

Reshaping Leadership and Organization



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What we found !

The key conclusions from the session

Reshaping leadership is the foundation for change: Anyone, anywhere, can make a positive difference. The CIO leadership profile needs enrich with: leadership in communications.

Beside this we shared a lot of real-life practises and experiences.



IT versus Digital should be with to enable business growth!

What we have explored

Among these conclusions, we have developed one of these in greater detail below

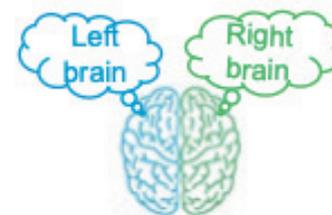
The vision for future IT organizations:

- A single model cannot exist (decentral, central, mode-1, mode-2 ETC.)
- Infrastructure need to be super standardized (Leadership needed!)
- Bi-Modal is not the right approach anymore, before we know we created new silos.
- Proximity and agility with business is super critical.

Therefore, we need LEADERSHIP:

- Vision and inspiration
- Alignment/communication (able to sell the story!), focus on relationships
- Fight for simplicity
- Using meaningful conversations to discuss real topics with your people
- Your Left and right brain will support the change.

We used for discussion a new model: the information pyramid (à la Maslov: you must first meet the lower fundamental needs before you can pay attention to the higher needs)



What we have left open...

Some questions still remain to be addressed

There's a lot to learn from each other on the CDO role, workplace, innovation, Agile working, HR-rules related to new way of working, core vs fast. All these items do have pros and cons. The discussion is more important than the answer/outcome.

Convergences

Big Transformations (standardizations and cost reductions) are needed to free up resources to enable digital growth. Although the nature of the companies we represent are different, we are facing the same issues/challenges.

Differences

We were not fully on the same page how we need to organize mode-1 and mode-2.

A picture is worth a thousand words

It's all about change!!!

