

## **A CONCEPT FOR THE FUTURE**

With our concept of Interconnected Leadership we create a framework for all those people who want and need to prepare for the future. Above all, these are executives and organizations who are confronted with completely new approaches and laws in the world of work – and who courageously want to face up to the challenge of radical changes in the future with humanity and responsible leadership.

Interconnected Leadership is at the same time a coaching approach with which we specifically strengthen and accompany the leaders of tomorrow.

## **WHY WE NEED INTERCONNECTED LEADERSHIP**

We are at the beginning of a new era. Our working world is characterized by digitization, new work and new leadership. But what does that mean for our economy, for our work and above all, for us as human beings?

The old world as we know it and our understanding of work and performing is increasingly being replaced by new concepts. The rules of the old economy have long been called into question. Fresh winds are blowing through the organizations and new work concepts are omnipresent.

But not only organizations have to reposition themselves. We all, each and every one of us, need to create an awareness that we need to face the future with a different mindset to persist the challenges of digitization.

In addition, the growing globalization is making our world more and more complex and in the work world we are confronted with a diversity that has never existed like this before: different cultures, mentalities, disciplines, views, societies, gender or generations encounter and need to be connected.

This is a challenge especially for leader. In these times, more than ever, we need bridge builders capable of combining the old with the new, of providing security in times of uncertainty and, above all, of dealing with all kinds of diversity.

We need Interconnected Leadership.

## **WHAT IS INTERCONNECTED LEADERSHIP**

The principles of future orientated leadership also apply to Interconnected Leadership. But they are not sufficient enough. In the future, we need real pioneers who see themselves as interconnected leaders for a new era. So what does Interconnected Leadership represent?

### **PERSONALITY DEVELOPMENT**

Interconnected leaders are continuously and willingly working on themselves. They are ready to move out of their comfort zone, to reflect and critically question their integrity. Their goal is to find to themselves, in order to lead with a conscious authenticity

### **REAL CONNECTION INSTEAD OF ANY NETWORKING**

In the global community, you are infinitely networked and yet very little connected. Interconnected leaders put high importance to a real connection, which does not only take place externally, but also can be felt from the inside. It is shown especially in teams that are characterized by trust, genuine cooperation, support and encouragement. This connection applies to the interconnected leaders also on the inner level: They are connected with themselves and confronting internal and ethical questions.

### **PASSION FOR DIVERSITY**

Whether it's with different gender, mentalities, cultures, disciplines, languages, professions, generations, views or societies: Interconnected Leadership means to tackle that spectrum of the full range of diversity with a flexible and tolerant attitude and love just that diversity. This creates interconnected intelligence enabling the creativity that is needed for the future.

### **POTENTIAL IN FOCUS**

The performance thinking of earlier generations is increasingly being replaced by potential development and talent orientation. Interconnected leaders have an honest interest in figuring out where the potentials and talents are within teams and organizations and use them systematically.

### **PIONEERING SPIRIT AND COURAGE TO CROSS BORDERS**

To enable creativity and innovation, old patterns have to be broken up and borders must be crossed. Interconnected leaders have the courage to move with an unbiased attitude and with pioneering spirit to a completely new terrain. This also means that they have to deal with excessive demands, can provide security where there is no security and will build bridges between different worlds.

### **REFLECTION AND TRANQUILITY**

It's no longer about "higher, faster, further" - it's about taking time for the essentials. Interconnected leaders also must be able to put pause on the clock to ask questions. They are interested in the core meaning of things, in reflecting them and allowing solutions to evolve.

## **COMMUNICATION EXCELLENCE**

Nothing beats real dialogue. Therefore, good, attentive, transparent, honest and direct communication is the measure of all things for interconnected leaders.

## **EMOTIONALITY**

In times where artificial intelligence will soon dominate everything, we need a strong counterpoint: we need leaders, who manage with their hearts. Interconnected leaders have the courage to show themselves with their emotionality and lead in an empathetic, human, and perceptive way. Because in the future, people will no longer work for organizations, but for connecting leaders and teams.

## **RESPONSIBLE VISION**

We can no longer afford to make short term decisions these days. Interconnected Leadership therefore also means not just to think about tomorrow, but to act responsibly towards the future.

## **ABOUT**

Peter Mann and Nina Freymüller from YUM Leadership GmbH have created the concept of Interconnected Leadership. The core team of YUM Leadership GmbH is continuously working on expanding it and developing it from a variety of perspectives.