



LEADERSHIP DEVELOPMENT FOR ECONOMIC RESILIENCE

Presentation by Maya Ng'ombe

THE WORLD OF SPORTS



THE ROLE OF LEADERSHIP DEVELOPMENT IN DEVELOPING ECONOMIC RESILIENCE

- You can never be calm and make sound decisions if you have not gone through some form of leadership or personal development
- It is possible that some individual leaders, have an innate characteristic of resilience because of personal experiences or because of their family background



DEFINING ECONOMIC RESILIENCE



- **Static Resilience:**
 - focuses on absorbing an economic shock, e.g recession, with minimal damage.
- It's about using resources efficiently to maintain function during the disruption.

- **Dynamic Resilience:**
 - This is about recovering quickly and adapting to new circumstances.



SIGNIFICANCE OF ECONOMIC RESILIENCE

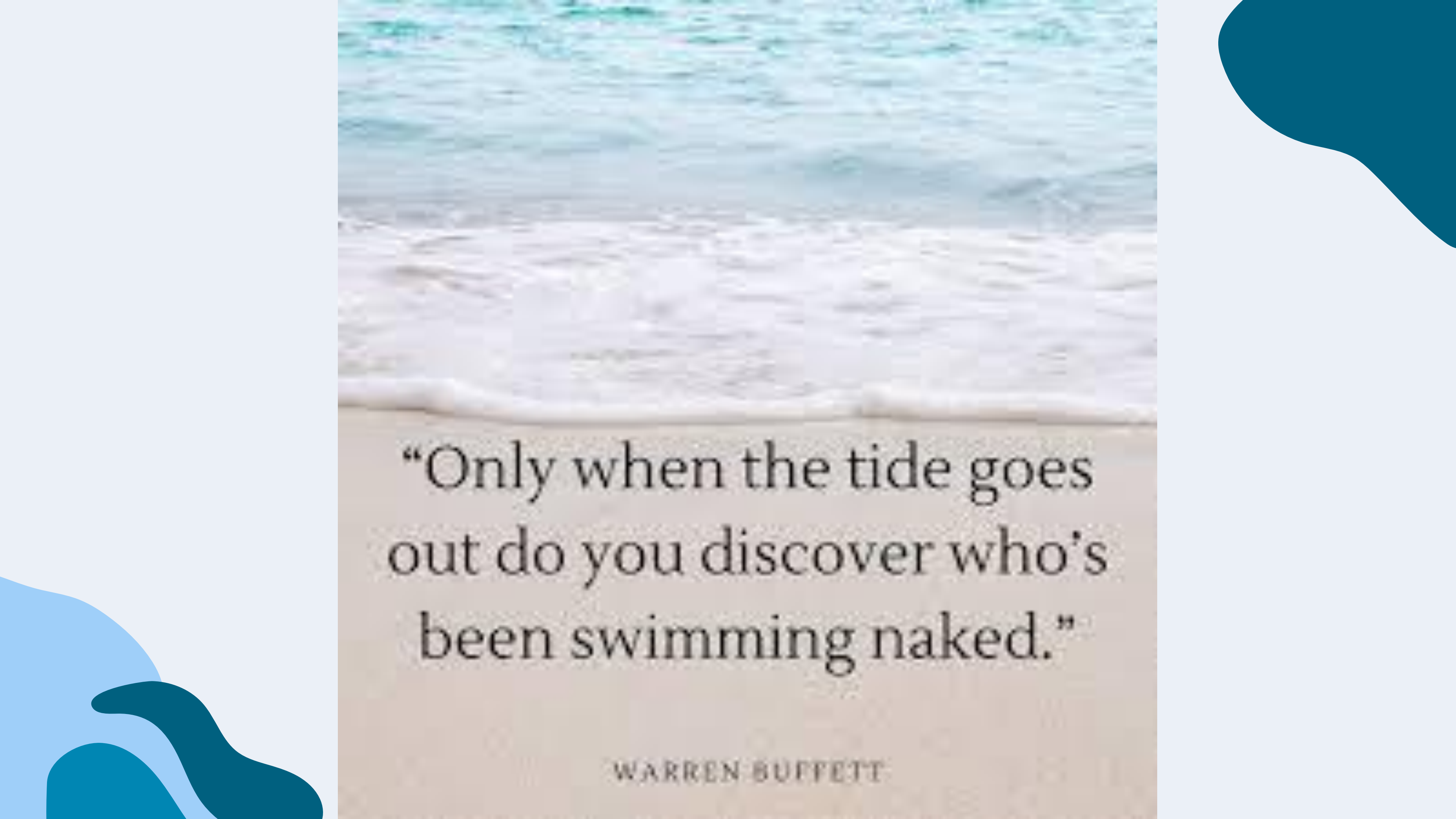
- **FOR THE ORGANISATION:**

- adapt to changing markets
- stay competitive
- have a diversified customer base,
- strong financial reserves,
- flexible workforce.
- have a robust supply chain



