



LAB "LEADERSHIP GENERATIVA"

INTELLIGENZA EMOTIVA, TECNICHE DI MEDIAZIONE, MINDSET DINAMICI E COMUNICAZIONE GENERATIVA

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**La Leadership è un
talento innato, un ruolo
gerarchico o una
competenza che va
appresa ?**



**Cosa è la
Leadership
generativa?**





**Quali sono le
competenze e le
attitudini distintive
della LEADERSHIP ?**



CAPO

LEADER

1. Il Capo ordina, il Leader fa capire il perché di un'azione



4. Il Capo forma, il Leader mostra



5. Il Capo complica, il Leader semplifica



7. Il Capo guarda agli obiettivi da raggiungere, il Leader fa sacrifici per andare oltre

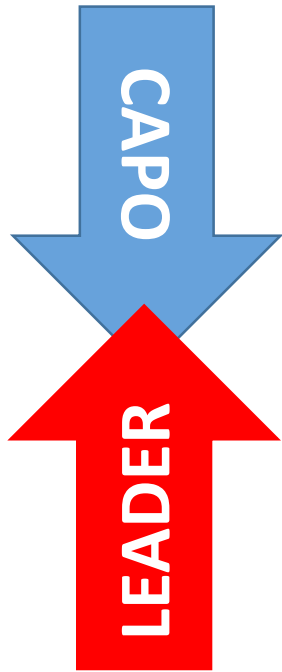


8. Il Capo evita conflitti, il Leader li affronta



9. Il Capo gestisce il lavoro, il Leader gestisce le persone





- Impersonale vs Empatico
- Io vs Noi
- Crescita personale vs Crescita gruppo
- Paura vs **Rispetto**
- Credito vs **Fiducia**
- Controllo vs Delega
- Autorità vs Carisma
- Ruolo vs Organizzazione
- Breve termine vs Lungo termine

“Il capo è colui che persuade le persone a fare cose che non vogliono fare, il leader è colui che guida le persone a fare cose che non avrebbero mai pensato di poter fare” (Steve Jobs)

Focus su:
Lavoro vs Persone



La Leadership è <stare dentro le situazioni>



Innovazione

LEADERSHIP

**Change
Management**



Subire Innovazione o Fare Innovazione ?

QUALITIES OF A GREAT LEADER IN AN AGE OF DISRUPTION

1 Empowerment

Leaders closer to the work can make quicker and more informed decisions based on data, research, best practices, and proximity to the customer.

2 Engagement

Join your teams in the trenches to not only stay grounded in the realities of the business, but also to inspire them to unleash their passions and talents around a shared vision.

3 Influence

Being able to influence others without having direct authority is extremely important. Positive influence sparks motivation and engagement.

4 Innovation

Leaders at all levels must incubate and incentivize creativity and innovation by supporting experimentation and learning, including the permission to fail.

5 Communication

Strong communication fosters alignment on activities, resources, and priorities. It also promotes the sharing of results, insights, and best practices across the organization.



6 Problem Solving

Problem-solving should be a continuous activity. Constantly challenge the status quo. Don't approach problems linearly, but rather more expansively to realize a greater impact.

7 Transparency

Transparency builds strong relationships, creates authenticity, engenders trust, and drives higher levels of performance.

8 Adaptability

An adaptable leader must deal with unpredictable and changing situations with dexterity and confidence using strong interpersonal and cross-cultural skills.

9 Empathy

Exuding empathy paired with active listening and humility will boost staff performance and morale.

10 Continuous Learning

Leaders must continuously acquire new knowledge, seek out best practices, sharpen skills, and gain fresh perspectives.

**LEADER NON
SI NASCE, SI
DIVENTA !**

Quali sono
i passi per
sviluppare la
leadership ?

Quali sono **le
competenze** da
acquisire ed
affinare per la
leadership ?

Esiste un solo
modo di esercitare
la Leadership, o
esistono **diversi**
stili di Leadership ?

I sei stili di LEADERSHIP

Visionario

(innova il team)

Democratico

(crea collaborazione)

Affiliativo

(costruttore di relazioni)

Coach

(sviluppo degli altri)

Battistrada

(motivazione al risultato)

Autoritario

(gestione delle crisi)

QUALITIES OF A GREAT LEADER

Disruptive Thinking

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**LEADER nell'epoca digitale
che prima di tutto impatta
sulle organizzazioni e sui
modelli di lavoro (new HR)**

**Corporate Social
Responsability**

**Organizzazioni
complesse**

**Diversity
Manager**

**Innovation
Management**

Compliance

World Economic Forum : le 10 competenze più strategiche

Top 10 skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility



in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



Source: Future of Jobs Report, World Economic Forum

in 2020

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2. Critical Thinking
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4. People Management
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I passi per la leadership :

Dal sé normativo al sé ideale

Motivazione al
cambiamento

Dal sé ideale al sé reale

Sperimentare e mettere in pratica
nuovi comportamenti

LEADER NON
SI NASCE, SI
DIVENTA !

Innovazione

Disruptive
Thinking

Sviluppare le relazioni che rendono
sostenibile il cambiamento

Il mio sé ideale:
chi voglio essere ?

Il mio sé reale: chi
sono ?

Le mie doti: punti di
sovrapposizione tra sé
reale e sé ideale

Le mie lacune: punti di
divergenza tra sé reale e
sé ideale

**Programma di
apprendimento:** sviluppare
punti di forza riducendo le
lacune

Sperimentare nuovi
comportamenti,
pensieri, sentimenti

**ANALISI
SWOT**

Mettere in pratica la nuova
linea di condotta creando
percorsi neurali alternativi sino
ad averne **padronanza**

Le dimensioni principali dell'**INTELLIGENZA EMOTIVA:**

Consapevolezza di sé stesso

Gestione di sé stesso

Consapevolezza sociale

Consapevolezza dei rapporti interpersonali

