Leadership in a Globalized, Techno-Centered Accelerating Era

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LEADERSHIP IS

Leaders that inspire and motivate their teams solicit input from employees, keep team members informed, give timely and specific feedback regarding job performance, ensure training needs are met and hold employees accountable. Good leaders surround themselves with the right people in the right jobs. The action of leading a group of people or an organization.

ROLES OF THE LEADER

• Provide a Vision
• Establish Effective Organizational Structure and Communication Protocols
• Be an Effective Role Model
• Inspire and Motivate
• Delegate and Empower
• Effective Time Management

Free Self Test on Leadership

Simon Sinek: How great leaders inspire action | Talk Video | TED.com
Here are 10 of the most common leadership styles:

1. Coaching style
2. Visionary style
3. Servant style
4. Autocratic style
5. Laissez-faire or “hands-off” style
6. Democratic style
7. Pacesetter style
8. Transformational style
9. Transactional style
10. Bureaucratic style

https://www.indeed.com/career-advice/career-development/10-common-leadership-styles
GLOBALIZED ECONOMY

- With the global population set to reach 10 billion by 2050, the need to harness our natural resources more responsibly is more urgent than ever. Leaders must insure their organizations are active in solutions.

- Under the assumption of a high level of net international migration, the population is expected to grow to 458 million by 2050.

- Projections depend on immigration policies can vary from 379 million - 458 million in 2050.

<table>
<thead>
<tr>
<th>Country</th>
<th>2020 (mil)</th>
<th>2050 (mil)</th>
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</thead>
<tbody>
<tr>
<td>China</td>
<td>1,439</td>
<td>1,402</td>
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<tr>
<td>India</td>
<td>1,380</td>
<td>1,639</td>
</tr>
<tr>
<td>United States</td>
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<td>419</td>
</tr>
<tr>
<td>Indonesia</td>
<td>273</td>
<td>331</td>
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</tbody>
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Did You Know (Officially updated for 2021) #2021
In futures studies and the history of technology, **accelerating change** is a perceived increase in the rate of technological change throughout history, which may suggest faster and more profound change in the future and may or may not be accompanied by equally profound social and cultural change.

Supposedly, every 18 or so months, computer processing speed doubles. This is known as Moore's law.

Chip shortages and insufficient current production capacity is now impacting production, Ford last week reduced truck production projections.

Disruptors using technology are re-configuring every industry.

COVID 19 advanced the rate of adoption of these technologies at a much greater rate.

Aging of population is increasing use of technology with younger generations becoming larger portion of the consumer economy.

Technology is accelerating and enables increased global business and interaction.
FOUR TECHNOLOGY TRENDS THAT WILL SHAPE 2021

• Artificial Intelligence
• Vehicle Automation
• 5G And Improved Connectivity
• Remote Medical Examinations And Diagnosis

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Local economies and local purchasing and hiring, local community investment are all increasingly important to all organizations.

Many large organizations are anchor intuitions, large hospitals, university's and large multinational corporations.

The word community is, without question, central to human experience. Being part of a community gives us a sense of belonging. It enables us to share personal relatedness and support perpetual growth of each other, ourselves and our environment.
• Company leadership have always engaged in politics for the benefit of the companies operation, local, county, state and federal laws and rulings.

• Companies now are required to weight in and take action on issues that impact their employees, customers, and the community at large.

   Companies take sides on voting rights

• Almost 200 companies have joined forces to speak out about their "nonpartisan commitment to equality and democracy" after Georgia passed a controversial law limiting voting access while Texas and dozens of other states consider similar measures. Major League Baseball, one of the members of the Civic Alliance, is moving its 2021 All-Star Game out of Atlanta in response to the law, and Atlanta-based Delta Airlines and Coca-Cola spoke out more forcefully against it Wednesday.
SUSTAINABLE ECONOMY

Sustainable Development Goals are:
• No Poverty
• Zero Hunger
• Good Health and Well-being
• Quality Education
• Gender Equality
• Clean Water and Sanitation
• Affordable and Clean Energy
• Decent Work and Economic Growth
• Industry, Innovation, and Infrastructure

Sustainable Development Goals are:
• Reducing Inequality
• Sustainable Cities and Communities
• Responsible Consumption and Production
• Climate Action
• Life Below Water
• Life On Land
• Peace, Justice, and Strong Institutions
• Partnerships for the Goals
Researchers began to investigate the leadership traits associated with “social intelligence,” which is characterized as the ability to understand one’s own and others’ feelings, behaviors, and thoughts and act appropriately (Marlowe, 1986).

