

ILH

The Intelligent Leadership Hub manifesto

Draft

Ade McCormack – Founder

July 2023



Introduction

This manifesto explains the rationale for creating the Intelligent Leadership Hub and provides an understanding of the mission, operating model and so on:

We live in a world where disruption is on the increase. Yet many organisations are behaving as if what we are experiencing is a temporary blip and that soon we will return to some sort of new normal.

This is not the case and so 'breath holding' is not a strategy. What we are experiencing today is nothing short of a tectonic shift. There is no going back.

Sprinkling your organisation or society with 'tech pixie dust' is not going to help. The transformation required is much more profound.

This manifesto makes the case for why this is a critical matter for individuals, societies and governments and why inaction is not an option.

We see leaders as the lynchpin in this transformation. We recognise the need to reset what it means to be a leader.

Perhaps, you feel the same?

The rationale

Imagine a world where:

- Organisations are optimised for people, communities and the planet.
- Organisations are optimised to thrive in a fast moving and chaotic environment.
- Leaders are selected by their followers, rather than HR. Better still, where leadership is contextual.



But the problem is:

- Established organisations prioritise the system over people.
- Established organisations are not optimised to operate in a fast moving and chaotic environment.
- The education and experiences that most leaders have acquired to date are ill-suited to an increasingly chaotic world.



But what if:

- Organisations could evolve to become less like an inert factory and more akin to a living organism?
- Leadership education was less about training to administer the system and more about learning how to face the unknown and harness the full potential of their people?
- Leadership morphed from a centralised model to one that was more ubiquitous?



ILH

Introducing the ILH

It is too early to say whether the ILH is a thinktank, leadership services provider or a change agency.

The obstacles are not trivial. The industrial era management approach, characterised by linear thinking, short-termism and the perception of a finite game being played, is blinding many leaders to the reality that business and society are undergoing the largest tectonic shift in three hundred years.

The talk of 'new normal' and 'next normal' highlights the mistaken belief that the world will at some point return to where we left it in 2019. As we can see, this is not so.

The ILH is not setting out to fix this singlehandedly. The intention is to collaborate with leaders and those that support them to both raise the alarm on what is happening and to coordinate and support the requisite transformation.

The ILH is in its infancy. Ideally it will be powered by a community that recognises the issues and sees the ILH as a channel to make a difference.

Our Vision



We envisage a world where all people are valued and where both organisations and societies are built with people and the planet's wellbeing at their heart.

Our Purpose



We exist because society is on an increasingly dystopian path and that a radical change is needed if we are to move to a more sustainable trajectory.

Our Mission



We intend to **develop leaders** who can drive the requisite changes whilst meeting the needs of all stakeholders.



Appendix: Our working charter – The ILH:

- Focuses on advancing leadership development.
- Provides a safe space for leaders to learn from each other.
- Believes that it is people first and system second.
- Believes that leadership is both contextual and ubiquitous, ie everyone is a leader to some extent.
- Believes that human cognition is a largely untapped asset class in many organisations. Even where it is recognised, such organisations often squander this potential because of cognitive leaks in their business model.
- Promotes new governance, leadership and business models better suited to increasing disruption.
- Focuses on ensuring leaders understand their sustainability responsibilities, specifically with respect to the planet, people, organisations, communities and societies.
- Recognises the importance and interdependence of business, government, society and the citizen.
- Recognises the need to reignite our natural human tendencies if we are to operate effectively in an increasingly disrupted world, specifically our innate intelligence and ability to cooperate at scale.
- Is building a community that will play an influential role in the trajectory of the Intelligent Leadership Hub.
- Is building a community comprising leaders, aspirant leaders, leadership experts and those who have an interest in leadership matters.
- Intends to be the place where important leadership ideas are collaboratively created and matured.
- Welcomes those who share our vision.
- Promotes values such as civility, participation, helpfulness and intelligence in respect of how the community engages both internally and externally.
- Takes every opportunity to influence policy decisions that have a bearing on leadership effectiveness.
- Offers a conduit for smart thinkers in respect of leadership to share their perspectives and influence the leadership conversation.
- Offers access to a growing array of valuable leadership related services.