NEXT GENERATION
LEADERSHIP



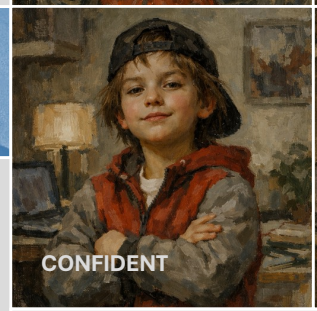
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KEY LEADERSHIP TRAITS EXPECTED FROM THE NEXT GENERATION OF LEADERS











Ability to be highly engaging, clearly articulate, genuinely collaborative, visibly confident, and continuously reflective are the five most important leadership traits expected from the next generation of leaders.



If your actions inspire others to dream more, learn more, do more, and become more, you are a leader.

John Quincy Adams

For more information on types of leadership, see presentation: **Leadership types.**

ENGAGING

If you engage people on a vital, important level, they will respond.

Edward Bond



Connects to and motivates people, builds energy, and keeps teams committed to goals!

EXPECTED BEHAVIORS

- Invites participation consistently, asks open-ended questions, and draws quieter voices into discussion
- Shows active listening by paraphrasing, builds on ideas of others, and maintains eye contact
- Displays energy and presence by varied tone and responsive body language and avoids monotone delivery
- Connects work to purpose by linking tasks to broader goals or meaning
- Responds to input, acknowledges contributions, and integrate them into decisions

Transformational leadership theory • J. MacGregor Burns

Employee engagement theory • W. Kahn

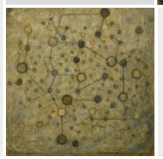
ARTICULATE



Ability to articulate what you are doing, to be clear about it, and to stick to it is, I think, the essence of leadership.

Chris Patten





Persuasive communication theory • J. C. McCroskey

Sensemaking theory • K. Weick

Ensures ideas and expectations are clearly communicated, thus reducing confusion and ambiguity!

EXPECTED BEHAVIORS

- Expresses ideas clearly and concisely, avoids jargon, and structure explanations consistently
- Adapts message to audience and simplifies or adds depth depending on listener needs
- Uses logical structure, highlights the context, and moves from problem via analysis to recommendation
- Checks for understanding, asks clarifying questions, and invites feedback
- Makes complex ideas understandable and makes effective use of examples or analogies

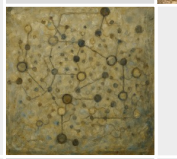
COLLABORATIVE



What's interesting about collaborations is the possibility for one plus one to equal three.

Rei Kawakubo





Social interdependence theory • D. Johnson; R. Johnson

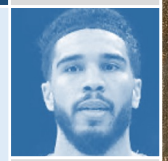
Shared leadership theory • C. Pearce; J. Conger

Builds trust and teamwork, leading to stronger decisions and better results through shared input!

EXPECTED BEHAVIORS

- Shares decision-making authority appropriately and seeks input before concluding
- Builds on reflections and ideas of others, rather than competing for ownership
- Credits team members publicly for their effort and contributions
- Manages conflict constructively and focuses on issues, not personalities
- Facilitates coordination, clarifies roles, and aligns efforts between individuals and teams

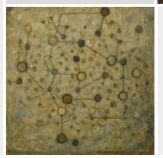
CONFIDENT



You got to have confidence in yourself first before anybody else will.

Jayson Tatum





Self-efficacy theory • A. Bandura

Leadership credibility theory • J. Kouzes; B. Posner

Inspires reassurance and direction, especially during uncertainty, and helps in taking decisive actions!

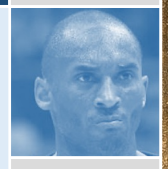
EXPECTED BEHAVIORS

- Speaks with conviction, has clear stance and steady tone, and avoids excessive hedging
- Makes decisions in a timely manner, even under uncertainty
- Maintains composure under pressure and provides controlled emotional responses
- Defends ideas with evidence, while remaining open to input from others
- Takes full accountability for outcomes and does not deflect blame

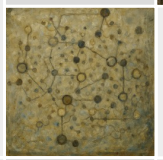
REFLECTIVE

I'm reflective only in the sense that I learn to move forward. I reflect with a purpose.

Kobe Bryant







Reflective practice theory • D. Schön

Growth mindset theory • C. Dweck

Learns from experiences, improves continuously, and makes wiser future decisions!

EXPECTED BEHAVIORS

- Seeks feedback regularly from peers, reports, and stakeholders
- Acknowledges mistakes openly and identifies and clarifies lessons learned
- Adjusts behavior based on past outcomes and demonstrates visible change over time
- Pauses to evaluate decisions and asks what has worked and what has not
- Encourages team reflection using retrospectives and after-action reviews

NEXT GENERATION LEADERSHIP



THANK YOU

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