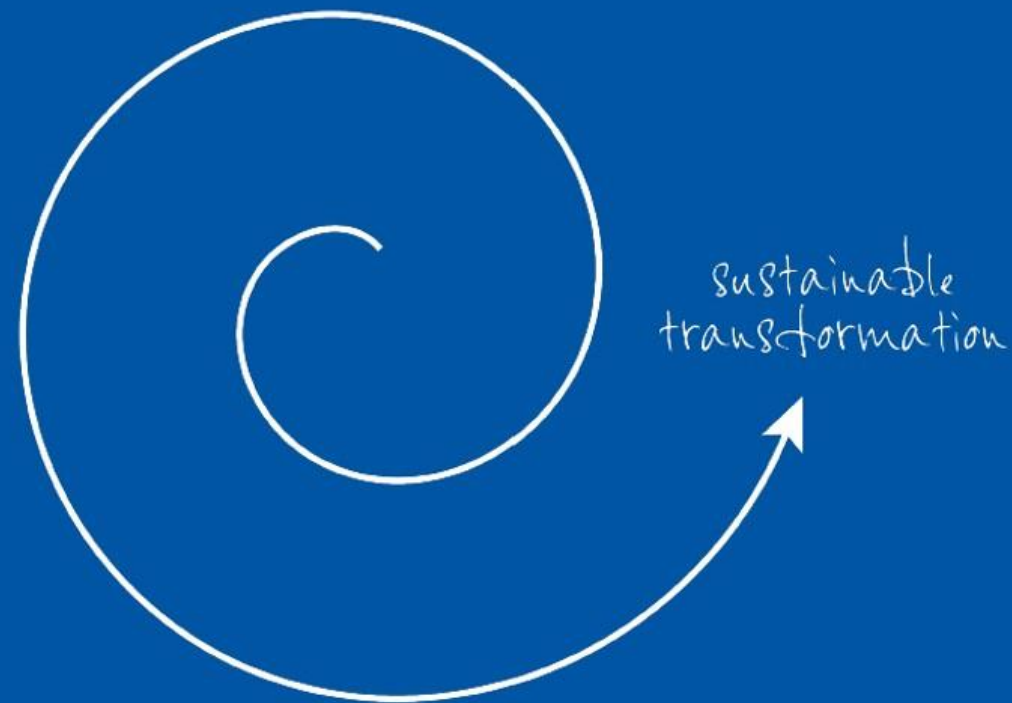


THINK  
BELIEVE  
ACT

# LEADING THROUGH CHANGES AND SUCCEEDING



sustainable  
transformation

May 2021

**TELOS**  
PARTNERS

## Overview for today's session



The relevance of good leadership



A sustainable leadership model



Opportunities to improve leadership impact when dealing with changes

## Slido Result

**As the world comes to term with the pandemic, what do you anticipate the biggest changes for your business to be?**

Working from home

Remote interaction

Working from home will partially remain in place

Structure

Travels, wfh, meetings

Mindset

# We are living in a VUCA world which requires a heightened level of leadership

THINK  
BELIEVE  
ACT

## Volatile

The environment demands you react quickly to ongoing changes that are unpredictable and out of your control

