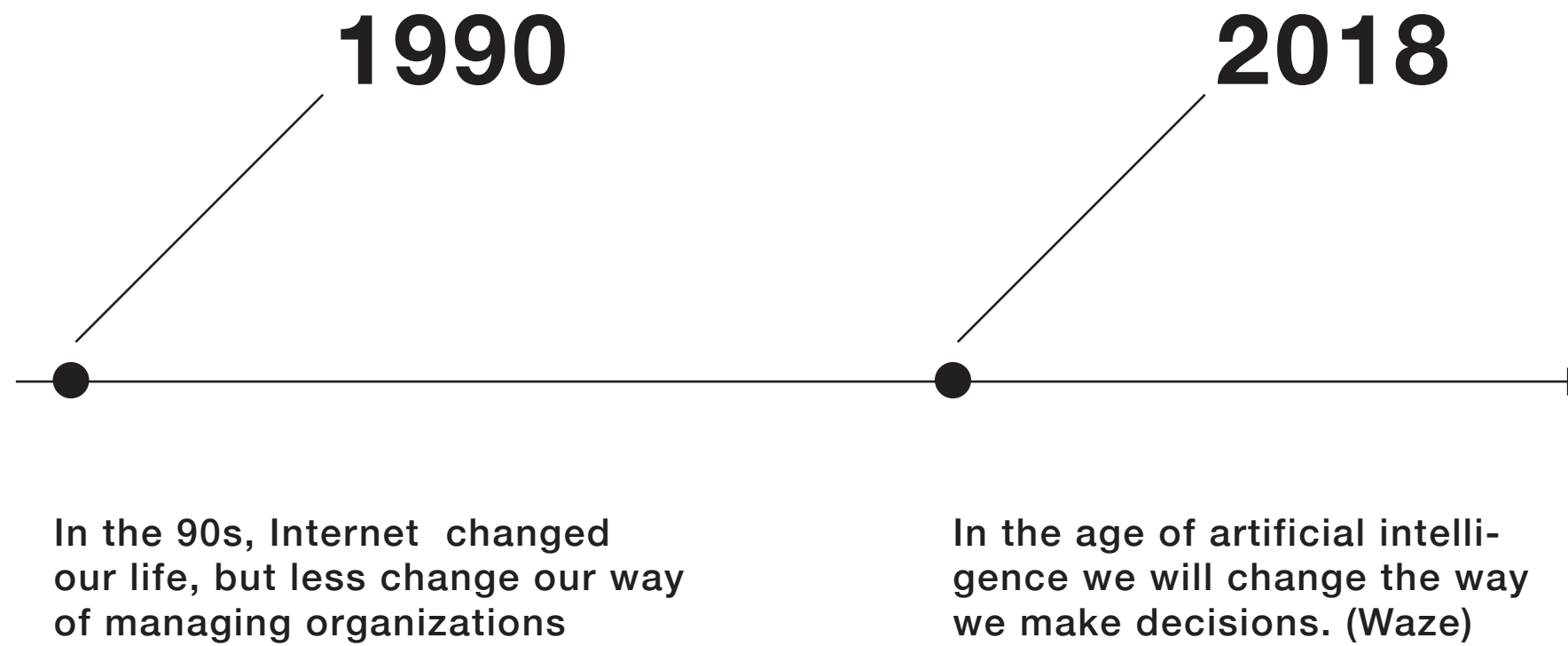


How should leaders adapt to the new era of change

Xavier Marcet

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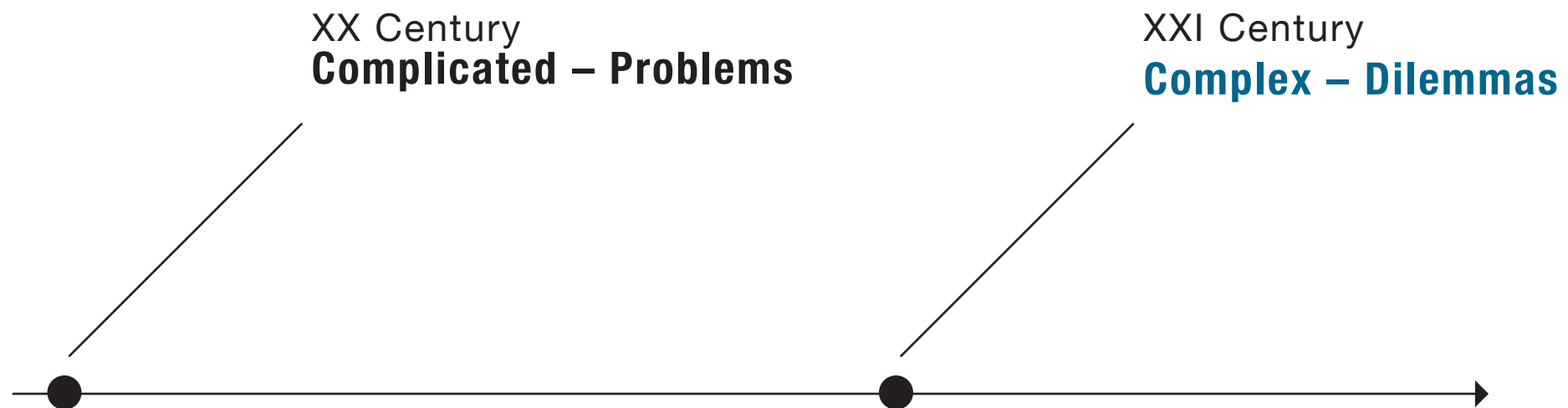


