

Leading Digital: How to cultivate the right mindset

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Agenda

1. CULTIVATING THE RIGHT MINDSET

2. WHAT ABOUT YOUR MINDSET?

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Digital mindset?



DIGITAL TRANSFORMATION ASKS FOR A NEW KIND OF ORGANIZATION



Customer Experience



Market changes



Technological development

ADAPTIVE

FAST


DIGITAL

INNOVATIVE

REAL TIME

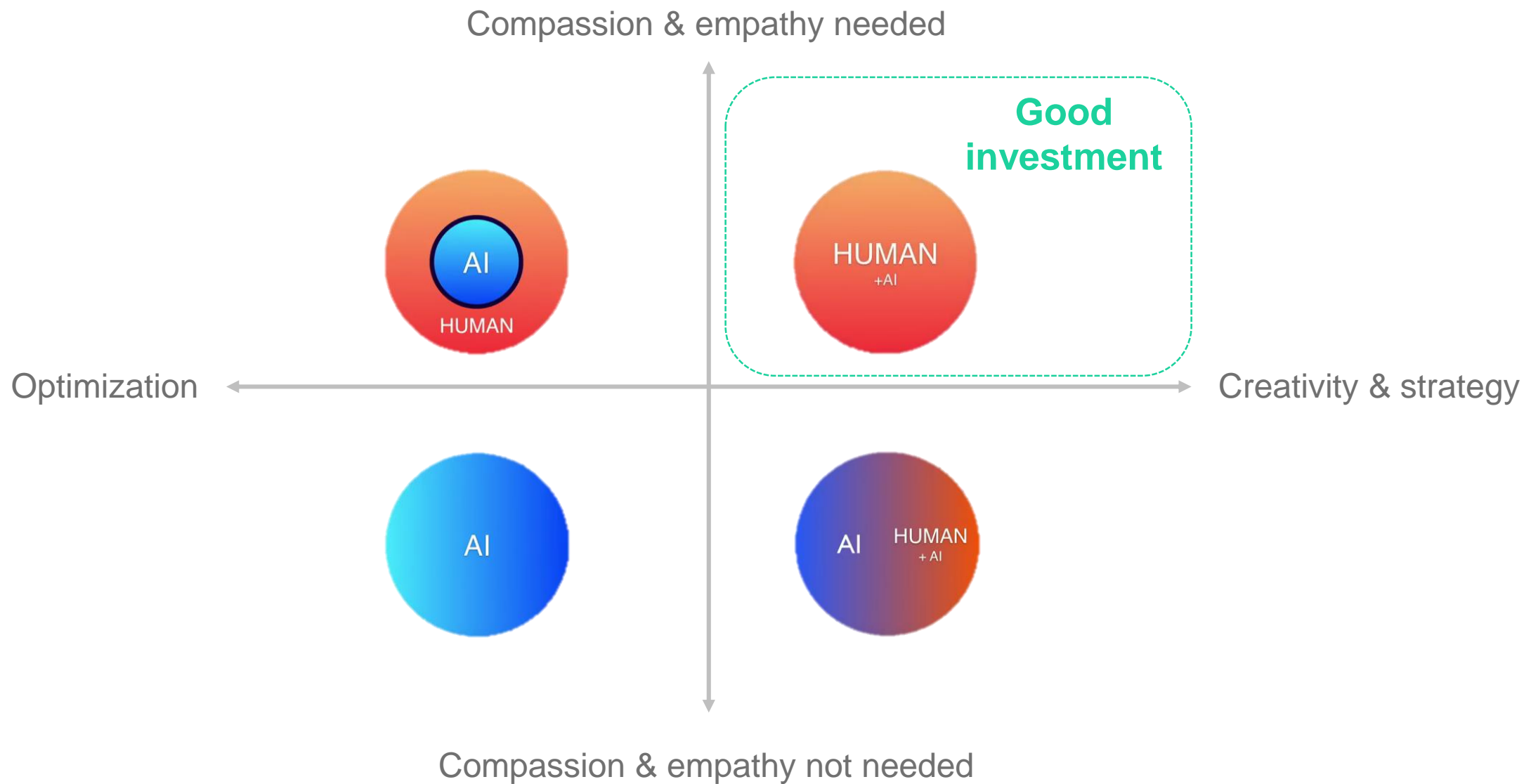
FLAT

How are we going to prepare our people?



