



HR Specialist Summit

September 10-11 | 1:00-5:00 p.m. Eastern

Flexible Leadership: Navigating Uncertainty and Leading with Confidence

Kevin Eikenberry
The Kevin Eikenberry Group

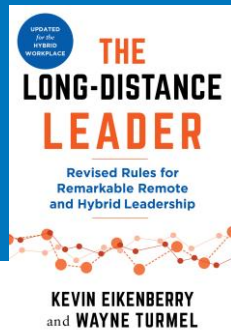
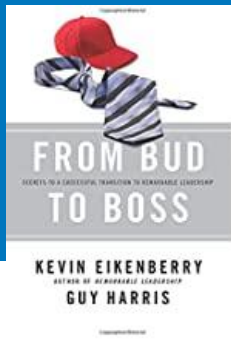
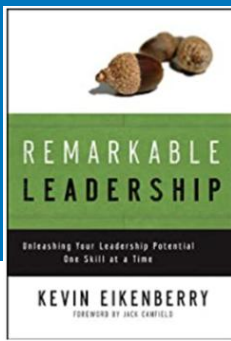


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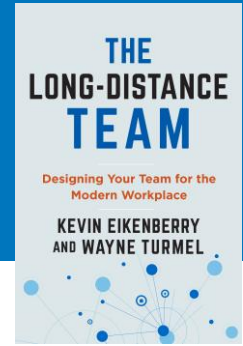
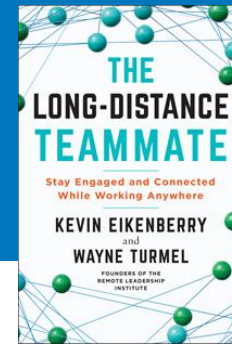
I'm Glad You're "Here"!

- HR, OD, Training, or Line Management
 - C-level
 - VP
 - Director
 - Senior Manager
 - Manager
 - Team Leader
 - Trainer/Consultant
- An individual leader wanting to improve

You care about the success and effectiveness of your organization and know leadership skills are a big contributor to that success.



Why Me?



- Chief Potential Officer, The Kevin Eikenberry Group
- Best-selling author
- Top 30 Global Guru for Leadership 2022-2025
- LinkedIn Learning Instructor
- Helped organizations with leadership and professional development for 30+ years
- Clients around the world
- Lead a team every day
- Lives in Indianapolis, IN



/KevinEikenberry



Kevin@KevinEikenberry.com

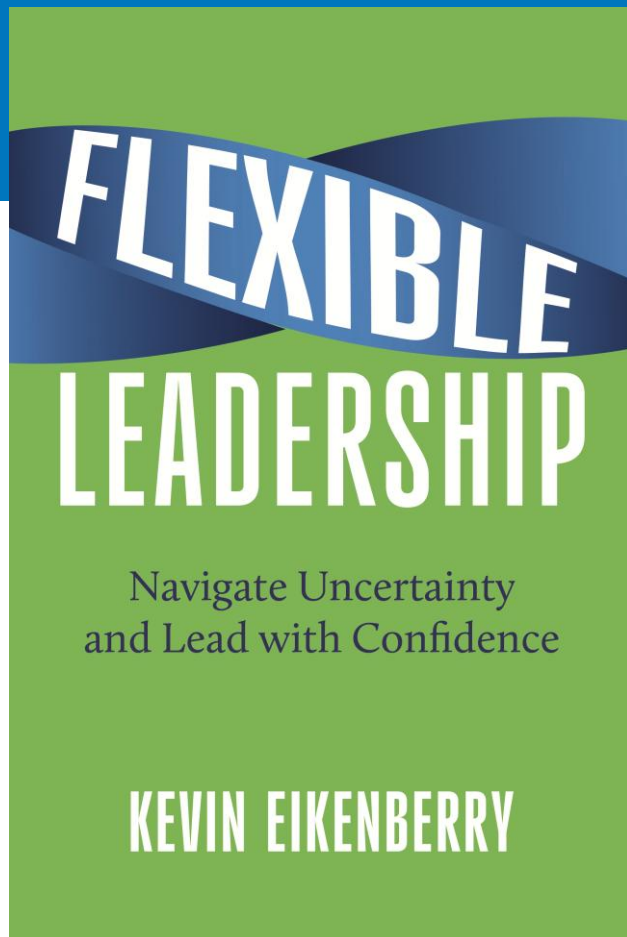


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Why Now?

