

# Future Leadership in the Disruptive World



The coronavirus crisis is a true leadership test. It's the time when leaders best suited to the disruptive, unpredictable future to emerge. And it's this kind of people who will be able to lead their organisations and our society through uncertain times.

A crunch can reveal who these leaders are. They may be someone least expected for the role. Keep an eye on them. They are **"leaders of the future"**.

What should we look for?

- Leaders of the disrupted world must be **far-sighted**. They **look at the situation from every angle and try to foresee future impacts**. They **think positively**. They look for opportunities even in the depth of a bleakest crisis. They don't hesitate to question themselves or their own plans to challenge their organisations or the society to come up with even better ideas.
- The future leaders are **eager people**. They are observant and resourceful enough to apply what they saw or experience to improve themselves or the society. They keep abreast with societal movements and pick what is useful for their organisations such as the use of new communications technology.
- **Look for people who can "dance" along with volatile situations**. These are people often review their work and always ready to adapt to new realities or assumptions. They are not easily discouraged. They are not fixated.

- They **come to their bosses or colleagues with solutions and options, not questions**. And the solutions from "leaders of the future" usually come complete with analysis about possible scenarios and consequences.
- Natural leaders naturally draw **people to them**. They convince friends and colleagues to come together and work to find the best way out for the group. They focus on teamwork.
- They are **full of voluntary spirit**. They **care for the society at large, the environment and people around them**. They have a strong sense of empathy. They are not shy to show they care. They don't play safe because they are afraid to be wrong. They don't seek to claim credit.

A crisis is almost always a painful time but it is also a testing opportunity for future leaders to shine. Have you detected any? If you do, embrace them.

More importantly, boost their morale. More often than not, these future leaders stand apart from others. They think differently so some of their ideas may be rejected. They also risk being seen as outcasts.

But these lonely battle warriors are harbingers of what we need as leadership for the uncertain future. Give them a chance to change us and change the world so that tomorrow will become better.



Mr. Kulvech Janvatanavit  
CEO, Thai Institute of Directors Association  
3 April 2020