Which functional
skills do I need
to develop?

Does my job
even exist in a
few years?



Easy does it →

Learning Innovation
Experimentation
Exploration
Flexibility
Adaptation
Risk-taking
Collaboration
Embracing change
Consciousness
Decision making
Creativity
Problem solving
Complex
Empathy
Compassion
Opportunity
Communication
Emotional Intelligence



Project 'upskilling'?

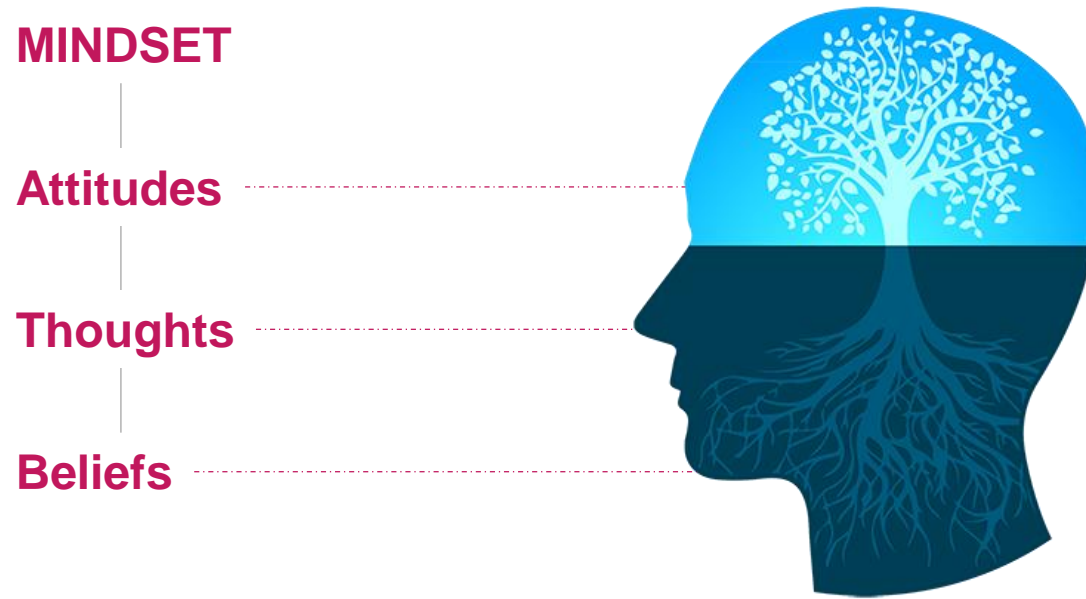
STATE OF CONTINUOUS GROWTH



*“The only sustainable competitive advantage is an organization's **ability to learn faster than the competition.**”*

- Peter Senge -

At the core of this *State of Growth* is your Mindset



“The biggest difference between successful and unsuccessful people lies in the mindset”
- Carol Dweck -

Digital savvy

VS

Digital mindset

“A digital mindset is not merely about the ability to understand, use, integrate and develop technology.

Rather, it is a set of attitudes and behaviors that enable people and organizations to foresee it’s possibilities.”

Let's explore this Digital mindset



Explorer's mindset / Beginner's mind

Innate **curiosity** to go beyond one's defined work role and try something new.

- **Openness**
 - **Enthusiasm**
 - **Override existing preconceptions**
- Stimulate initiative, ask questions
 - Evoke experimentation
 - Work with personal interests
 - Create a safe space for failure

CURIOSITY

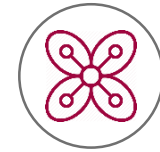


Growth mindset

Abilities and intelligence can be developed and are not fixed

- **Faster growth**
 - **Resilience**
 - **Performance**
- Focus on effort/ process, not only results
 - Failure = Growth opportunity
 - Cultivate feedback
 - Set individual targets, do not compare

GROWTH



Abundance mindset

There are **enough resources and successes** to share with others. Opposite of scarcity.