IOT Big Data Robotic Visual Computing Augmented Reality

The combination of technologies that are embedded in Artificial Intelligence (IOT, Big Data, Robotics, Visual Computing, Augmented Reality) will have a very big impact. Again, it will change our lives and the way we work.

**The great challenge is the
sum of intelligences
and the augmented humanity.**

People x Machine



“

We are facing the need for a
new management
that allows us to face
the management **of the complexity.**

Between vision & humility

Without vision it is not possible to align people, define objectives, establish priorities.

Without humility it is not possible to recognize mistakes. In our world of such accelerated changes it is only possible to trust leaders who doubt.

Maximum corporate ambition-**Maximum** personal humility .

Leadership is consistency

Vision

knowledge of the changes that
come

Definition of change
management

Communication through the
example

A fundamental function of the leader is
**avoid defeat by the successes
achieved in the past.**

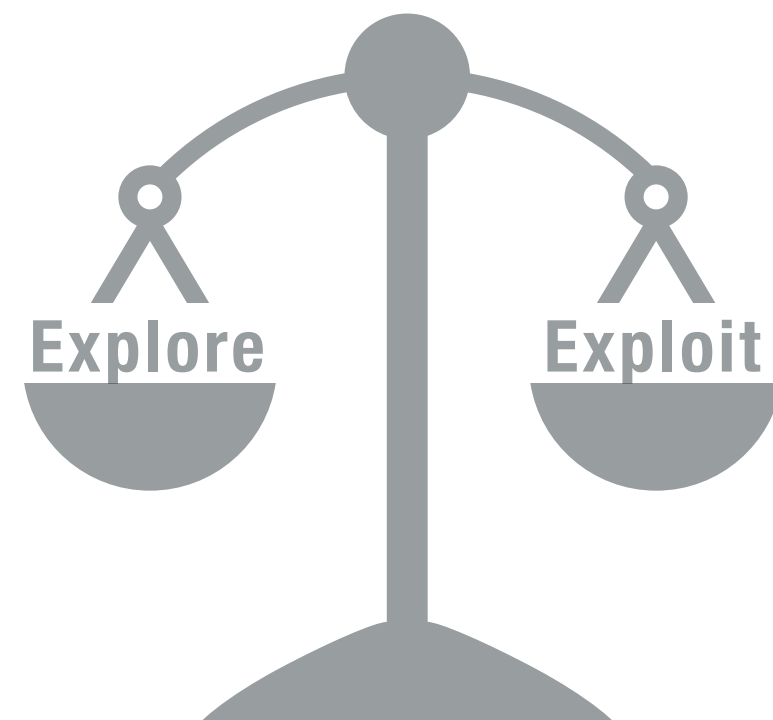
The leader is
the great guardian of
**arrogance and
self-indulgence.**

The leader is
who keep the future as a
**tension and a sense of urgency
like a vector of the present.**

EXPLORE AND EXPLOIT

The leader is the one who presses his management team so that they know how to balance the company between the exploitation (delivery) and the exploration (discovery).

Organizations need more and more strategy with less planning. **If the leader does not assume the innovative risk, nobody will assume it.**



MANAGEMENT OF NON-TALENT

The leader watches over an organization with enough talent. Although in organizations the most difficult thing is not managing talent, it is managing non-talent. More complicated than non-talent is toxic people (Einstein said that toxic people are those who find a problem for each solution).

Leading is definitely serving and not be served.

The leader specifies the vision through example.
What he says has much less consistency than what he does. But communication is always important.

Those who overcome the need to say everything, communicate. Those who know how to focus and embrace brevity.

synthesize.

To lead is to guide without fuss.

**To lead is to fill the agendas of
meaning.**

THE LEADER

**must define perimeters of
trust so that teams can take risks
and can get the best out of
themselves.**

The leader is a builder of
positive activities

To inspire is fundamental, learn and unlearn

The leader is the one who feels the responsibility to inspire (we respect the leaders of those we learn).

TRANSPARENCY

**In a world of transparency, almost
dictatorship of transparency,
leaders must embody authenticity**

**The
responsibility of
the leader is not
so much
motivating
as not
de-motivate.**

“

Finally, consistent leaders seek results by helping their teams and organizations to avoid mediocrity, to get away from what it vulgarizes us, what does not inspire us, what makes us small.

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