## Uncertain

The environment requires you to take action without certainty

## Complex

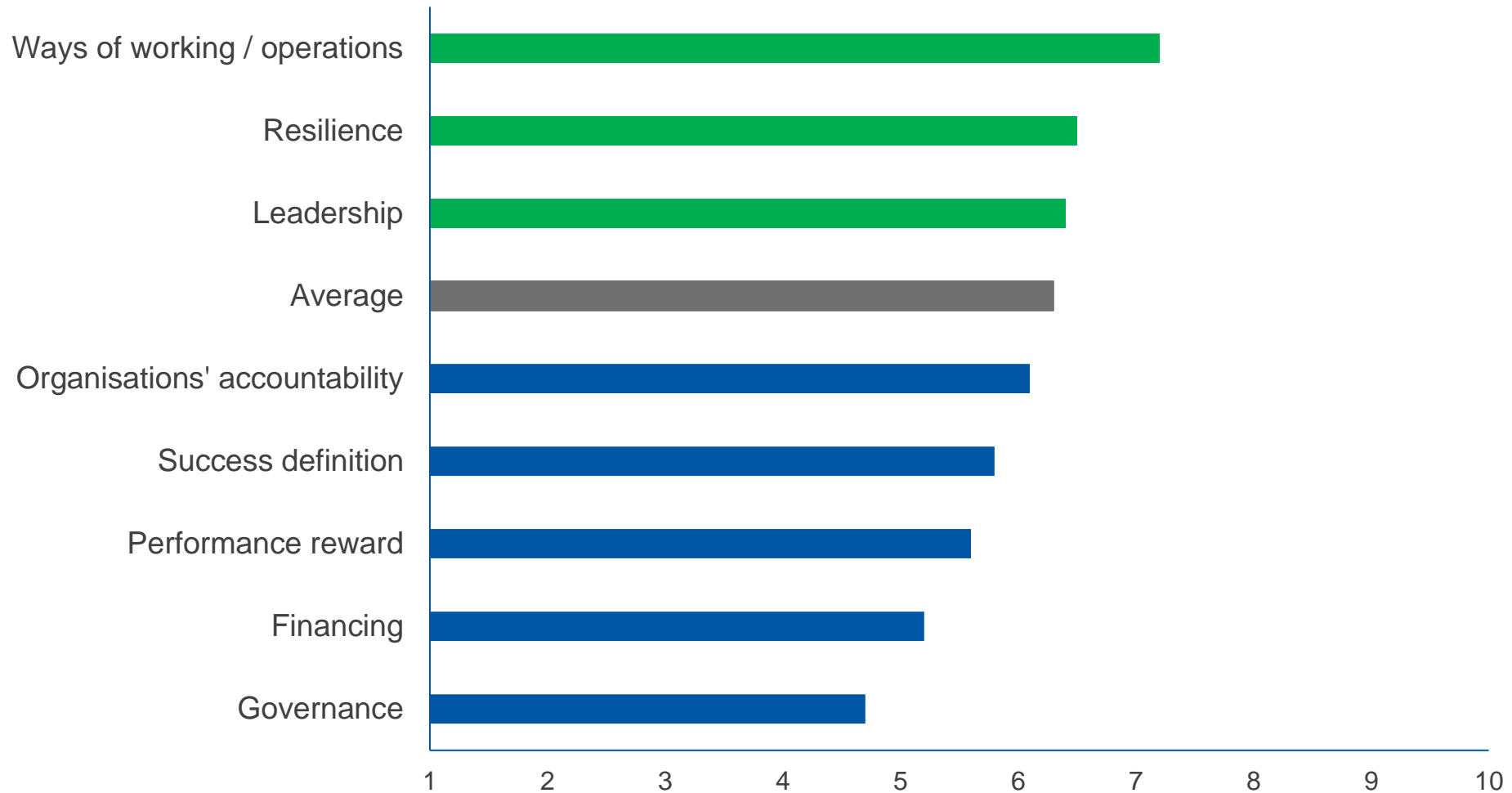
The environment is dynamic, with many interdependencies

