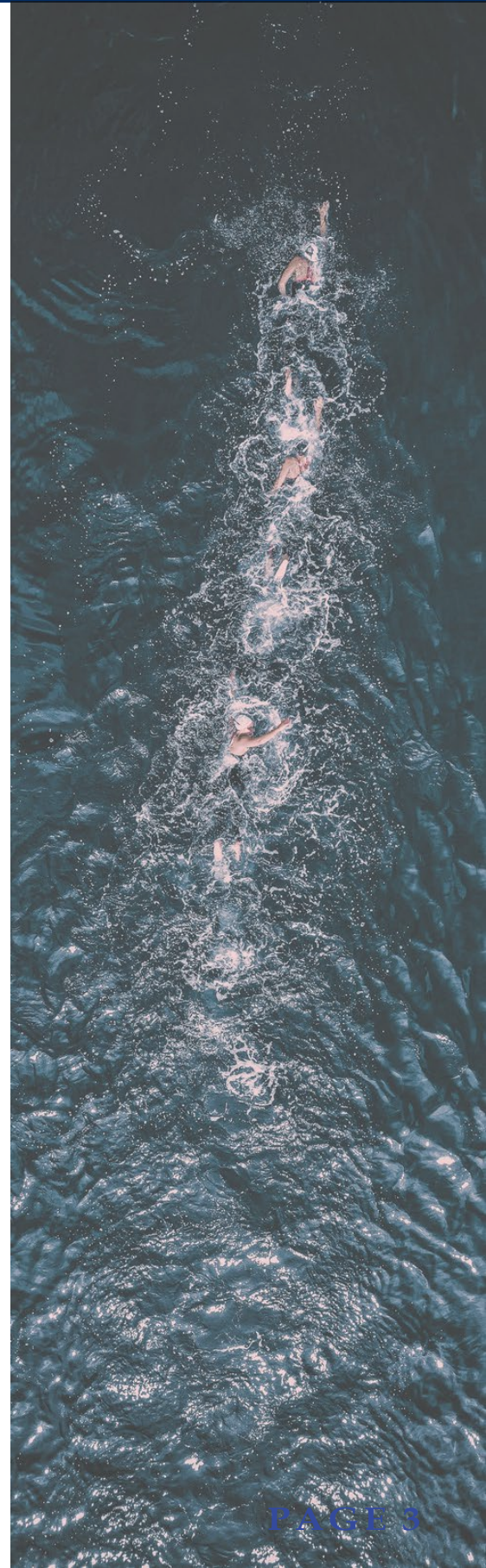
### NEED FOR RESILIENCE

Quickly adapt to disruptions while keeping the lights on.

06

### BALANCE ACCOUNTABILITY

There is a need to balance engagement and transparency with accountability.



# WHAT IS DIFFERENT ABOUT OUR LEADERSHIP EXPERIENCE?



We have shaped the pre-covid traditional leadership development model to provide a forward-looking experience. Our integrative approach is insightful, unique, powerful, applicable, and sustainable in the real world.

## Being Authentic

incorporates the latest insights from neuroscience, emotional intelligence, and leadership resilience. By understanding the inner workings of the mind and emotions, leaders gain the tools to navigate challenges and lead with authenticity.

## Shifting Mindsets

Leadership must extend beyond acquiring skills; it requires a fundamental shift in mindsets. We help leaders uncover and challenge their assumptions, enabling them to adopt new perspectives and embrace change. By surfacing deep-seated beliefs and mindsets, leaders can overcome barriers and unlock their true potential

## Diversity, Equity and Inclusion (DEI)

We recognize that true leadership excellence necessitates an understanding of equity, diversity, inclusion, and belonging. Our program offers an unparalleled integration of these critical elements, empowering leaders to create inclusive environments

## Understanding Artificial Intelligence

We delve into the impact of AI, equipping leaders with the values and knowledge to navigate the rapidly evolving technological landscape.

## Integrated Design Learning.

Leaders learn in many ways. Our leadership journey emphasizes the practical application of learning, enabling leaders to operationalize their newfound knowledge into tangible steps that drive real change

## Powerful Conversations

The effectiveness of relationships and organizations is dependent upon the quality of conversations. Learners engage in meaningful provocative conversations, resulting in practical solutions that can be applied directly to their leadership adventure

# WHAT IS REQUIRED OF LEADERS IN THE NEW REALITY?



## 1 LEADING SELF

Demonstrating the motivation, agility, emotional intelligence, resilience and ‘grit’ to adapt to high-pressure, constantly shifting leadership demands. *(Self awareness, resilience and grit)*

## 2 LEADING PEOPLE

Building productive and trusting relationships with increasingly diverse and dispersed direct reports and partners. *(Leading high performing teams, Building collaborative relationships, Coaching & developing talent, Dealing with tough issues)*

## 3 LEADING BUSINESS

Integrating complex internal and external factors to make the best long-term decisions for the organization. *(Driving results, Building Psychologically safe & healthy workplace, Fostering productive conversations)*

## 4 LEADING CHANGE

Leading and managing change in an interdependent world- understanding and engaging complexity. *(Responsive agility, Promoting initiative and innovation)*

# LEADERSHIP CAPABILITIES

## BUILDING THE BEST NORMAL



# LEADING THE NEW REALITY ADVENTURE

## OUR OFFERING OVERVIEW



### 360° LEADERSHIP ASSESSMENT

Using a leadership capability inventory built on what is important, what is required going forward and the organization's culture and business requirements, it measures both importance and skill levels from multiple raters. It is aligned with existing organizational tools. Online assessments are aligned to program toolkit and workshops.



### BEST NORMAL BOOTCAMPS

NxKnowledge equips leaders with a series of customized fast-paced, candid, provocative, multi-faceted and pragmatic leadership learning events/modules that create the buzz, energy and action needed to create the "best normal".



### WHATS NEXT TOOLKIT

NxKnowledge leverages our extensive research experience with clients and incorporates the work of field experts. This resource kit provides leaders with just-in-time resources and tools to help them guide and direct their team/team members in transforming the culture.



### DISCUSSING THE UNDISCUSSABLES

Action Learning Forums provides leaders to address "real issues" and define concrete solutions. Topics to defined by the leaders and support application of learnings from learning events.



### LEARNING PODS

Learning Pods create a personalized, collaborative, and highly effective learning environment where "leaders learn from other leaders."



### 1:1 LEADERSHIP COACHING

NxKnowledge coaching services help leaders (and their teams) recognize what has become habitual, what limits, and find ways to move to action.

Join us on this transformative experiential leadership adventure where innovation, inclusion, and practicality converge to shape the leaders of tomorrow in an ever-evolving world.

INTERESTED IN LEARNING MORE

 Visit [www.nxknowledge.com](http://www.nxknowledge.com).

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