Equipping leaders for change

“In the workplace of the future the most important ingredients will be people and knowledge,” writes Ashley Goldsworthy in the Australian Institute of Management’s The Heart and Soul of Leadership. Professor. Goldsworthy is Executive Director of the Business/Higher Education Round Table.

“The technologies that are mesmerizing us today will be recognised for what they really are – the embedded tools for doing business. It will be knowledge that will provide sustainable competitive advantage, and knowledge is the capital of people.”


“The knowledge economy will undoubtedly generate not only new businesses but also new business models. As leadership is essentially about creating change, the new economy will require much more sensitivity to the change process. Negotiation and conflict resolution will also take on new dimensions in a networked world.”

Dr James Sarros discusses “the personal journey” of leadership and argues that as well as being bureaucratic, a leader must make a balanced judgment in business by considering 'human nature', as it reflects on the integrity of work, family and friendship units.

In a chapter titled, “Better Leadership? Ask the right questions”, Dr Ken Parry writes that managers must realise that leadership is a self-development challenge, defined by the needs of their followers and personal wants.

“One of our greatest challenges we face today is to ensure our leaders of tomorrow are equipped for success in the networked world,” writes Prof. Goldsworthy. “To achieve this, Australia must raise the profile of leadership and increase understanding that it is a key ingredient for success.”

© Pacific Training & Development 2004