



# Leaderships models

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## A VUCA new world...

V	U	C	A
<b>Volatility</b> High rate of change Unexpected and unstable challenge	<b>Uncertainty</b> Lack of predictability	<b>Complexity</b> Multiplicity of interconnected parts & variables	<b>Ambiguity</b> Lack of clarity about causal relationships or about meaning of event



## VUCA WORLD AND... YOUR CHALLENGES

- Volatile  Let go what you cannot control AND be a reassuring leader for your team
- Uncertain  Seek for multiple points of views
- Complex  Stay humble even when you need to show decisiveness
- Ambiguous  Accept that things are not black or white



## HORIZONTAL DEVELOPMENT VS VERTICAL DEVELOPMENT

<b>Horizontal development</b>	<b>Vertical development</b>
Development of new skills, abilities and behaviors	Development of your inner self and your inner and outer perspectives.
You learn information	Based on « stages » that people progress through
Mostly useful when a problem is clearly defined and there are known techniques for solving it	Mostly useful in a VUCA world
Can be learned from an expert	Can only be earned for yourself
Growth	Transformation

Studies demonstrate a clear correlation between high levels of vertical development and higher level of effectiveness

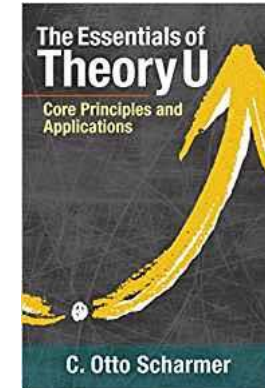
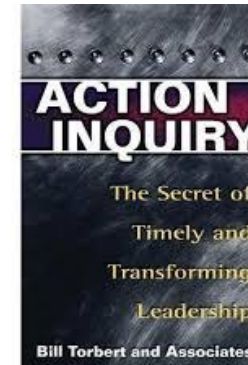
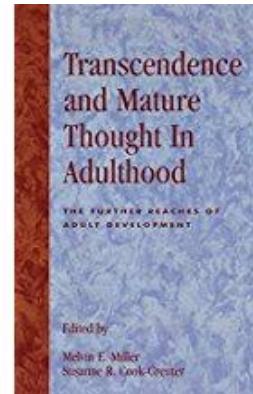
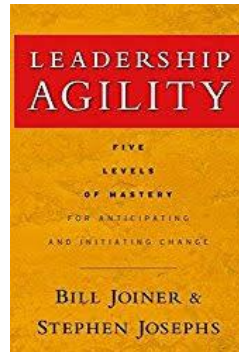
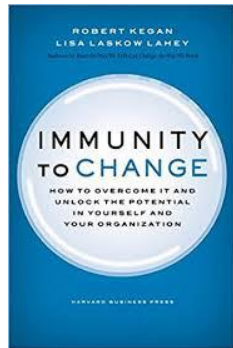


# Leadership : a stance, a mindset





## DIFFERENT SCHOOLS, DIFFERENT TERMS, BUT SAME CONCEPTS





# And why choose Evolution Coaching

- We are a bilingual consultancy and coaching organisation established since 1999
- We integrate a strong international dimension throughout the organisation in keeping with the life of Evolution Coaching Leader Anne Roques and the requirements of clients
- We are a network of coaches, consultants and facilitators based globally
- Some key areas of expertise:
  - Driving change management
  - Promoting of effective communication in multi-cultural contexts
  - Understanding of human systems and a track record of working with the challenges of diversity
  - Using of a suite of tools and methodologies for creating collaboration and effective processes
  - Optimisation of individual and collective dynamics
  - Workplace mediation and conflict management



## And why else choose Evolution Coaching?

- Our transparent style includes co-creation of solutions in groups and individual coaching
- Our professionalism leads to transformation by:
  - Maintaining confidentiality
  - Having frequent supervision sessions with a third objective coach to ensure identification of emerging themes and organisational systemic matters which are then shared with the client
  - Ensuring the diversity of the background of the Evolution Coaching team and the way we work together to be a model and a benchmark for your organisation





## Anne Roques' profile

- ❑ Franco British citizen and based in Great Britain since 1990
- ❑ 18 years business experience in an international context, 11 of these in the UK
- ❑ Executive coach and bilingual facilitator since 1999, delivering her services throughout Europe
- ❑ Passionate about cultural diversity integration and authentic leadership
- ❑ References; Bel UK, LSEG, Linklaters, Orrick Rambaud Martel, Mayer Brown, Accuracy, McKenzie, Pictet, MBDA, EADS, McQuarie, Danone, Lafarge Holcim, Sanofi Aventis, HSBC, Ingersoll Rand, Platina Finance, PSA, Air France, General Mills, Teva, Natixis, BD