

# Pacific Century CyberWorks: The Road to Privatisation

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## 5 DYSFUNCTIONS OF LEADERSHIP



20th Century Leadership  
**VS**  
21st Century Leadership

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# 21st Century LEADERSHIP



Leadership is also defined as a process of social influence, which maximizes the efforts of others towards the achievement of goals.



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How Leadership Changes?



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FACTORS OF LEADERSHIP CHANGE



GLOBALIZATION



TECHNOLOGY INNOVATION



LINKAGE OF PEOPLE

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WORLD GREATEST LEADER



POPE FRANCIS

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REACT



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***WHAT IS LEADERSHIP?***

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Philippine Pres.



Company Owner



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BUSINESS MAN

***WORLD GREATEST LEADER***



**POPE FRANCIS**

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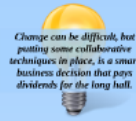
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# 20th Century Leadership



# 21st Century Leadership



Change can be difficult, but putting some collaborative techniques in place, is a smart business decision that pays dividends for the long haul.

<p><b>20th Leadership</b></p> <p>Review staff performance annually based on company policy</p>	<p><b>21st Century Leadership</b></p> <p>Open discussions and ongoing feedback with personalized coaching</p>
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<p><b>PAST LEADERSHIP</b></p> <p>Fight fires and focus on symptoms</p>	<p><b>LEADER</b></p> <p>Seek to understand root causes of issues</p>
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# 21st Century LEADERSHIP



LEARNING IN THE PAST vs LEARNING IN THE FUTURE



<p><b>PAST LEADERSHIP</b></p> <p>Believe that their power comes from their position or authority.</p>	<p><b>21ST CENTURY LEADERSHIP</b></p> <p>Believe power is greatest in collective team</p>
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<p><b>Post Leadership</b></p> <p>Maintain ownership of information</p>	<p><b>21st Leadership</b></p> <p>Openly shares information and knowledge</p>
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<p><b>Past Leadership</b></p> <p>Sometimes listens to suggestions and ideas of the team</p>	<p><b>21st Century Leadership</b></p> <p>Encourages suggestions and ideas from the team</p>
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<p><b>Past Leadership</b></p> <p>Deliver the approved solution to the team</p>	<p><b>21st Century Leadership</b></p> <p>Facilitate solutions with the team</p>
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