



## Leadership for Sustainable Success

### A TalentNomics India Conference

FEBRUARY 20TH, 2018 CONFERENCE/BANGALORE

#### **Background:**

The [TalentNomics India](#), an affiliate of [TalentNomics Inc.](#), has a vision is to “re-imagine the leadership canvas of South Asia with equal representation of women.” TalentNomics has delved into the issue of enlarging the pool of global leaders by creating an eco-system that provides women with equal opportunities. To this end we have already had four conferences: two in the US and two in India. The two India conferences ‘Empowering women for Sustainable Development’ (*March 2016*) and ‘Re-imagine Leadership for a World Unimagined’ (*February, 2017*) conferences centered on how men, women and organizations could collaborate to enlarge the pool of women leaders. At the end of our second India conference, we started wondering what defines “success” in the context of fast changing global environment? Is “success” of individual leaders still based only on contribution to the bottom line, ROE and ROI, defined only by win-loss situations, position in the organizational hierarchy, power over others and top down decisions? Or is success about foresight leadership-a subtler notion, defined by purpose and not by power, by collaborations and not competition, by creating shared value rather than individual gains, inclusiveness that deconstructs hierarchy? Are “feminine” traits more suitable to success in the future?

An entire generation has now grown up with a more wholesome understanding of success, preferring to redefine their success by results they achieve on a larger canvas rather than material advances. The millennials and the Gen Z that will constitute 50% of the workforce by 2020 can only be engaged when they are convinced about the cause and social impact of their work. A space for creativity and growth is much preferred than a structured linear career path.

#### **TalentNomics’ Belief:**

At TalentNomics, we believe that “success” will need to be redefined in the new world, especially in the light of fast paced disruptive changes occurring in the world. This “success” can be sustained only if we understand what it stands for and can re-align the leadership potential of all available talent; men and women, baby boomers, Millennials and Gen Z. Together they can steer the world into a better tomorrow.

This calls for new paradigms of leadership. That’s where we come in. The TalentNomics model for change is about these transformations – bringing together bold ideas, deep insights, and innovative actions to effectively leverage global connections, knowledge and technology with the goal of expanding the pool of successful leaders for tomorrow-especially through leveraging the leadership potential of women, globally.

## The Conference Focus

After two successful conferences on leadership, we will push the boundary forward with our third conference. In this conference, along with you and other national and international leaders, we will explore:

- *What does “success” mean in the new world?*  
Till recently success of a leader was being defined based on the norms of an industrial era; contribution to profitability, ROE, ROI etc. Longer term impact on the employees, community and society was not a major consideration. The world has evolved and is changing at a phenomenal rate. The digitization of manufacturing sector, the supremacy of service sector, connectivity and AI and technology advances etc. have and will further cause many disruptive changes. Large inflexible structures will give way to garage based units anywhere in the world. Ideas and invention will trump resource availability. Collaboration will replace competition. Specialization will become the order of the day. Understanding customer needs will be more important than knowing production constraints. Yet, there has been little change in the definition of “success” for individual leaders and organizations.
- *What should then be the leadership traits that would lead to this wholesome success?*  
Are the current accepted leadership profiles adequate to lead for tomorrow? Women have struggled with the leadership traits that define “success” based on “masculine” behavior. Most of those who are seen as successful have done so against many odds or by cloning men. As more and more women are stepping into the workforce, how are they placed to lead in this new definition of “success”? Is the workplace and society ready to give them equal opportunity to leverage their potential?
- *How do we build a pipeline of tomorrow’s “successful” leaders?*  
How do we leverage all available talent, especially the under-utilized women talent and the growing pool of Millennials? Millennials have little patience for hierarchy, top down decision making process and the lack of line of sight of their work to the purpose of the organization. They value learning over financial rewards. They have greater loyalty for companies offering solutions to specific social problems. Research shows that millennials want to work for leaders who can communicate how their work is tied to the mission, vision of the organization. They value honesty, communication, approachability and being supportive, as traits of a good leader. Since millennials and Gen Z will constitute more than 50% of the working population by 2020, its time we re-evaluate what kinds of leadership will engage the future workforce and be successful.

## Conference Participants

TalentNomics will bring together **150 + men and women change-drivers** who are looking to create a new generation of leaders. Leaders and opinion makers from different generations and sectors, and students who aspire for a different tomorrow, will participate in an open and provocative environment to discuss bold ideas about leadership that can leverage all talent to lead us to sustainable success. Each participants will leave with:

- Better understanding of what is “success” in the new world
- New ideas about key traits for a successful leader of tomorrow
- Innovative practices and thoughts on how to build a stronger pipeline of successful leaders
- Wider network of contacts with leaders from different sectors