

An Agile Leader in 2025



Aspects of leadership

Rational

Vision and strategic thinking

Problem-solving and decision-making

Operational planning and execution

Resource management

Performance management

Emotional

Self-awareness

Empathy and trust-building

Motivation and inspiration

Conflict resolution and negotiation

Adaptability and resilience

Coaching and development

How much psychology should leaders know?

Emotional intelligence

Extrinsic and intrinsic motivation

Verbal and non-verbal communication

Interpersonal conflict resolution

Biases in decision-making

Group dynamics

Emotional impact of change



Psychology: why people think, feel, and behave the way they do and how to predict their future thoughts, emotions, and actions.

Confidence!



Signs of overconfidence

Overestimating one's abilities

Underestimating risks

Resistance to feedback

Overreliance on past success

Taking unnecessary risks

Unwillingness to seek advice



The nature of agile leadership

WHAT:

Embracing change

Empowering teams

Iterative planning

Continuous learning

Effective communication

HOW:

Empathy and emotional intelligence

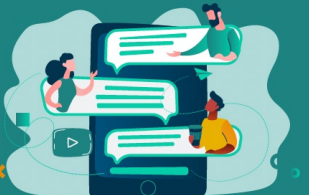

Participative approach

Mentorship and coaching

Creating psychological safety



Creating psychological safety



Psychological Safety Questionnaire

Team development:
[Psychological Safety Questionnaire by David Clutterbuck](#)
[PDF material 2 of 2](#)

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Why are human leaders needed 10 years from now?



While AI will continue to evolve rapidly, human leaders will remain vital in the coming decade. A few key reasons why:

Irreplaceable human skills: Tasks requiring emotional intelligence, ethical judgment, and adaptive problem-solving still heavily rely on distinctly human capabilities that AI has not yet mastered.

Managing complexity and ambiguity: Navigating the increasingly VUCA (volatile, uncertain, complex, ambiguous) business landscape calls for higher-order cognitive abilities beyond current AI capacities.

Oversight and accountability: As AI systems gain autonomy, human leaders will be essential for responsible governance, ensuring alignment with organizational values and societal interests.

People-centric leadership: Inspiring, developing, and empowering human teams remains a core function that AI cannot replicate, requiring skills like trust-building and understanding individual motivations.

Driving transformation: Human leaders will be crucial in guiding organizations through complex transitions, navigating cultural change, and envisioning the future.

Successful future leaders will need to become adept at integrating AI to amplify their own strengths. But the unique human dimension of leadership will remain indispensable even as the role evolves.

Agile leader in 2025

Use AI for quality and time efficiency in the rational part of leadership

Enhance your capabilities in the emotional leadership

Tip! 3 fundamental human needs to use:

- Feeling of belonging
- Being understood
- Doing meaningful work



CaseHub: Leadership Confidence Accelerator

Multicultural, collaborative, real life based.

A case example:

Niko leads a creative team at a tech startup. Initially, large creative projects facilitated team growth and motivation. However, a strategic pivot towards profitability led to a shift away from these projects. Despite Niko's transparent communication, the team's morale suffered due to uncertainty. Niko is unsure how to keep team members motivated amidst this change.



Niko's summary from the session



Key components of CaseHub

Self-assessment and mini 360-feedback to calibrate confidence

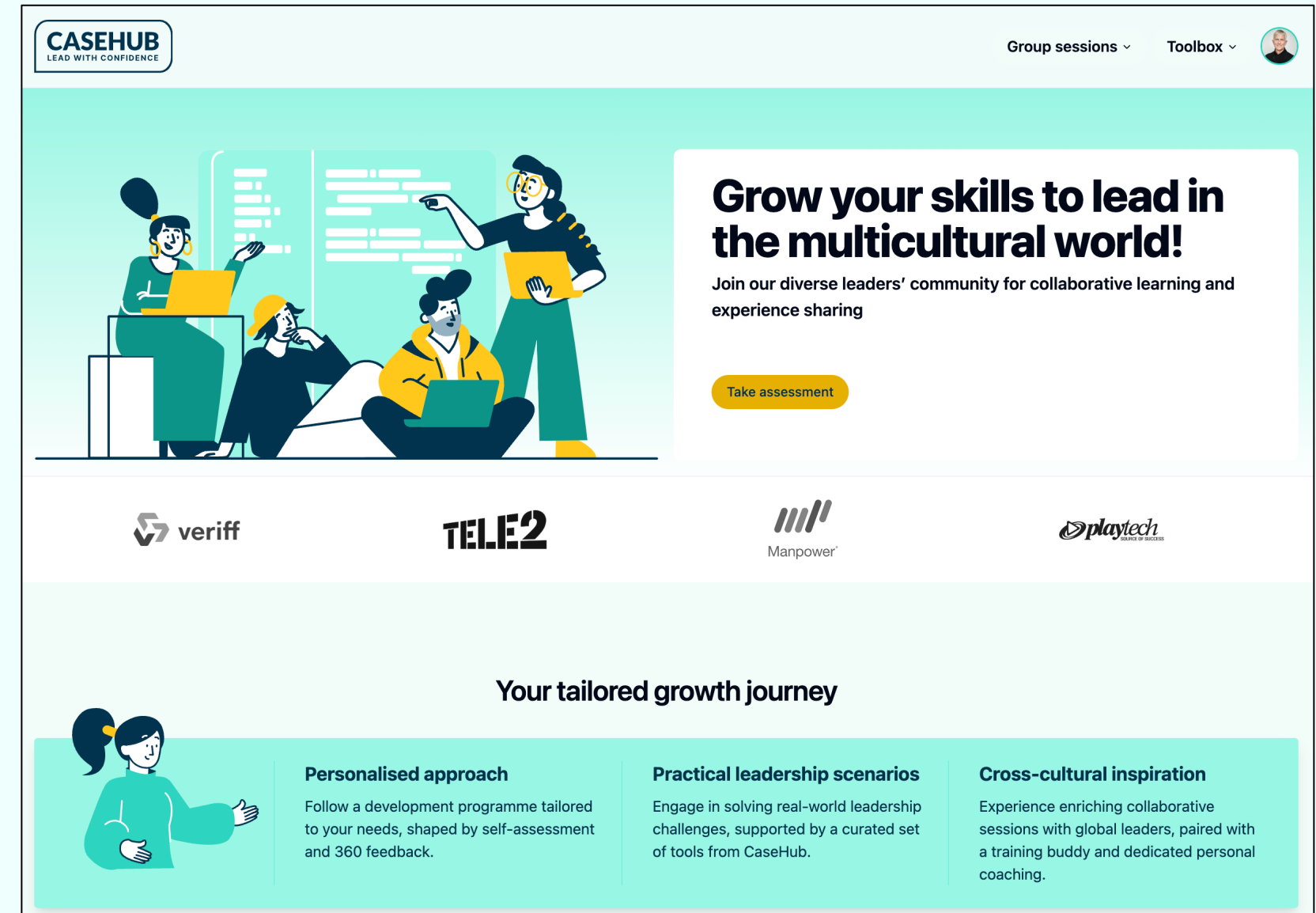
Tailored training plans

Live sessions with leaders from diverse cultures

Access to over 50 leadership tools

Regular co-vision group meetings

Peer support and professional coaching



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Thank you for your attention!

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