Leading in Hyper-Complexity: A Practical Guide for Leaders

Marcus Hildebrandt, Line Jehle, Stefan Meister

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Today's leaders and managers have to operate in an environment characterised by complexity. What does coping with this ever- and faster-increasing degree of complexity require of them? It means that if they are to deal successfully with all the challenges they need to reconsider their leadership approaches. Leading in Hyper-complexity is dedicated to all experienced managers and leaders who lead across space and time while simultaneously operating in 'conventional' structures. It takes a closer look at how to lead, and how to navigate in today's complex and sometimes unpredictable business environment. Anyone experienced in tackling today's complexity will know that you cannot expect to find easy-to-follow recipes for success. But we are not powerless, as is shown by the ten in-depth interviews with top managers from different cultures featured in this book. These describe in very practical terms their personal and professional struggles with complexity. Based on decades of consulting and coaching experience working with such leaders and managers, the creators of this book describe seven modular 'Apps' which they have developed to assist in dealing with complexity in the work environment. These Apps enable readers to get a better understanding of the 'complexity mix' in their own environments and then make a positive impact with the results they create. But just a word of warning! There is still a lot to understand in order to be fit for the next leadership generation. To foster further work and inspiration in this direction the creators of this book have shared a lot of their 'work in progress' in the extended Appendix.

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