

SELF-AWARE LEADERSHIP

A HOLISTIC APPROACH TO KNOWLEDGE MANAGEMENT

Independently published - December 2020, Amazon

WHY THIS BOOK?

- *" how should we explain the apparent paradox that, despite a massive technological advance for years now,....unprecedented development of digital platforms in our institutions,..., yet returns in terms of quality when it comes to the production of relevant insight remain so average, if not mediocre..."*
- Public agencies expect to produce high-quality analysis and knowledge to enlighten our leader's decisions better
- Provide best services possible...



REFLECTING ON THIS BLATANT PARADOX...

- Inherent, in my view, to the way we still hold on to our old working models in a perpetually shifting world...
- A big gap: on one side, the immense potential with help of technology. On the other side, the low output coming out the potential...



AT LEAST TWO MOTIVES TO SHED SOME LIGHT!

- First reason – many organizations still operate from twentieth-centuries work models structures – obsolete with emergence of new and powerful technological tools of the twenty-first century – thus, an institutional paradox...
- Second motive – intricately linked to the first one: a general lack of “self-awareness” in our current leadership. Incapable of articulating *holistic* vision – how to *transform, organize, and systematize* our working models into new and innovative approaches...

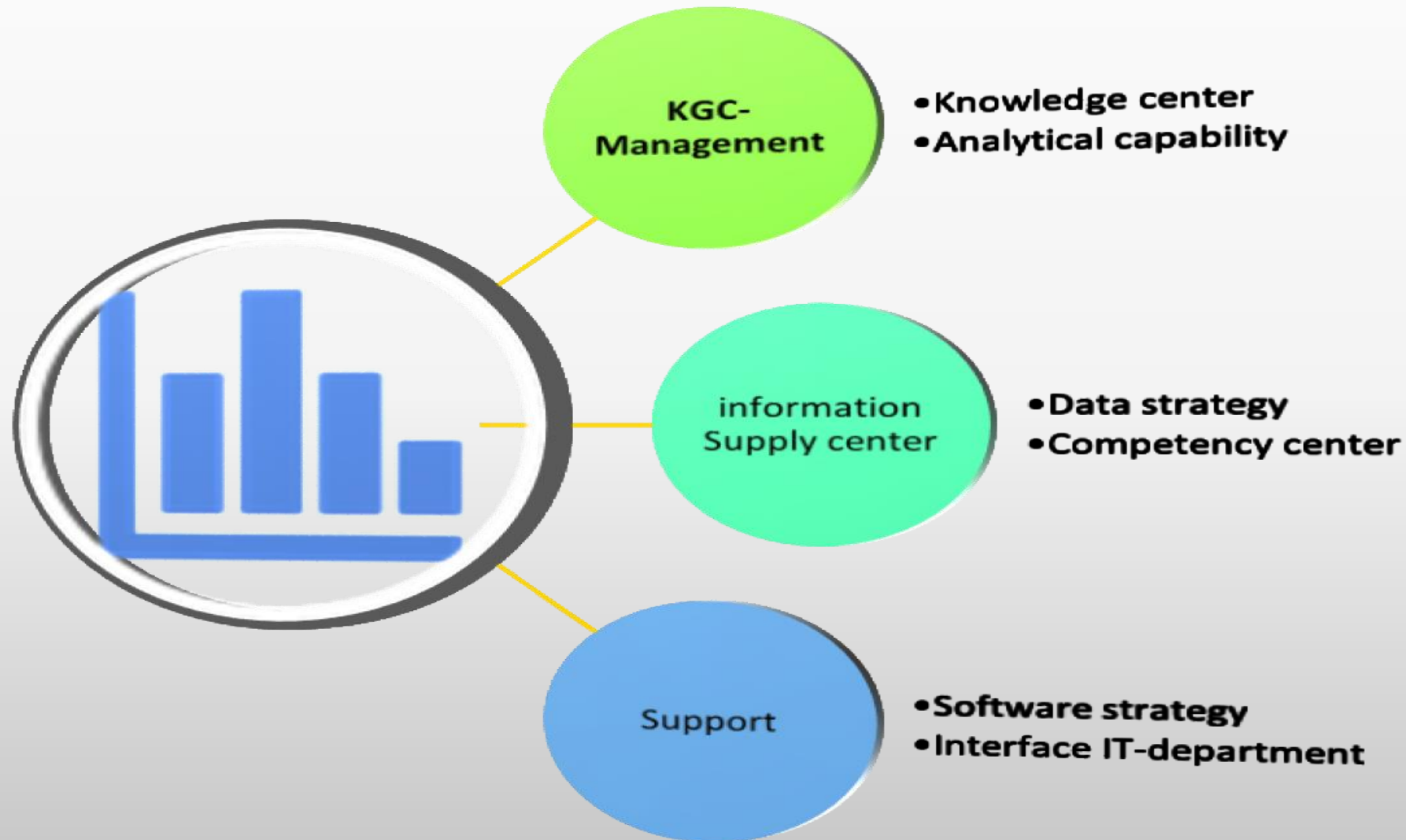


GENERAL TAKEAWAYS...

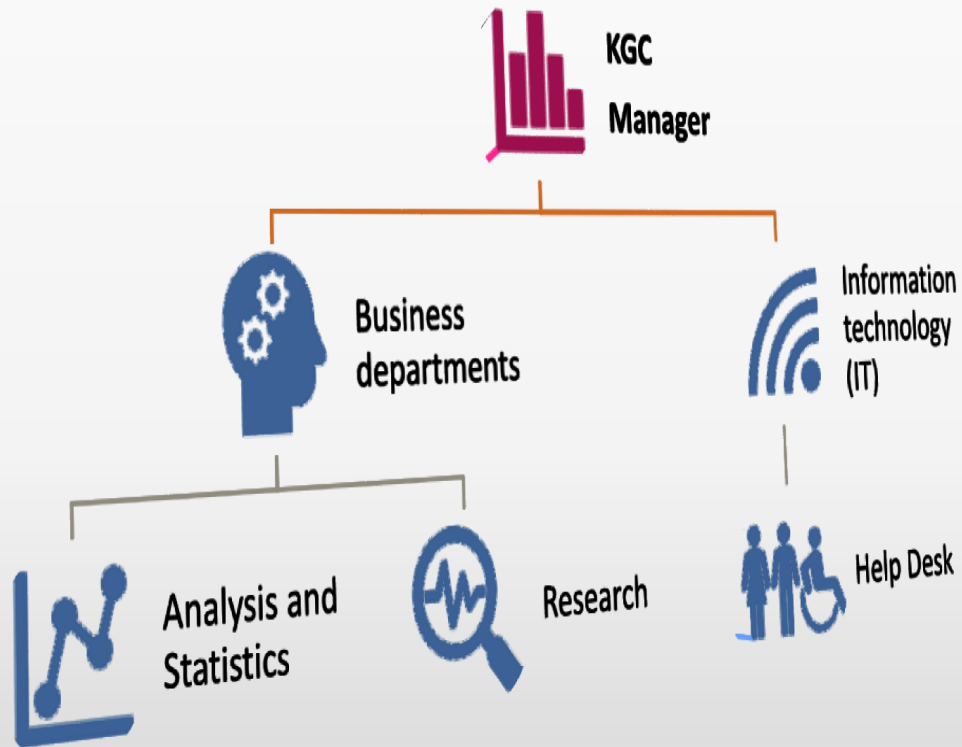
- Fragmentation of work models with different skills disjointed
- Combined with lack of *conscious* leadership
- Few organizations can clearly define what "digitalization" means for them – left to be handled by IT alone...
- A new approach with a "*conscious knowledge governance center*" can help resolve many of the strategic issues...
- The center should define the functional areas and answer all questions... including the culture dimension
- Technology alone will never solve business problems... rather, the determining factor in any organization is its people... various skills able to grow together, collectively...



KEY AREAS IN A KGC...



ORGANIZATIONAL SET UP – HYBRID OR CENTRAL!



SELF-AWARE LEADERSHIP!

THANK YOU!