

# Preparing leaders for multiple futures across the enterprise

Leaders today have multiple 'futures' to consider and adapt to in a world of continuous and accelerated change.

Our work to learn approach aims to integrate learning with the organisation and the leaders' objectives so that learning happens in the flow of work.

**Deloitte.**

Our range of global and local expertise provides leading insights and tools to equip leaders to succeed into the future across four key areas



## Future of Leadership

What are the critical capabilities that leaders require to succeed in the future?



## Future of Work

How will leaders need to adapt their leadership disciplines and practice to match a future world of work?



## Future of Technology

How do we support leaders to keep up with the rapid acceleration of technology and lead digital transformation in their organisations?



## Future of Industry

How do we equip leaders to best respond to the evolution and disruptions in their industry?

Leveraging our Deloitte global and local team expertise and our strategic partnerships (Bersin, Alchemy) and suite of trademark products. We design and deliver integrated and tailored solutions in 3 key focus areas:



### Leader-led Transformation

“How do we align leaders to lead significant organisational and culture change?”

- We work with Senior Executives to strategically align their leaders and shape leadership behaviour to support the organisational transformation imperatives.
- We follow a leader-led change approach to mobilise and prepare leaders to support the embedding of culture shifts and organisational changes.



### Leadership Readiness

“How do I ensure leaders transition effectively into new roles and teams?”

- Our leading practice LABs™ continue to evolve to ensure they provide leaders with a structured approach to accelerate their readiness when taking on new roles or implementing strategic changes.
- Our LABs™ cover all CxO roles, industries and key strategic transformation areas, e.g. Digital.



### Leadership Pipeline

“How do I ensure I have the right leaders with future fit capabilities?”

- Leveraging our global expertise we support organisations in defining and assessing current and future leadership capability requirements.
- We shape talent strategies to support organisations in building their leadership pipeline.
- We design and deliver learning solutions in key areas of future capability, which include digital leadership, leading virtual teams, inclusive leadership and future of work.

# Designing and Facilitating Integrated Leadership Learning Journeys

Integrated learning journeys focus on shifting behaviour to shift the impact leaders have on their organisations and support the organisation in delivering on their purpose and aspiration. Encouraging learning in the flow of work they connect context, with execution and capability.



COGNITIVE TRANSFORMATION



BEHAVIOURAL TRANSFORMATION



EMOTIONAL TRANSFORMATION

Our leadership development integrates with the neuroscience of learning. Our learning journeys facilitate a shift in thinking, through practicing and shifting behaviour to embed a new set of leadership “habits” and disciplines. We aim to create learning that goes beyond the transfer of skills and knowledge and translates into mastery of new ways of working and leading.

Our leadership learning journeys are designed integrating 3 areas of mastery

