



# **14 Challenges For Leadership Development**

14 Challenges for leadership development for 2020 and going forward as experienced by **Geoff Greenwood FCCA MBA MSc** an executive coach and leadership development specialist.

He works with individuals and organisations all over the world either in person, remotely or in groups, delivering fast results, exceptional experience for the client and an ROI from the outset on the project.

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*Economic Slowdown*

# Economic Slowdown

the challenge of the US economy slowing down, poor GDP figures in the UK (worst in 5 years), Covid-19, Brexit uncertainties and increasing debt in China could bring stagnation in the developed economies.

A blue-tinted photograph of modern skyscrapers with a grid of windows. The text "Increasing Competition" is overlaid in a white, cursive font.

# *Increasing Competition*

# Increasing Competition

the challenge is to identify and forecast competitive business models and offerings that are changing faster than any time in history. Once identified the organisation must respond equally as fast.

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İCRA İFLÂS  
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DERSLERİ

MUSTAFA REŞİT  
KARAHASIN

TAZMİNAT  
DAVALARI

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*Regulatory  
Risk*

2

# Regulatory Risk

the challenge of new laws and public expectations have pushed governance and compliance even higher up the boardroom agenda





*Develop  
Managerial  
Effectiveness*

# Developing Managerial Effectiveness

the challenge of developing the relevant skills such as time-management, prioritisation, strategic thinking, decision-making and getting up to speed with the job to be more effective at work.



*Inspiring  
Others*

# Inspiring Others

the challenge of inspiring and motivating others to ensure they enjoy job satisfaction and are engaged so as to work smarter.



*Developing Employees*

# Developing Employees

the challenge of developing others through coaching, mentoring, autonomy and guidance.



*Leading A Team*

# Leading A Team

the challenge of building, developing and managing a team which is either new or an existing one. To build spirit, engagement and cognitive diversity to produce synergy.





*Guiding*

# Guiding Change

the challenge of mobilising, stimulating, understanding and leading change. To guide is to know the various outcomes, challenges and reactions and to be prepared.



*Manage Internal  
Stakeholders & Politics*

# Manage Internal Stakeholders & Politics

the challenge of managing relationships, internal politics and image. This challenge includes getting leadership support and managing up, down and side relationships.



*Creating A  
Shared Purpose*

# Creating A Shared Purpose

the challenge of communicating purpose maximisation rather than profit maximisation sits well with the changing workforces/stakeholders.

*ROI On Soft  
Skills*



# R.O.I. On Soft Skills

the challenge is that soft skills are anything but soft, in fact the ROI Institute have proved that they create agile organisations, innovative companies and build the most admired businesses.





*What Success Looks Like*

# What Success Looks Like


the challenge is to communicate your vision of success as an outcome to all employees and managers so that they can get on board and feel engaged to help journey to that outcome.



*Building Trust*

# Building Trust

the challenge in building trust is to open clear communication pathways, remove fear from the workplace and address old and unsupportive business cultures

A person stands on the deck of a boat, silhouetted against a sunset sky. The scene is framed by a large, circular, slightly blurred lens effect. The water below is dark and reflects the light from the sky. The overall mood is contemplative and serene.

# *Perspective Management*

# Perspective Management

the challenge is to understand how perception impacts on performance behaviours. All managers and employees see the world differently, so a regime of alignment at work can synchronise all minds.

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