

## Living in a VUCA world

As the world has become more complex and turbulent, research in human potential and neuroscience is increasingly revealing practical ways for leaders to develop the mindset and capabilities to lead in it.

So it's not hard to see why leaders everywhere are feeling more keenly than ever the effects of volatility, uncertainty, complexity, and ambiguity in nearly every challenge they face and every major decision they must make.

The search is on for new leadership anchors to grab onto. So far, those anchors have turned out to be captured in the "antidotes" to VUCA.

### Volatility

When confronted by volatility, leaders need to communicate clearly and make sure their intent is understood.

### Uncertainty

Uncertainty yields to "understanding," the deliberate ability to "stop, look, and listen." In uncertain situations, leaders need to make sure they get fresh perspectives and remain flexible with regard to solutions. SuperVisionNow adopts the **Stop Think Ask Reflect Trust** model.

### Complexity

Complexity is checkmated by "clarity," the deliberate effort to make "sense of the chaos." In complex situations, leaders need to make sure to collaborate with others and stop seeking permanent solutions. To paraphrase an old adage, don't let "perfect" become the enemy of "good enough."

### Ambiguity

Ambiguity is matched by "agility," the ability of a leader to communicate to people and across their organisation instantly and to move quickly in applying solutions. When confronted by ambiguity, leaders need to listen well, think divergently, and develop pay-offs for their people.

Research shows that the keys to leading in a VUCA world include possessing the knowledge, mindfulness, and ability to:

1. Create a vision and "make sense of the world." Sense-making is perhaps more important now than at any time in modern history for many companies, as we are not too many years away from the time when the global economy will actually be truly global.
2. Understand one's own and others' values and intentions. This is the core ability to know what you want to be and where you want to go at all times, even while being open to multiple ways of getting there.
3. Seek clarity regarding yourself and seek sustainable relationships and solutions. Leading in turbulence demands the ability to use all facets of the human mind – mindfulness, neuroscience, etc
4. Practice agility, adaptability and buoyancy. This means the responsive and resilient ability to balance and right yourself to ride out turbulent forces, and to pivot quickly to meet any new challenges.

5. Develop and engage social networks. The days of the single “great leader” are gone and social networks that engage the insights of many trump the brilliance of any one person. In the VUCA world, the best leaders are the ones who harness leadership from everyone.

To find out more about living and coping in a VUCA world, do contact us at SuperVisionNow:  
<http://www.supervisionnow.com/>