- **Uncertainty?**
- **Confidence?**

Why Today?



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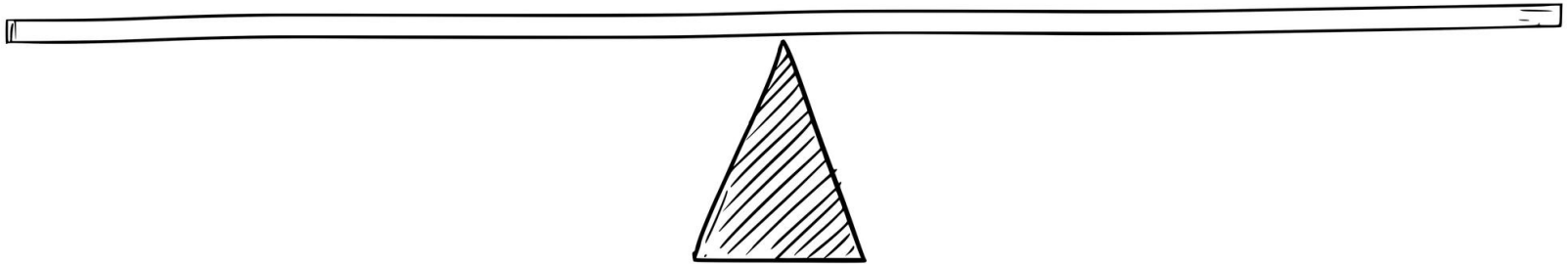
Where We Are Headed

- Outline why leaders need to lead differently today
- Describe why flexibility is the best path for leadership success
- Apply a model to understand the context of your situation – the basis for appropriate flexibility
- Build a plan to grow those competencies for yourself and other leaders in your organization.

Which is Worse?

Uncertainty

Fear



How We Deal with Uncertainty

- Try to ignore it
- Plow through it
- Search for (or assume) the “right” or “best” answer

Best or Good?



Facts about Uncertainty

- It is real and meaningful
- It is hard
- Makes decision-making harder
- It increases anxiety, stress, and fatigue
- Creates other mental health challenges
- Stresses relationships



Addressing Uncertainty Requires Flexibility

What Keeps Us From Being More Flexible?

- Habit
- (Over) believing in consistency

Our Habits

- “This is how I lead”
- “This is my style”
- “This is my approach”
- “This has always worked for me”

Unexamined habits keep us from improving

Should leaders be consistent?



