

Embracing the new: women leading and influencing in VUCA times

Welcome to our IWD VUCA event!

Facilitated by

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and sponsored by

The Women's Academic Network (Bournemouth University) and ALDinHE



International Women's Day - March 8, 2021

#ChooseToChallenge #IWD2021

ed world is an alert world and from challenge comes change.

So let's all choose to challenge.

· will you help forge a gender equal world?

ment. Raise awareness against bias. Take action for equality.



MISSION: To forge inclusive work cultures where women's careers thrive and achievements are celebrated

Today our workshop takes some of the value sets within which our work is contextualised, and we explore how these can assist us in moving forward

Here is our padlet board: https://uon1.padlet.org/katecoulson/IWD_VUCA

And please tweet:

#IWD2021 #ChooseToChallenge

@WAN_Bournemouth

@AldinHe_LH

Leading in a VUCA world

The VUCA world challenges you to find your own way. You will need [...] to be more concerned with humans and their needs. Meaning and purpose take a central role in business activities



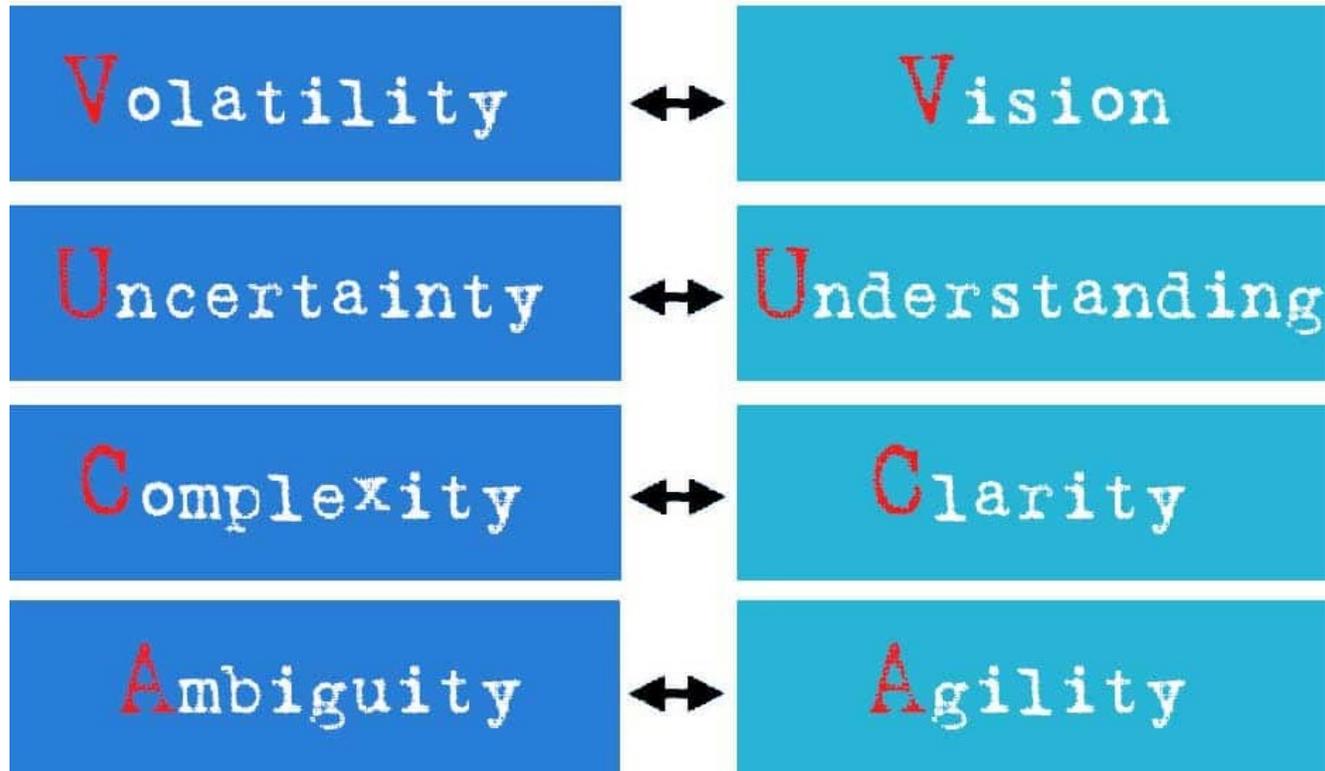
Volatility, uncertainty, complexity and ambiguity

- Volatility
- Uncertainty
- Complexity
- Ambiguity

Do classic leadership models work in a VUCA world?

Revised VUCA

VUCA



What does it mean for leadership strategies?

V—Paint a picture of the future you want

U—Understand interconnections; make them transparent

C—Trust, transparent connections and processes. Simplicity

A—Promote a consistent culture for making decisions and accounting for mistakes. Interact transparently with objections.

<https://www.vuca-world.org/>

VUCA for your Leadership and your strategies

What does VUCA mean for your leadership and your strategies?



VISION

Paint a picture of the future you want. Together; as a compass and for orientation; in order to confer meaning and spark motivation – and to forge internal and external identity and effectiveness



UNDERSTANDING

Understand interconnections; make them transparent. Reflect on the context. Think and plan meta-strategically. Start from the result and work backwards. Harmonize skills. Embrace and exploit behaviors and reactions. Convert anxiety and resistance to produce energy.



CLARITY

Simplicity. Focus on what counts and what it's really about. Trust, transparent connections and processes. Apply energy and force exactly where they will be most effective.



AGILITY

Flexibility. Agility. Scrutinize hierarchical management techniques. Promote a consistent culture for making decisions and accounting for mistakes. Interact transparently with objections. Facilitate innovation and build up resilience.



Breakout rooms of 30 mins

Discussion question:
how do we as leaders
support others in moving
from the left hand side to
the right?

V

https://uon1.padlet.org/katecoulson/IWD_Volatility_or_Vision

U

https://uon1.padlet.org/katecoulson/Uncertainty_or_Understanding

C

https://uon1.padlet.org/katecoulson/Complexity_or_Clarity

A

https://uon1.padlet.org/katecoulson/Ambiguity_or_Agility



Discussion and next steps: creating an e-zine resource with ideas to move forward

We want your stories!

- What are your experiences of leadership?
- What are your ambitions?
- What are your challenges?
- What are your successes?

Our aim is to collect case studies together in an online magazine, with as many photos of us as possible



Resources:
our 4 padlets for ongoing
collaboration

[Vision](#)

[Understanding](#)

[Clarity](#)

[Agility](#)

References

<https://www.hult.edu/en/executive-education/insights/five-essential-skills-to-learn-in-a-vuca-world/>

<https://www.hult.edu/en/executive-education/insights/learning-to-lead-in-the-21st-century/>