⊒LEADERSHIPGARAGE

Modelling Leadership in the Digital World

Proposed collaboration
between the Stanford LeadershipGarage research group and leading innvovation companies

The LeadershipGarage at Stanford University is an innovative research program that investigates how leadership functions in today's technological environment, focussing on how the leader engages human, psychological and social factors in the digitally networked world. The LeadershipGarage is developing a new predictive model that adapts leadership theories to identify the characteristics and skills that will make leaders succeed in the digitized present and future.

The current proposal is to apply and test the Leadership-Garage's existing research within cutting-edge companies. Working with the LeadershipGarage's expertise, companies will reflect on how their own leadership practices can sustain success, and develop it in new directions. Working with these companies, the LeadershipGarage will apply the model in future-oriented environments. Together, LeadershipGarage and the collaborating companies will join their expertise and experience to present a model that provides a transformative understanding of leadership.

The LeadershipGarage is spearheaded by Professor Sabine Remdisch, an expert in organizational behavior, performance management, and leadership theory. In the proposed collaboration, Sabine Remdisch would work closely with companies, utilizing the LeadershipGarage model to analyze each company's current leadership approach, and to determine the specific variables that describe companies' unique cultures. This will enable companies to reflect on their challenges and specific future-learning needs.

Characteristics of the new leadership model

→ BUILT ON **3 DIMENSIONS** OF LEADERSHIP
  · **people:** fusing digital and people cultures
  · **innovation:** fostering sustainable disruption
  · **learning:** enabling future-oriented development

→ **MULTIPERSPECTIVAL** AND **SYNOPTIC**
  · broadly applicable but contextually sensitive
  · developed with data from diverse companies, industries, countries and cultures

→ CENTERED ON THE **PEOPLE** IN A COMPANY
  · shaping a networked and people-oriented culture of leadership

→ A **PREDICTIVE MODEL** FOR LEADERSHIP
  · analysis of what sustains and grows a company's success

Success factors in the new leadership model

→ HOW TO **CREATE A CULTURE**
  · focus on **people:** care for your people
  · focus on **innovation:** be prepared for the future
  · focus on **development:** value learning

→ HOW TO **SUSTAIN A COMPANY'S UNIQUE VALUES**
  · work on your own goal
  · compare yourself with, learn from others

→ **PEOPLE-CENTERED LEADERSHIP** TOOLS
  · Influence, storytelling and narratives
  · Networking and distributed leadership
  · Leadership self-assessment and training

→ **OUTPUTS**
  · successful recruitment and retention
  · employee well-being
  · organizational growth

If your company is interested in participating, please contact Professor Sabine Remdisch (REMDISCH@STANFORD.EDU), or go to LEADERSHIPGARAGE.STANFORD.EDU for further information.