

Australian CEO's are you fit to lead change?

Australian business leaders are questioning how fit they are to lead transformational change in the 21st century according to change management consultants Professional change & Development (PCD) at their latest Are You Fit to Lead change? think-tank sessions.

Peter Fuda AFAIM, PCD's Managing Director said; "It has never been more difficult for our leaders to effectively lead change than in the present business environment. Increasing stakeholder expectations, new technologies and globalisation have made change the new constant. Yet many leaders are struggling to effectively

respond because of mistrust and change fatigue inside their own organisations encouraged by large-scale downsizing and restructuring over the last two decades."

The Are You fit to Lead Change? think-tank sessions involved participants at CEO and senior management level from companies including MasterCard, Computer Sciences Corporation, Westpac, and the Royal Australian Navy.

Participants agreed that to sustain success in the future, leaders will need to focus less on personal achievement and more on building authentic relationships and collaboration within and outside of their organisations.

Specifically, they must foster teamwork, coach and mentor, encourage diversity, develop talent, listen and adapt to feedback and communicate with influence.

"Leaders must not only develop clear purpose and effective relationships, they must also cultivate a mix of empowering beliefs, emotional intelligence, personal integrity, physical preparedness and the ability to leverage personal strengths.

"It is our observation that, in times of change, great leaders look in the mirror, not out the window," Fuda says.



Peter Fuda