



The ADEPT leader

The 21st century is characterised by turbulence and ambiguity. Navigating your organisation successfully through these waters, calls for leadership proficiency at all levels. We embrace the notion that leadership is a relationship which can exist to address situations at any level, rather than a role to be performed by the few at the apex of the hierarchy. The 'director' is now tasked with creating a climate in which other leaders thrive.

A combination of self knowledge and situational intelligence enables the leader to judge the most effective way to behave. Self knowledge is developed through listening to and considering feedback from those who are in a position to observe the leader's behaviour. Situational intelligence grows as the leader reflects on their organisation's operations, their markets and the wider World. The ADEPT leader listens, recognising that the perceptions of others need to be amalgamated with logical information, in order to provide the rich picture of the situation.

Alignment:

To maximise the chances of realising their strategy, leaders align organisational capabilities with business opportunities. They create a clear purpose and direction and articulate their organisational values. The network of relationships and activities which deliver value to the customer, are supported by appropriate capabilities, processes and systems. All are aligned with the strategic direction.

Dialogue:

Leaders create an environment where information and ideas are freely shared. Highly visible leaders surface and address concerns early and create opportunities for continuous dialogue with all their stakeholders. Dialogue captures innovative opportunities and creates emergent strategy.

Engagement:

Leaders who engage their audiences, capture both hearts and minds. Rational engagement is established by providing information and emotional engagement ensures commitment to action. Commitment is built when leaders provide time for their stakeholders to reflect on and test intended actions.

Performance:

Understanding the concept of 'Enlightened Shareholder Value,' leaders develop the definition of business performance to include a wider range of factors and interests. They demonstrate that consideration has been paid to the needs of all stakeholders and the impact that decisions and actions have on communities and the physical environment, as well as the achievement of financial goals.

Trust:

Individual leaders demonstrate their trustworthiness through their behaviour. This in turn encourages others to follow their example. Together, leaders grow an organisational culture of shared purpose and values and promote this to their supply chain partners and customers. The organisation's reputation grows in the market place and the leaders seek to contribute to the wider World in which their market operates