## Ambiguous

The environment is unfamiliar, outside of your expertise



## Degree of change post COVID... (10-point scale)\*

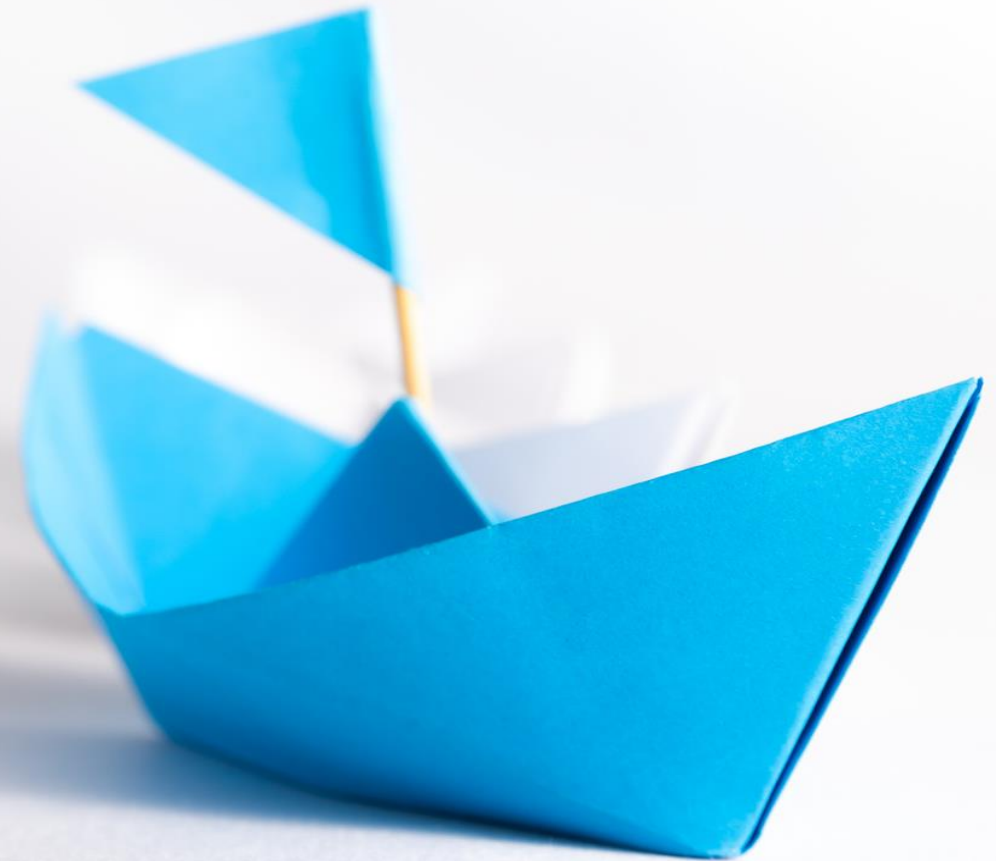


\* TELOS survey June 2020 among CEOs and other senior corporate leaders