Zaccaro (2002) defined social intelligence as having such capacities as social awareness, social acumen, self-monitoring, and the ability to select and enact the best response given the contingencies of the situation and social environment.
Intelligence or intellectual ability is positively related to leadership.

Having strong verbal ability, perceptual ability, and reasoning appears to make one a better leader.

Perspective, intelligence is identified as a trait that significantly contributes to a leader’s acquisition of complex problem-solving skills and social judgment skills.

**Interesting**

“It is good for leaders to be intelligent, but if their intelligence scores become too high, the benefits appear to taper off and can become a negative.”
SELF-CONFIDENCE

• Self-confidence is the ability to be certain about one’s competencies and skills.

• Example

• Steve Jobs is a good example of a self-confident leader. When Jobs described the devices he wanted to create, many people said they weren’t possible. But Jobs never doubted his products would change the world, and despite resistance, he did things the way he thought best.
DETERMINATION

• Determination is the desire to get the job done and includes characteristics such as initiative, persistence, dominance, and drive.

• People with determination are willing to assert themselves, are proactive, and have the capacity to persevere in the face of obstacles.

• Example

• Dr. Paul Farmer has shown determination in his efforts to secure health care and eradicate tuberculosis for the very poor of Haiti and other third world countries. He began his efforts as a recent college graduate, traveling and working in Cange, Haiti. While there, he was accepted to Harvard Medical School. Knowing that his work in Haiti was invaluable to his training, he managed to do both: spending months traveling back and forth between Haiti and Cambridge, Massachusetts, for school.
Integrity

- Integrity is the quality of honesty and trustworthiness.
- Integrity is adherence strong moral ethical principles, complete accountability.
- People who adhere to a strong set of principles and take responsibility for their actions are exhibiting integrity.
- Unfortunately we are seeing too many high profile leaders who do not posses integrity and systemic support of these leaders.
- Power, ego and money are driving too many.
SOCIABILITY

• Sociability is a leader’s inclination to seek out pleasant social relationships. Leaders who show sociability are friendly, outgoing, courteous, tactful, and diplomatic.

• Example

• Michael Hughes is a university president. Hughes prefers to walk to all his meetings because it gets him out on campus where he greets students, staff, and faculty. He has lunch in the dorm cafeterias or student union and will often ask a table of strangers if he can sit with them. Students rate him as very approachable, while faculty say he has an open-door policy.
EMOTIONAL INTELLIGENCE

• Emotional intelligence has to do with our emotions (affective domain) and thinking (cognitive domain), and the interplay between the two. Whereas intelligence is concerned with our ability to learn information and apply it to life tasks, emotional intelligence is concerned with our ability to understand emotions and apply this understanding to life’s tasks. Specifically, emotional intelligence can be defined as the ability to perceive and express emotions, to use emotions to facilitate thinking, to understand and reason with emotions, and to effectively manage emotions within oneself and in relationships with others.

• The MSCEIT measures emotional intelligence as a set of mental abilities, including the abilities to perceive, facilitate, understand, and manage emotion.

The Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT)

[Link for a free test]
Goleman (1995, 1998) takes a broader approach to emotional intelligence, suggesting that it consists of a set of personal and social competencies.

Shankman and Allen (2015) developed a practice-oriented model of emotionally intelligent leadership, which suggests that leaders must be conscious of three fundamental facets of leadership: context, self, and others.

As a leadership ability or trait, emotional intelligence is critical to possess.
• Creating partnerships is essential to be able to be successful in this new world. No organization has the bandwidth to be successful without it.

• Nonprofits need to build creative partnerships with private sector, public sector and other nonprofits who share missions.
• The action or process of interacting with others to exchange information and develop professional or social contacts.
• Essential to have this skill
• LinkedIn is an important professional tool. Being active builds your personal brand, your organizational brand, and promotes social issues that are important to you and your organization.
A FEW FINAL THOUGHTS

• Leadership is significantly more complex than ever before in history.
• Lead in adoption of technology
• Lead social impact efforts.
• Lead diversity and equity
• Listen
• Invest in people and the community
• Lifelong Education and continuous personal development is essential
• Awareness of all around you, both internal and external.
• Authentic empathy and care for others will create success
The 25 Best Leadership Books of All-Time

The 9 Best Leadership Books of 2021
Thank You

http://nhnusa.org/leadership.html
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