Consistent *or* Flexible
VS
Consistent *and* Flexible

Either/or
vs
Both/and

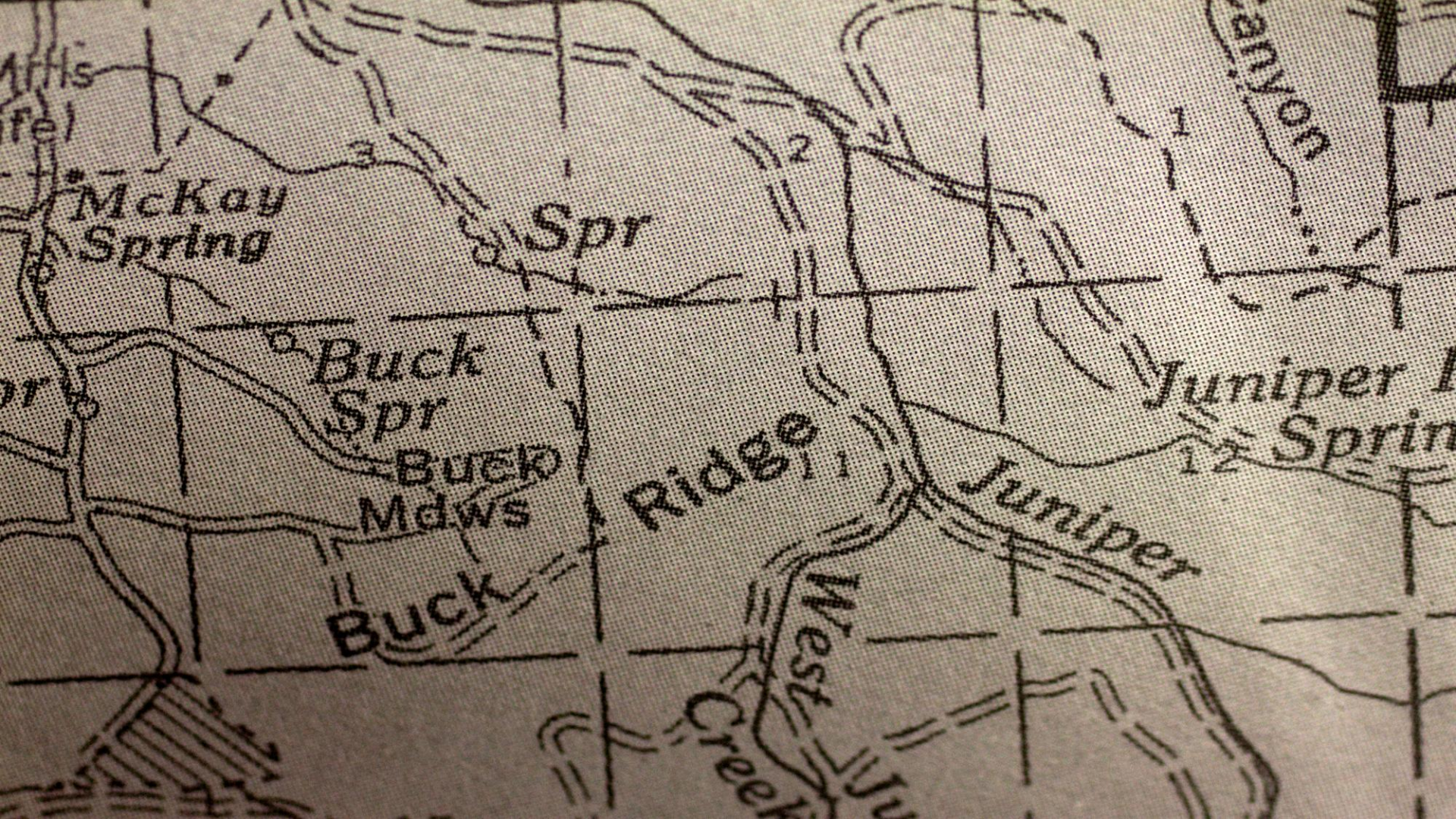
Both/and Leadership



“The test of an effective leader is the ability to hold two opposing ideas in mind and apply each when needed.”

- Kevin Eikenberry

**Both/and Leadership is
Flexible Leadership**



Artis
fel

McKay
Spring

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Buck
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Buck
Mdws

Buck

Ridge

West
Creek

Juniper L
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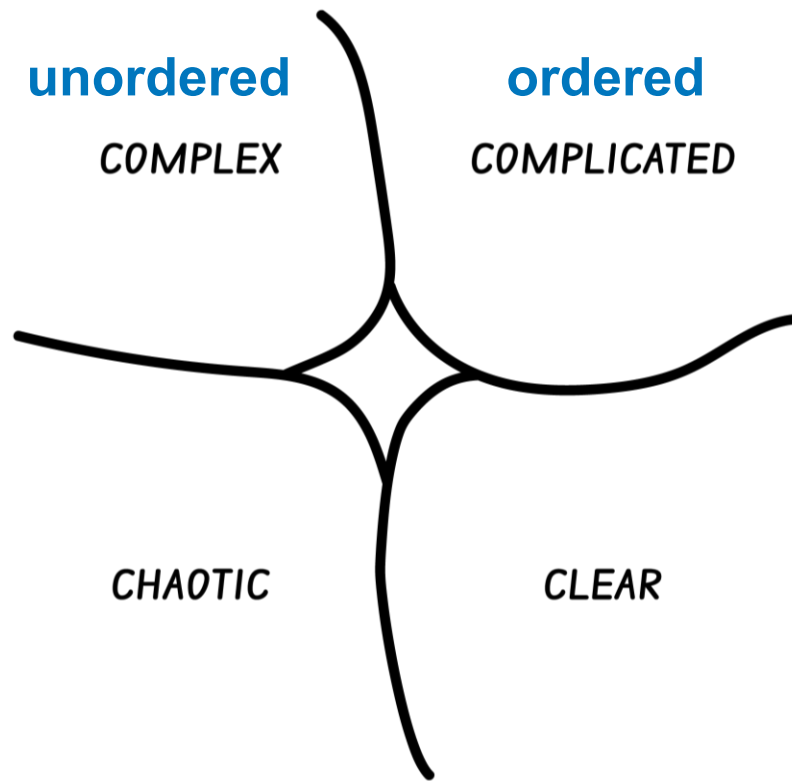
Juniper