# The top three in a nutshell

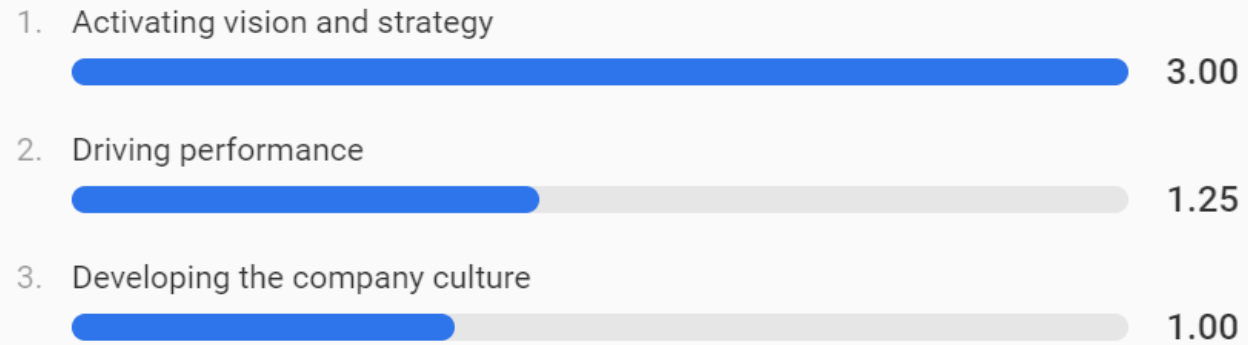


**LEADERSHIP**



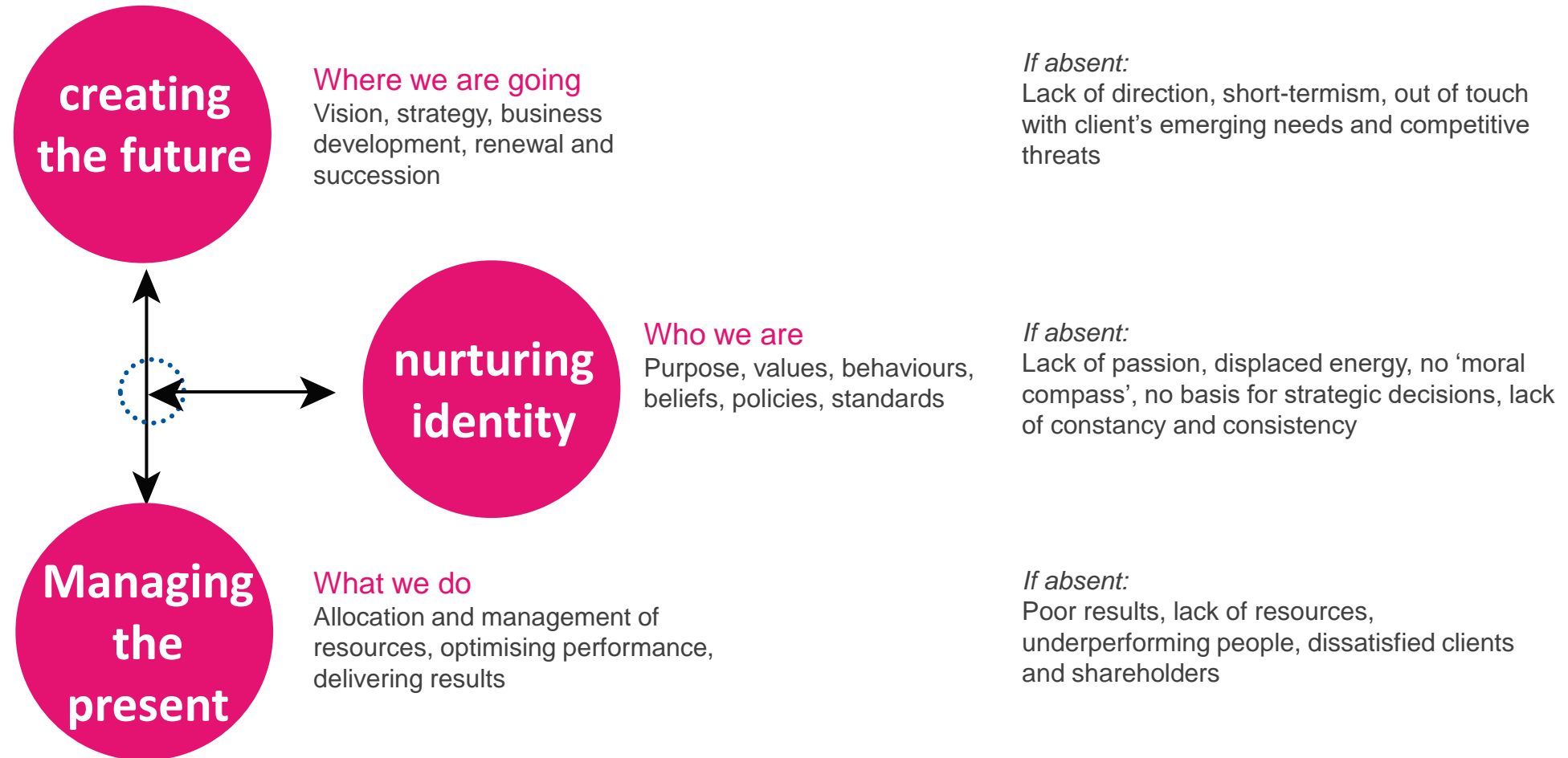
# Slido Result

Rank in order of importance the following aspects of leadership when leading a business.





