

FUTURE READY LEADERSHIP MODEL

THE ENERGIES

Development of Talentonic's Future Ready Energies

The leadership which will inherit tomorrow is being created today. Over the last six months, the leadership of the future has been a subject of considerable comment. If experience and the past have indeed to be discounted, then there are four energies, which have emerged from our discussions with the leaders in organisations and study of the literature.



GROWTH ENERGY



These are leaders with the energy and the ambition, who see opportunity in the future and have the courage to grasp it. Driven by a sense of purpose and a larger and more sustainable view of what they do, they are ambitious for themselves and for those around them. They take risks and are constantly visualizing the future rather than waiting for it to happen.

AMBITIOUS

PURPOSIVE

OPTIMISTIC



— “ —

“THE TWO MOST IMPORTANT DAYS IN YOUR
LIFE IS THE DAY YOU WERE BORN AND THE DAY
YOU FIND OUT WHY.”

(MARK TWAIN)

— ” —

SURVIVAL ENERGY



**OBJECTIVE
DRIVEN**

AGILE

RESILIENT

These are people who have resilience, agility and tenacity to live long and survive. They navigate through difficulties. They can change direction quickly and may not have too much patience for procedure, process and bureaucracy if these stand in the way of desired outcomes. They can take setbacks in their stride and are strengthened by storms. They recoup quickly and have the energy to fight on. They instil hope.

*"Asking for help isn't
giving up," said the horse.*



"It's refusing to give up."

Charlie Mackesy, The Boy, the Mole, the Fox and the Horse

HUMAN ENERGY



They are humble but not weak. They ask questions and listen for answers. They understand and respect diversity in all forms and appreciate the human chain of effort which distinguishes between good and great. They understand that what the world is passing through is a human and not an economic crisis and that's how it must be dealt with. They have compassion and understand what it means to combine for creating performance

HUMILITY

COMPASSION

HUMOR

"When have you been at your strongest?" asked the boy

"When I have dared to show my weakness." said the horse.



Charlie Mackesy, The Boy, the Mole, the Fox and the Horse

DIGITAL ENERGY



DIGITAL
VISION

DIGITAL
INTELLIGENCE

DIGITAL
MIGRATION

They are comfortable in the new world. Have high digital dexterity. Are quick at, and enjoy learning new skills. Having the skills to live and work in a society where access to information is available across multiple devices. Is well informed, but not captive to digital sources. Understands the opportunities, which can be created by digital technologies in improving performance and sometimes even creating new business opportunities. Is not a geek. Just comfortable in their digital skin.

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The relevance of Talentonic's Future Ready Energies

This crisis is an unnerving test for leadership teams everywhere. As leaders deploy their strategies to overcome this crisis, the four energies identified will be valuable for leaders looking to survive and grow.

There is a long way to go, the energies would enable this leadership transformation with confidence and conviction.

Assessment of Talentonic's Future Ready Energies

The next critical question for organizations is an assessment of the future energies. Talentonic has created a 360 assessment model, a personality-based assessment, and contextually relevant situation judgment tests that can be used for the assessment of future energies

The assessment methodology of Talentonic is based on over 10 years of designing leadership assessment and development for our clients across industry sectors



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