- **Opens up new possibilities**
 - **Accept new realities**
 - **Positive energy**
- Include, engage and share the wealth
 - Make the 'pie' bigger
 - Talk about possibilities
 - Positive affirmations

POSSIBILITY

Facing uncertainty – Stepping into the void

Analysis paralysis

Awareness / meta cognition / reflection

Control freak

Small, conscious steps and feedback loops

Openly worry

Over-communicate

Fabricated certainties

Open about fears - dare to be vulnerable

Risk avoidant – stick with what you know

Accept uncertainty and lack of control



Fragile stuff

HANDLE WITH CARE STICKERS | FREE VECTOR



FRAGILE

PLEASE HANDLE
WITH CARE

Thank You!



FRAGILE

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WITH CARE

Thank You!



FRAGILE

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WITH CARE

Thank You!



FRAGILE

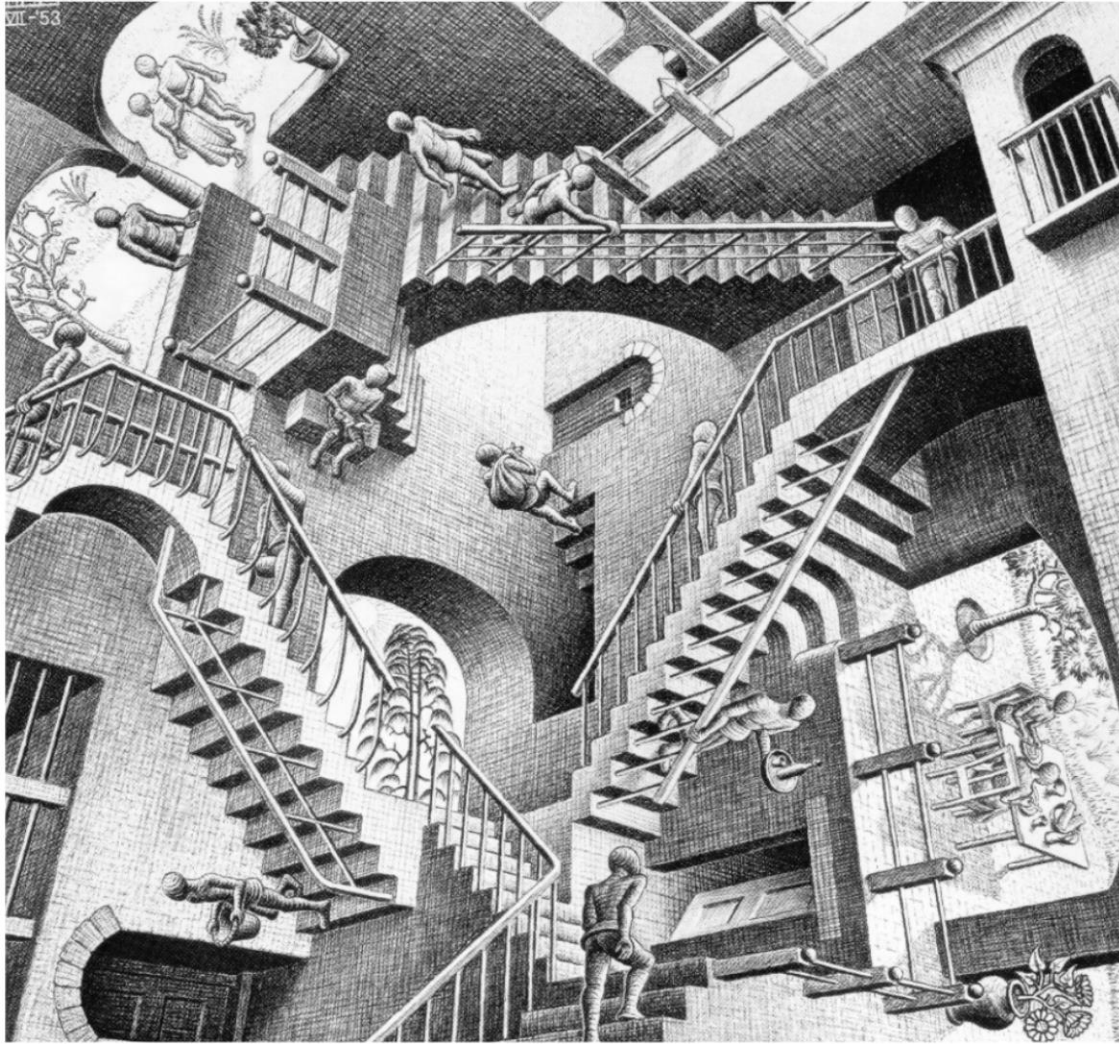