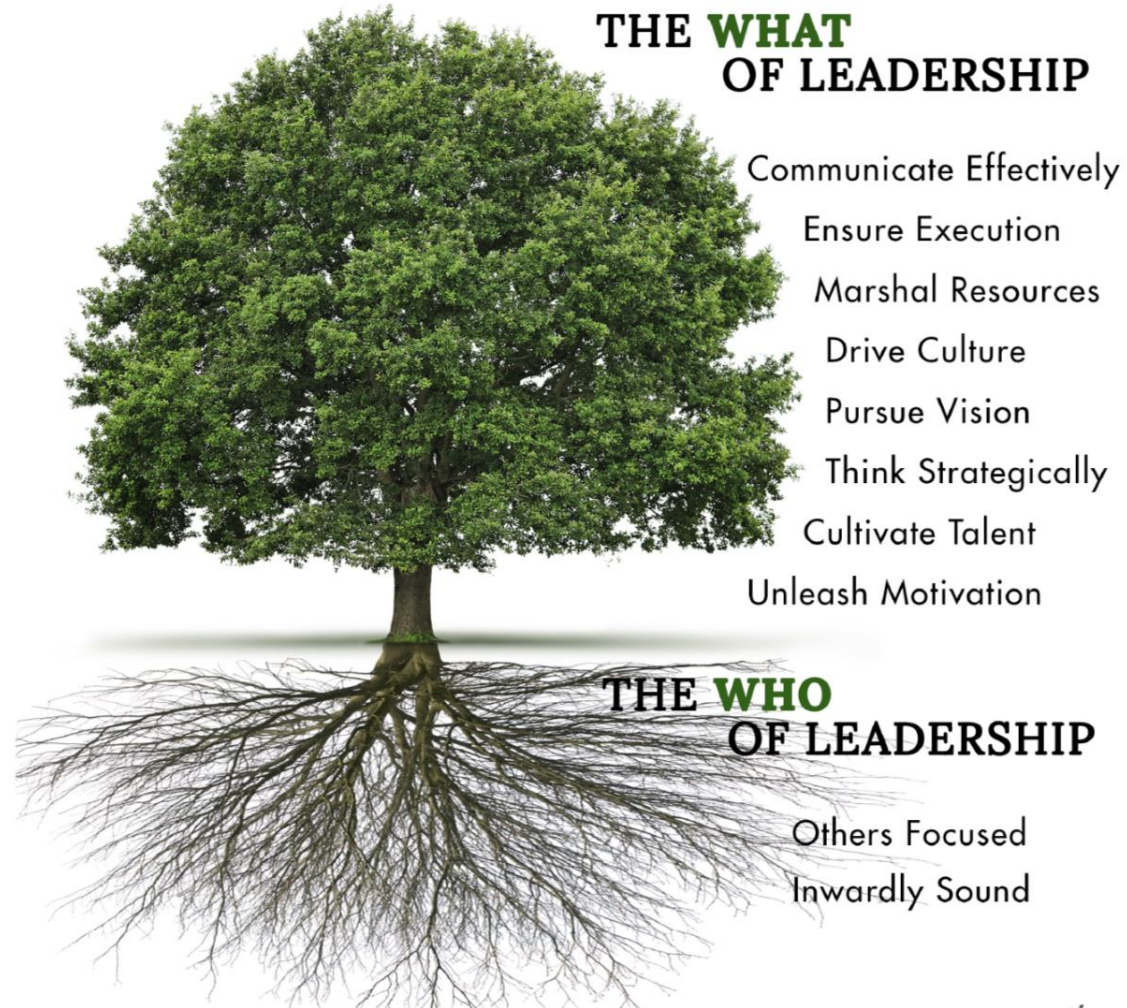
# TELOS Model – the ‘trialogue’ of leadership