- **FOR THE INDIVIDUAL:**

- job losses
- (- unexpected expenses
- economic downturns



“Only when the tide goes out do you discover who’s been swimming naked.”

WARREN BUFFETT

LIFE ITSELF IS NOT MEANT TO BE EASY. ADD TO IT BEING A LEADER LEADING OTHER PEOPLE IN TOUGH ECONOMIC TIMES. YOU NEED TO DEVELOP A MENTAL FORTITUDE THROUGH LEADERSHIP DEVELOPMENT PROGRAMS.



DEVELOPMENT OF VUCA LEADERSHIP

LEADING THROUGH AMBIGUITY AND CHANGE



“While emotional intelligence (EQ) has long been heralded as a cornerstone of successful leadership, a deeper, more powerful attribute is emerging as the key to navigating through uncertainty and high-risk situations: emotional capacity.”

Forbes Magazine, March 2024



CURRENT ECONOMIC LANDSCAPE AND POTENTIAL CHALLENGES LEADERS MAY FACE.

CURRENT ECONOMIC LANDSCAPE

1. Uneven Recovery
2. Geopolitical Tensions
3. Inflation
4. Climate Change



SOME AFRICAN ECONOMICALLY RESILIENT LEADERS



Aliko Dangote of Nigeria
(Dangote Group)



Mo Ibrahim of Sudan (Celtel):



Strive Masiyiwa of Zimbabwe
(Econet Wireless)



Nicky Oppenheimer of South
Africa (De Beers Group)

WHY DEVELOPING LEADERSHIP SKILLS AND STRATEGIES IS CRUCIAL FOR ECONOMIC RESILIENCE

Developing leadership skills specifically for economic resilience is crucial for:

- (i) navigating challenges
- (ii) fostering long-term sustainability



WHAT HAPPENS WHEN A LEADER DEVELOPS THEIR LEADERSHIP SKILLS AND THEIR ABILITY TO LEAD WITH ECONOMIC RESILIENCE

- Develops a clearer vision for the organisation
- DEVELOPS A LEARNING AGILITY
- Develops flexibility and adaptability
- Strategic thinking and planning
- They develop a preparedness for unforeseen eventualities
- Financial acumen
- Innovation and change management
- Effective communication and collaboration
- Decision making under pressure
- Leaders become customer focused
- Self Awareness



HR'S ROLE IN IMPLEMENTING LEADERSHIP DEVELOPMENT PROGRAMS WITH A FOCUS TO DEVELOPING ECONOMIC RESILIENT SKILLS IN THE ORGANISATION'S LEADERSHIP

Things to consider when engaging a leadership development service provider:

- Tailored Approach
- Employee Insights
- Values-Driven Leadership
- Management Philosophy
- Strategic Alignment

Other leadership development tools:

- Coaching and mentorship programs
- Exposure to diverse perspectives
- Encouraging continuous learning



BUILDING A CULTURE OF ECONOMIC RESILIENCE THROUGHOUT THE ENTIRE ORGANISATION

An organization where everyone leads sounds innovative and empowering. Some key considerations of what type of programs as HR, People & Culture, Learning & Development needs to look into:


Core Skills for Everyone

- Self-Leadership
- Communication and Collaboration
- Influence and Inspiration
- Change Agility

Program Design & Delivery:

- Microlearning and On-the-Job Application
- Peer Learning and Mentorship
- Action-Oriented Learning
- Focus on Growth Mindset





“Invest as much in your human capital as in hardware. Treat people as the company’s most important resource and productivity and profit will follow.” Tom Peters

**THANK YOU FOR THE PRIVILEGE OF YOUR
TIME AND ATTENTION**
Reach out for any questions.

WEBSITE

www.lmi-world.com

TELEPHONE

(+265) 99 99 57 775

LINKEDIN

Maya Ng'ombe