

21st Century Leadership and Influence: Defining the New Age of Leadership

with Marge Piccini, Success Coach

1. What is 21st Century Leadership?

We are in the midst of a shift in leadership style; a progression away from “old-style” leadership to “new-style” leadership. The fundamental difference is the movement away from hierarchal or top-down leadership to collaborative or inclusive leadership which is also described as the “feminine style” of leadership. Sally Hegelsen points out in her book *The Female Advantage* that women are knocking on the door of leadership at the very moment when their talents are especially well matched with the requirements of the day.

2. How does 21st Century Leadership benefit a company? One of the biggest challenges companies face is employee disengagement. Studies show that average employee engagement is 26% and that paying employees more does not improve their engagement. By fostering employee ownership and alignment with corporate initiatives through the development of collaborative environments, employee engagement increases. This increased employee engagement is a win-win for both the company and the employee. Engaged employees are productive and effective employees who feel connected to their work, the organizations they work in or the people they work with.

3. Is a 21st Century Leader defined simply as a collaborative leader? What are the other characteristics of a 21st Century Leader?

In addition to being a collaborative leader, a 21st Century Leader knows herself at a deep level. She is conscious and connected with her life’s purpose and has created a business or consultancy around this specialty or has successfully aligned herself in a position within a company that allows for the expression of her life’s purpose. Leaders with this deep personal knowledge have a clear vision for their business and their life, make better decisions and attract the right talent to support them in carrying out their vision.

4. We hear a lot of talk about purpose and the word seems to be used to describe everything from why someone gets out of bed in the morning to making a profound difference globally. In what context are you using the word purpose?

I understand the confusion. The Collins English Dictionary defines purpose as “the reason for which anything is done, created, or exists.” Life purpose answers the questions: Why does an individual exist? What unique result have they been designed to create? The confusion lies in the fact that life purpose is an umbrella term encompassing four different aspects: essence, blessing, mission, and message. They are simply described in this way: you are your essence, you express your blessing, you deliver your message and you achieve your mission.

5. Can you give an example of a 21st Century Leader in the local market?

Kate Emory, Founder and CEO of Walker Systems Support and Founder and CEO of reSET (Social Enterprise Trust), is a fine example of a 21st Century Leader. Emory is a visionary who is fully conscious of and connected with all four aspects of her life’s purpose. She is making a tremendous impact by raising the level of awareness about social enterprise – a 21st Century model for business – through her own example of its success (Walker Systems Support) and by helping others to do the same (reSET).