

The Future of Work

New Paradigms of Leadership

We are on the verge of a seismic shift in business and society. Why we work, the employer-employee relationship, the nature of leadership and careers, and the character of capitalism itself are changing before our eyes in profound, far-reaching ways.

This program explores perspectives on the “future of work” through the lens of the youngest generations in the workforce. Understand the paradigms that drive them, and the implications for leadership and organizational life. Balance the needs of younger generations against those of older ones. Be proactive in preparing yourself, your team and your organization to meet the challenges of generational change. Lead for the future with inspiration and purpose.

Online Program Format

This program is delivered over five consecutive mornings. Days 1, 2, 4 and 5 include one 3.5-hour facilitator-led online sessions in real time. Sessions are highly interactive, enabling you to network and brainstorm ideas with your peers, engage in virtual breakout rooms, and receive constructive feedback. Day 3 is set aside for reflection and self-directed activities.

Takeaways

- Peer into the future of work and what it is likely to mean for yourself, your team and your organization
- Understand the different paradigms of work, careers and leadership of multiple generations, with special focus on Millennials (Generation Y)
- Articulate your purpose and lead your team in a purpose-driven manner
- Build high-performance teams that can cross generational divides
- Effectively manage and lead a multi-generational workplace
- Enhance the engagement and retention of younger workers
- Give your organization an advantage in its ability to attract and combine top talent in exciting ways
- Develop action plans to get in front of upcoming shifts in human capital, talent development and management

Program Content

Day One

Module 1: Focus on the Self

- Identifying and articulating your purpose and vision
- How your purpose impacts the way you inspire and lead yourself and others
- Creating a Purpose Statement
- Communicating and cascading your purpose to the team

Day Two

Module 2 : Teams and talent, part one

- Generations in the workforce and their signature paradigms
- Generation Y's typical attitudes toward work, loyalty, career development and leadership
- Managing Gen Y: the dos, the don'ts and the intangibles
- WRAPS model for development: Work-life balance, Reverse mentoring, Alumni network, Projects, Side hustles
- Structuring and managing a reverse mentoring program
- Work-life balance and how COVID has changed our mindset

Day Three

- Readings to prepare for Module 3
- Reflection and action planning

Day Four

Module 3: Teams and talent, part two

- Organizational culture as a barrier and enabler
- The Double-S Cube framework for cultural analysis
- DREAMS model for engagement within your culture: Difference, Radical honesty, Extra value, Authenticity, Meaning, Simple rules

Program Content, cont'd

Day Five

Module 4: Organizational Impacts

- How will work and leadership evolve, as young generations assume more senior positions in organizations?
- The importance of purpose-orientation for the future of work
- Bringing all the program themes together: how they create one compelling story for how leadership looks in the 21st century

Special Features

Throughout the program, you will keep a personal journal that will progress you through the content and act as an action plan for your learning journey.

Audience

- HR professionals
- Team leaders
- Anyone who manages others (or aspires to do so)
- Teams or groups of colleagues who wish to maximize impact within their environment

Program Leader

Mr. Adam Kingl is Adjunct Faculty at Ashridge - Hult International Business School and a globally respected expert on generational paradigms in the workplace, creativity and innovation, purposeful leadership, and the future of work. With a career spanning an impressive range of industries, he has spent decades helping organizations to adapt and reinvent themselves in times of change. He is a compassionate educator who encourages organizations to have different and better conversations that open new pathways to business success. A prolific author and speaker, he appears frequently in major media outlets such as Forbes and The Guardian, as well as in podcasts and webinars.

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