

EMPOWERING NEW GENERATIONAL LEADERSHIP

As leaders, we know the importance of long-term, strategic planning. But with pressure to produce immediate results, it is easy to stay within the comfort of a three-year plan and annual Key Performance Indicators (KPIs). Only leaders of great courage and vision will intentionally consider the next 100 years and beyond.

Here are principal principles that will help the youth become effective generational leaders, according to Jossy Chacko, Founder-President of Empart, U,S,A, ---

- ✓ Ask: “How many generations will be able to build on our current vision and foundation?”

Building for the future requires a focus on the big-picture needs and principles rather than on the detailed process. The “how” will change from one generation to the next, but a generational leader will build a foundation on a clear, strong “why,” with values that can be sustained.

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- ✓ Make intentional decisions, knowing that we may not reap the benefits from them

As Warren Buffet summarized, “‘Someone’ is sitting in the shade today because ‘someone’ planted a tree a long time ago.” Generational leaders choose to act in the present for a win they may never even see. We must think and act beyond the selfie world and immediate gains and force ourselves to think about the gains and benefits for multiple generations from now.

- ✓ Invest proactively into the next generation

The reality of life is that someone stronger and smarter will emerge sooner or later. Understanding our own mortality and limits, generational leaders will proactively invest vision and values into others and, subsequently, their impact will continue long after they are gone.

- ✓ Lead the next generation more like a parent than a boss

To be an effective generational leader, one needs to think like a father or mother. The focus of a good parent is not on where the child is right now, but on who we believe they could become: seeing potential before they see it themselves, calling it out, encouraging, nurturing and giving opportunities for them to experiment, fail and thrive. In the same way, an effective generational leader will lead in the present, thinking about the future.

- ✓ Be intentional about our legacy

We like it or not, we will not be here forever. Once we are gone, how will future generations remember us?

Our legacy begins with our leadership right now. Success will result from what we do but our legacy will be the compounded success of those we influence and invest in

In hindsight, generational leadership is not a popular discussion within leadership circles. It requires selfless courage to know our own mortality, to invest into others, to dream beyond the current reality and to work for a harvest we may never see.

(by Dr. Fil with Nget Sokla)