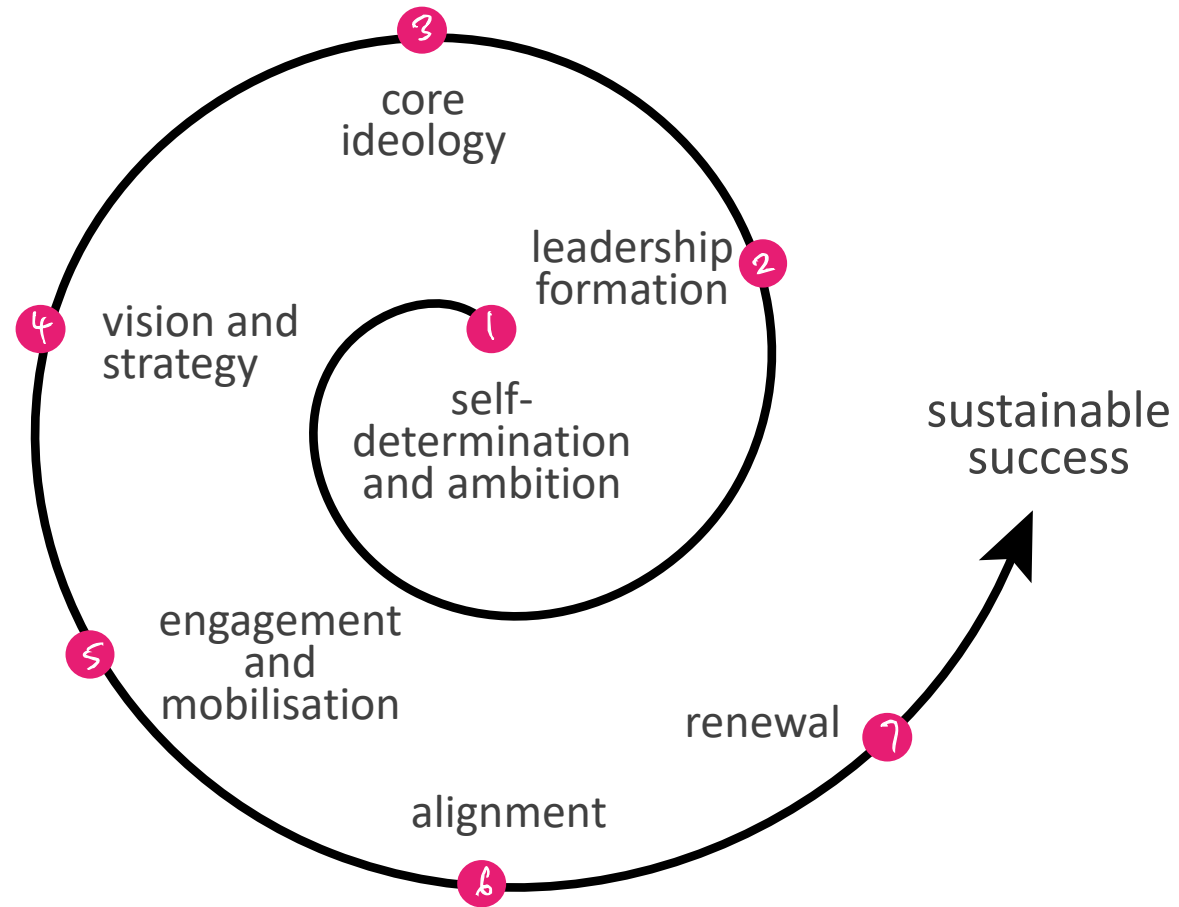


SUSTAINABLE LEADERSHIP

# The who of leadership



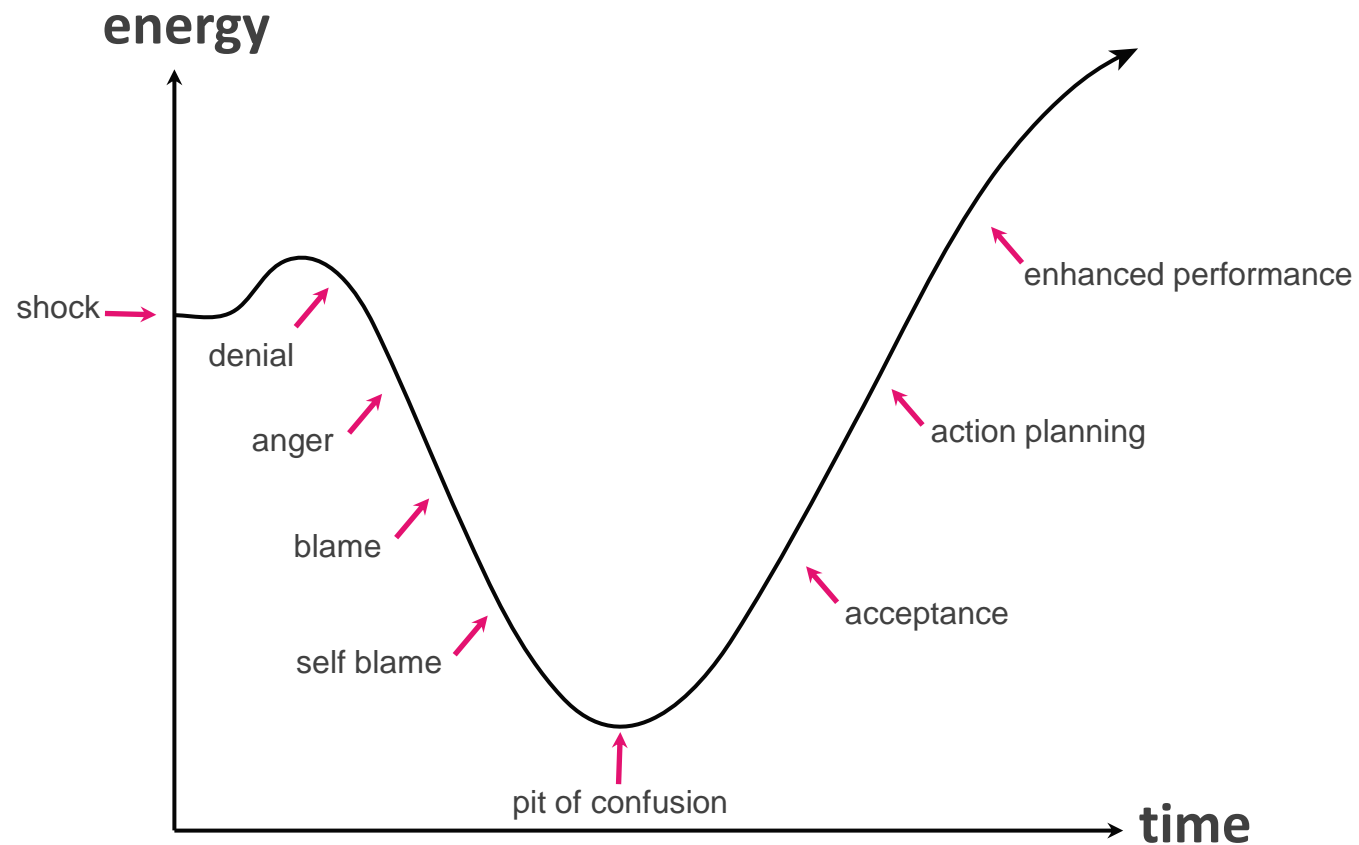
# Seven elements of sustainable success



A black and white photograph of a railway track. The tracks are made of metal rails on wooden sleepers, set on a bed of gravel. The tracks curve slightly to the right in the distance. A semi-transparent white rounded rectangle is overlaid on the left side of the image, containing the text "LEADING THROUGH CHANGES" in a bold, dark blue, sans-serif font.

**LEADING  
THROUGH  
CHANGES**

# How can we lead people through changes?



Provide **encouragement** and **recognition**

Provide as much **clarity** and direction as possible

Provide as much **information** as possible

Provide as much **support** as possible – be there to **listen**

**Stay rational** through the emotions of change

# Breakout discussions

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In your groups:

