

Tom Peters' 13 key tasks for leaders in the new organisations:

1. Defining the organisations mission, so as to frame its activities and inform its workforce.
2. Creating a flexible environment in which people are not only valued, but encouraged to develop to their full potential, and treated as equals rather than subordinates.
3. Reshaping the corporate culture so that creativity, autonomy, and continuous learning replace conformity, obedience, and rote and long term growth, not short term profit is the goal.
4. Transforming the organisation from a rigid pyramid to a fluid circle, or an ever evolving network of autonomous units.
5. Encouraging innovation, experimentation, and risk taking.
6. Anticipating the future by reading the present.
7. Making new connections within the organisation, and new relationships within the workforce.
8. Making new alliances outside the organisation.
9. Constantly studying the organisation from the outside as well as the inside.
10. Identifying weak links in the chain and repairing them.
11. Thinking globally, rather than nationally or locally.
12. Identifying and responding to new and unprecedented workforce needs.
13. Being proactive rather than reactive, comfortable with ambiguity and uncertainty.

Source: "On Becoming a Leader" Warren Bennis

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