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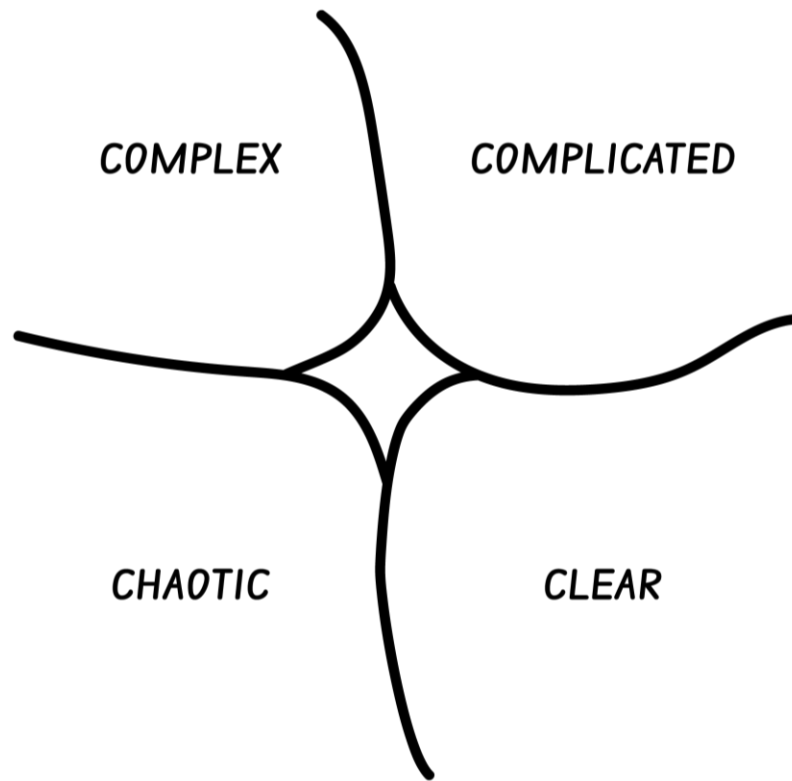
The Situation - The Cynefin Framework