PLEASE HANDLE
WITH CARE

Thank You!





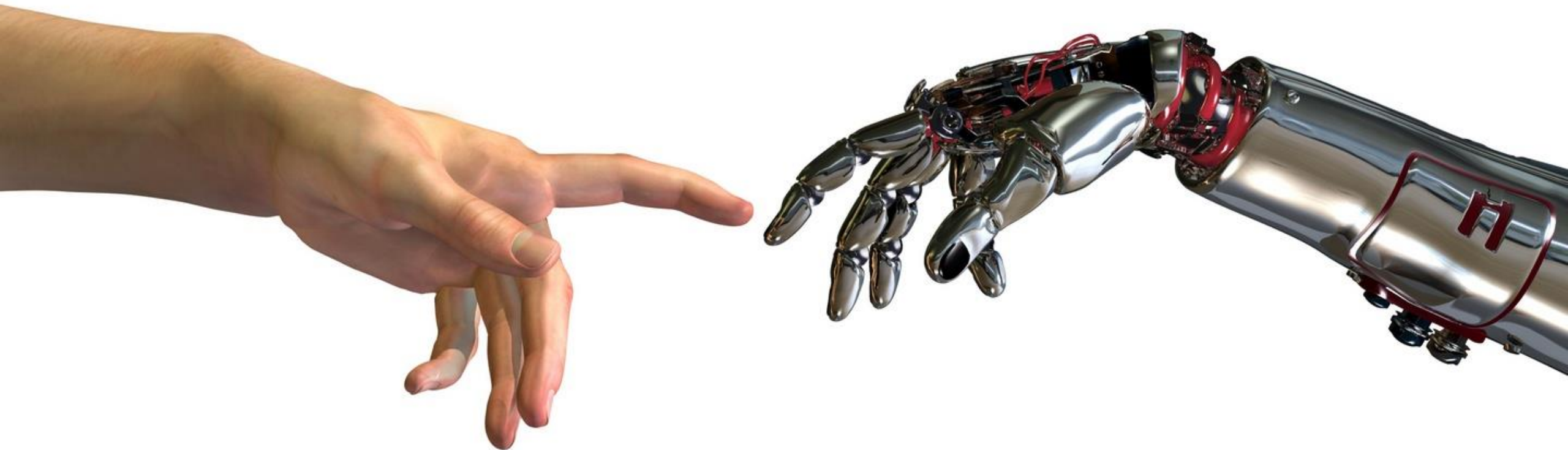
As a leader,
your mindset determines for a large
part the mindset of your employees...



**OUR PATTERNS OF THE PAST
DETERMINE OUR BEHAVIORS IN
THE PRESENT**

LEAN INTO THE FUTURE

From reacting to **old patterns**, to shifting the lens **towards the future**



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BREAK THE PATTERN – CREATE THE FUTURE

Project the image of you towards the future

Ask yourself:

- a. Which old patterns of the past will no longer service me towards the future?
- b. Which new paradigms do I want to embrace towards the future?
- c. What 3 things could I do to 'role model' this inside my organization?

Thank you!



Arnout Leeman

Renew Ways of Working | Develop &
coach leadership



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