

The Responsive Leader (a two-page summary)

This book is for you, if you want to lead your organisation into the 21st century.

This book is for you, if you feel bombarded with input, articles, and news about automation, the exponential growth in computer power and data, and new ways of working ... but cannot grasp it and don't know where to start.

A modern world with rapid changes and an emerging digitalisation requires – and paves the way for – a new approach to leadership and organisational design. The technological and societal megatrends affect the market, the organisations, and the expectations from employees and customers, and several new leadership frameworks have been born.

Many organisations and leaders are trying to find their feet in the new paradigm. They need to be responsive to stay relevant to employees and to customers, and to adapt to a changing world. This situation is a huge possibility for rethinking and embracing work and leadership, and for addressing the development with a mindset of openness and experimentation: A positive and optimistic paradigm shift is emerging, putting engagement, relations, inclusion, freedom, and leadership in centre; both towards employees and customers.

The Responsive Leader that masters this paradigm shift will gravitate towards the new paradigm, but will also know how to mix-and-dose the old and new worlds in a responsive way. The Responsive Leader shapes the modern workplace; a workplace where people want to show up for work.

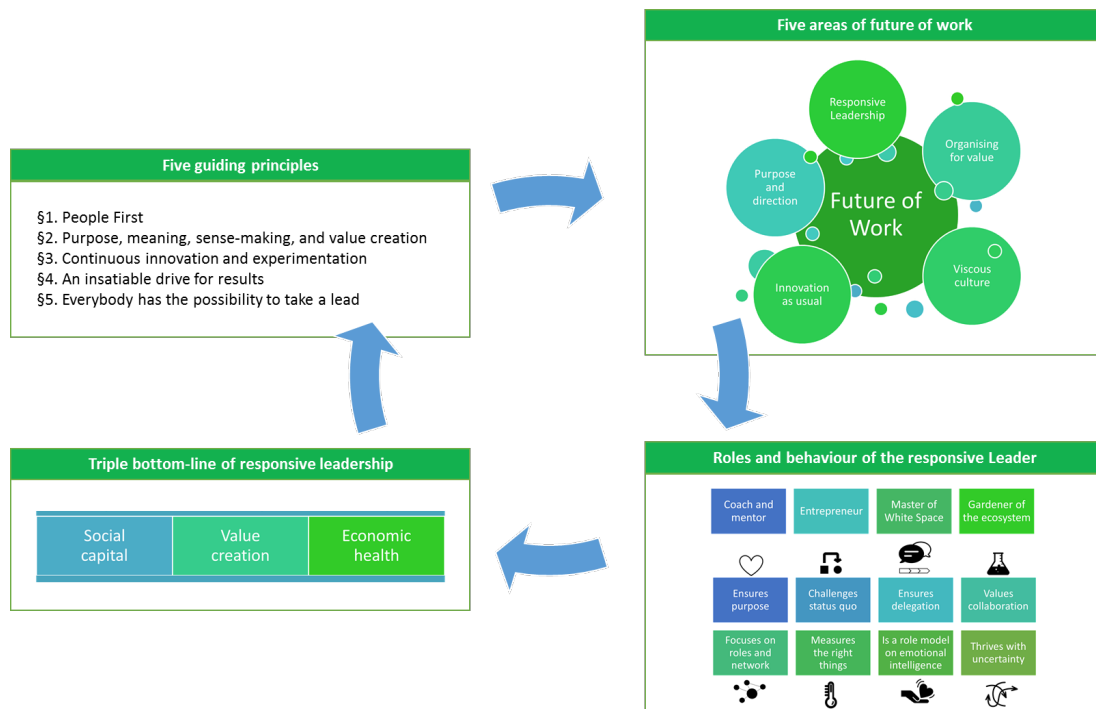
This book guides leaders to understand and navigate this new paradigm, putting light on the mindset, the models, and the mix of elements in the future of work

The book consists of three parts

- An in-depth description of the **MINDSET** of the future of work, the paradigm shift, and motivation for engaging in it
- A walk-through of the **MODELS** in each of the five areas. You will both find comprehensive, holistic models and correlations, and analysis of the individual components
- A description of how to dose and **MIX** the different elements, avoiding evangelism and "go from one extreme to the other," but instead making you able to mix the composition based on the situation

Four key findings are presented, supported by case stories from Danish organisations:

1. The **five guiding principles** for the future of work
2. **Five areas of the future of work**, that are affected by the guiding principles
3. The **triple bottom-line of responsive leadership**, that is, how you measure progress and success
4. **Your role and behaviour** as a modern, responsive leader



When you've read this book, you'll be able to

- Understand the paradigm shift
- Understand the updated mindset
- Identify and handle challenges with help from the models in the book
- Know where to start
- Motivate your employees and peers to get started too

The book is based on the authors personal experience as a leader, and on learning from 150+ keynotes, 50+ customer engagements, workshops with 300+ leaders, and test or survey results from more than 2,500 respondents on either personal leadership style or organisational dynamics. Together this has formed the basis for a codification of the mindset and the mechanisms of responsive leadership.

Book; on leadership and organisational development. 45,000 words. Illustrated. Written by Erik Korsvik Østergaard. Published by LID Publishing, February 2018.