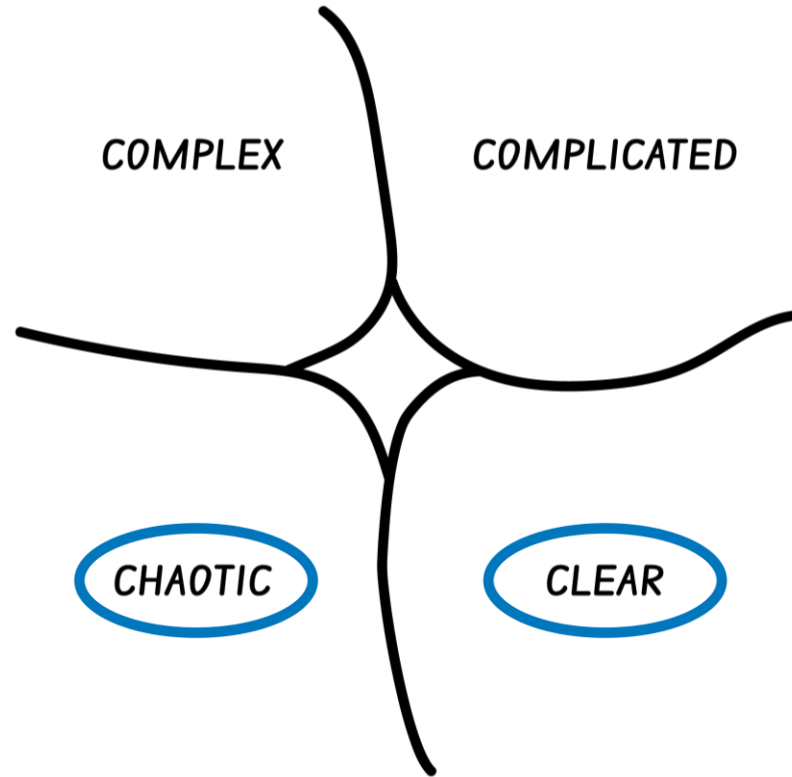
The Situation - The Cynefin Framework



The Situation - The Cynefin Framework



The Situation - The Cynefin Framework

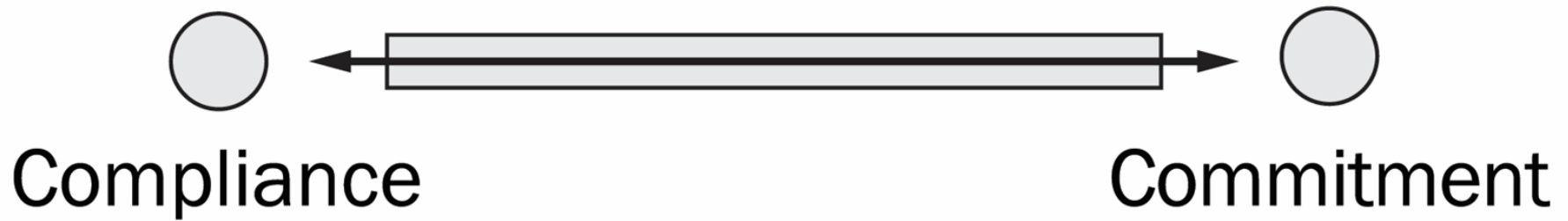


Context makes us (a lot) smarter

The Flexible Leadership Playbook

Intention + Context + Flexors

The Compliance/Commitment Flexor



The Fast/Slow Flexor



The Withhold/Share Flexor



The Details/Big Picture Flexor





The World is Complex and Uncertain



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Leading is Complex and Uncertain



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Addressing uncertainty
Requires flexibility



How to Get There Individually

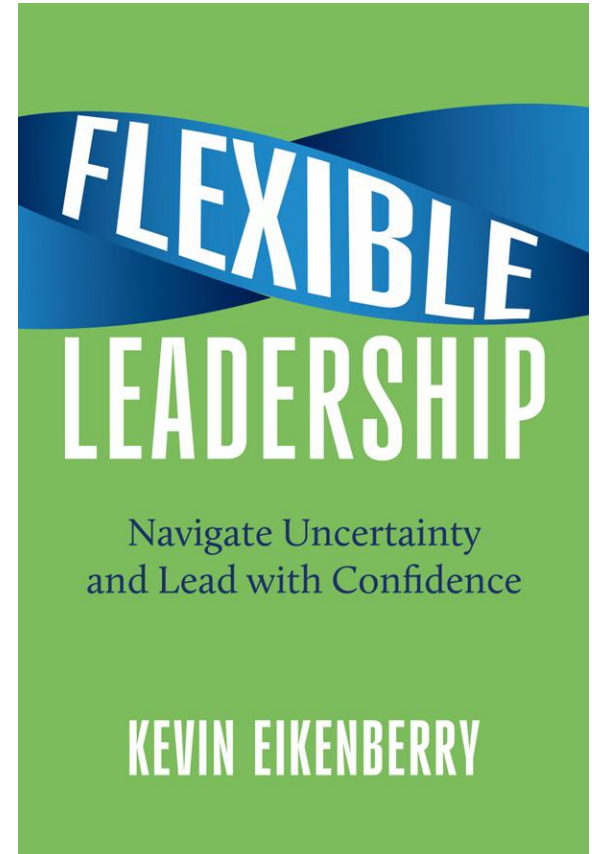
- Think - Mindset – skillset – habit set
 - Why → decide
 - Build/use the playbook
 - Know it is not intuitive or natural

How to Get There Organizationally

- Think - Mindset – skillset – habit set
 - Why → decide
 - Share/use the playbook
 - Add/incorporate

Getting Started

- <http://FlexibleLeadershipBook.com>
- <http://VirtualLeaderCon.com>



“This book is an invitation to rethink leadership and to build a legacy that adapts to the complexities of our time. If you’re looking for a road map to elevate your leadership journey, this is exactly the guide you need.”

KAVITA KURUP
Global Head, Human Resources, UST

“In a time when authentic leadership is more crucial than ever, *Flexible Leadership* offers a timely and refreshing approach. It’s an essential guide for those ready to lead with clarity, adaptability, and purpose.”

SCOTT ALLISON
VP, Professional Services, MyEyeDr.

Thank you!

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