# Overcoming the crisis successfully – Time for a value-based leadership

**There will be a time after the Corona Virus, a time which could start into a new future with a "reset". Companies, institutions and politicians should expand their knowledge and think about how to reposition themselves. Empathy, learning throughout life and sustainability should be given priority. In this context it would certainly do no harm to our civil society to reflect on value-based leadership and human resources.**

**What is this all about**;

1.  Anticipating further developments and producing new products and services is taking by far too long in industry (cf. study Prof. P. Jaeschke University St. Gallen / Switzerland: "Bad (Project) Management is costing the companies more than 200 Billion per year").

2.  The younger generation has a right to credibility and a better quality of leadership personalities (cf. study Prof. Carsten Steinert HS Osnabrück: "The problem is that bad leadership is tolerated as long as the "figures" are right").

3.  A quick technological change (also with regards to Digitalization, Artificial Intelligence (AI) and Closed-circle Economy) will only be feasible by those enterprises which are able to realize integrated business models in a "networked" organization (also with start-ups).

**But unfortunately, their leadership system is not resilient enough:**

1.  Because leaders and politicians are by far too strongly geared to profit-oriented thinking and acting – and not to courageous innovation and prevention.

2.  Because supply chains are too popular priced and are partly outsourced to foreign countries for reasons of higher profits for example.

3.  Because outdated production sites and infrastructures are outsourced in order to escape environmental responsibility.

4.  Because "innovative ideas" cost by far too much and lessen the profit, and because F&E cooperation with competitors is a no-no in most industrial sectors.

5.  Because the Leader-Generation is not panic-proofed. She doesn't have empathy for responsible climate change and civil society problems.

**This way, companies mainly fail on grounds of deficits in their innovation dynamics and potentials in the field of human resources!**

What companies least like to concede is that

- superiors do not motivate their employees to do an outstanding job nor to develop their full potential,

- they do not dispose of the required competent key managers in order to implement the devised strategies at all,

- they do not dispose of the necessary instruments, IT media and sustainable technologies in order to improve the environment.

In the study "State of Work" ([www.workfront.com/de](http://www.workfront.com/de)) about one third of those interviewed stated that the application of outdated (IT) technologies was reducing their productivity.

## Therefore, a "Reset" is necessary!

If we want to advance Germany or, respectively, Europe, **a change of mentality and more room** for solving the problems we are facing are needed. A lot of companies are missing out on strategic opportunities because established and inflexible organizations are not really ideal for adopting new approaches.

## So – how do we tackle this problem?

1. By creating a value-based leadership structure within the companies, where leadership competence is thoroughly scrutinized.

2. By improving and networking the 360-degree knowledge & action within the minds of people and leaders.

3. By training and simulating the solidarity across all departments / areas / customers by using ethical "guidelines".

4. By making the personnel selection procedures on all hierarchical (leadership) levels fit for the future.

   With regards to this question IHH Management- und Personalberatungsges. mbH, München has developed a value diagnosting personnel selection procedure which allows them to measure and depict the (leadership) personality, its specific capabilities and individual

focusing. This means that by measuring the PERSONAL VALUES of the person in question (in this case his/her resilience) we are able to determine whether he/she will bring his/her "Horse Powers" to the table, now and in the future.

## A radical re-thinking in management is needed!

Nowadays, modern and efficient working means that employees are able to concentrate on their work and the most important information is given to teams (and also experts), such as for example updates/feedbacks/data related to current projects. To install a cyber-safe 360 degree network platform may be helpful for doing so and can help to ensure that the "right" creative minds, across all fields and disciplines (also with external customers, experts, related branches and competitors), will be able to communicate and form networks with confidence.

With regards to a digital network in their own factories Infineon, for example, has been the measure of all things for years already. The aim in this context is to also include the customer/user into this network system. For doing so, holistic knowledge & management, providing new methods and digital technologies, are required for "remote" controlling and accompanying self-organized processes over any given distance.

Shared Leadership will in the future enable the management to successfully create agile teams wherein the participants are feeling comfortable, are able to make own decisions and are capable to take on responsibility for a task or a project for a certain period of time.

Creative, valuable behavior, collective solidarity and intelligence can only be created, however, by means of a value-based personnel selection and leader qualification across all areas, user and partners.

We all can re-think our Mindset – but we must choose it!

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