- Introduce yourselves, in case you don't know each other.
- Please discuss:

As a leader, what lessons can you take from the pandemic to lead your team and your organisation through future changes?

You will have 15 min in groups.

When we come back, you will be asked to share highlights from your discussions.

## Strengthening your leadership

- This topic is better handled on an individual basis.
- As an extended commitment to the Chamber, we would like to offer a complimentary 1:1 session with one of us to explore ways of strengthening your leadership.
- Interested? Please feel free to connect with us.

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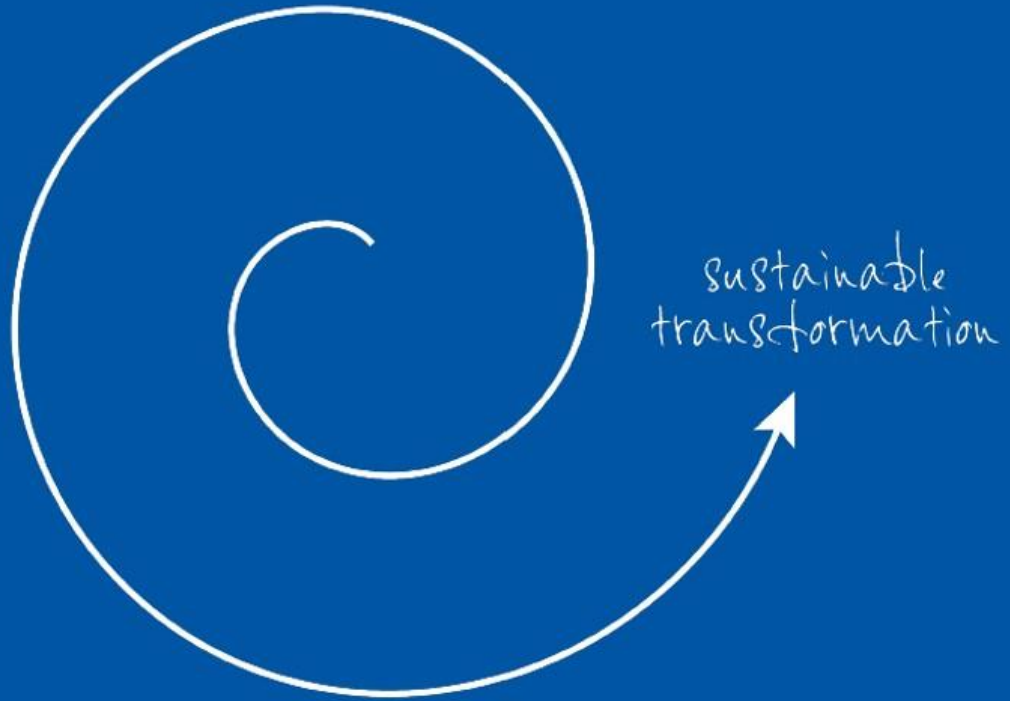
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**THANK YOU**

**TELOS**  
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