



# GalanNXT

## How do we, as business professionals in our thirties, view next generation leadership?

We are a generation that has experienced the emerge of the internet, takes the increased individualism for granted and are used to the fact that Social Media has become an important part of daily life. 24-7 connected with the world does not mean that more events are happing around us, but that you see, hear and receive more of it. And that you have to learn to relate to all of it.

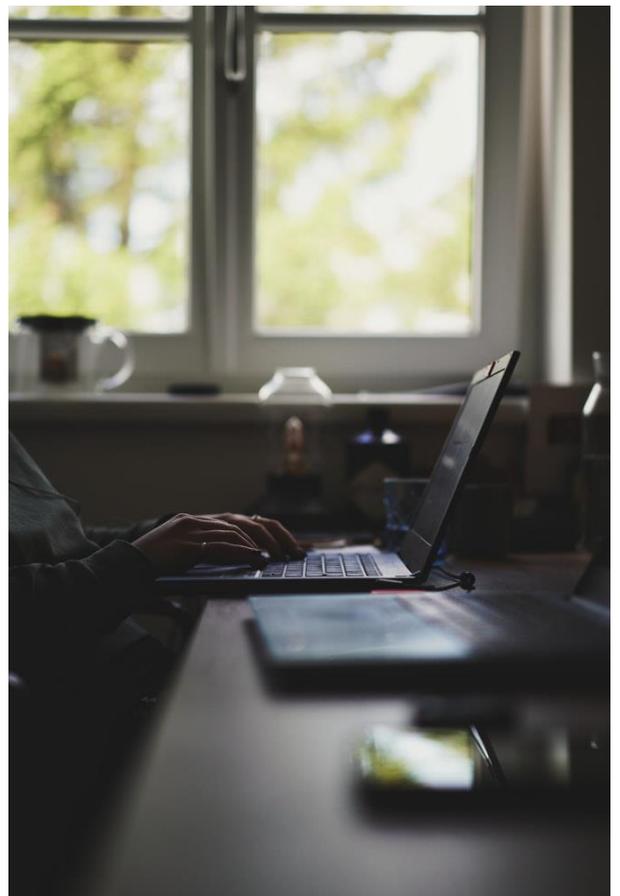
As GalanNXT advisors we are able to take a look behind the scenes at many different clients. We think about and contribute to solutions for problems that organizations struggle with. As an outsider, you have the privilege of being able to analyse and observe the system from a distance. We identify formal and informal structures that are helpful or hindering. And often more importantly: We see formal and informal leaders acting and responding in their context.

The behaviour and action repertoire of leaders in organizations influences organizational performance to such an extent that this requires a lot of attention in our consultancy work. And precisely that task seems to be getting more and more complicated. How do we, as young consultants, ensure that leadership is optimally developed? Do we also see new forms of leadership emerge in a changing context? And how do we develop our own leadership?

## Leadership development in the present time

You develop your leadership qualities all your life. And the roots of your perspective and skills regarding leadership starts growing as a child. In the knowledge that most of the elements that influence your development cannot be controlled, it is important that the elements that we can control are properly aligned with your future needs.

Take education, for example. Personal development is still an underexposed point of attention there. We invest a lot of time in gathering and developing knowledge and skills in a general sense (primary school) and in a specific direction (higher and scientific education), but invest much less in the most important tool, namely you as a person.



We believe that being able to properly fulfill the required leadership qualities for the future starts with time and attention to your personal development. So in addition to arithmetic and language, also lessons in daring to be yourself at primary school level. In addition to general academic skills, also practice conducting difficult feedback conversations with your fellow students.



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As young professionals, we experience a "gap" between the way you are educated and the adaptivity that is required in our daily job. In first instance, it is not taught to deal adaptively with complex situations. And we believe that education is one part to fill up the gap.

## Adaptive leadership in organizations

We also notice this struggle with clients we work for. A claim is made on both the personal and the collective adaptive capacity. And often the tools are missing to do this properly.

Social developments, trends and opinions on important themes can flare up at breakneck speed. What no one heard of yesterday could suddenly be the nature of a huge crisis tomorrow. Consider, for example, the Dutch nitrogen-crisis. A complexity that different organizations and branches had to relate to. And how is leadership shown at the moment?



We believe organizations benefit from investing in their leaders to improve the adaptive capacity. Not because leaders are the only key to success, but they set an example for a large part of the employees. And people follow good example behaviour. Leave those core values, vision and mission for what it is. Tune in which behaviours contribute to the challenges of the future.

## Can it be done in different ways?

As GalanNXT, we focus on the most important instrument, YOU. Developing a social compass, adaptability and broad orientation are themes that we create time and attention for. Because that is what you need for your personal adaptive leadership. An added value for your own performance and helping for the assignments of your clients.

As a NXT-consultant you will go through a two-years-development program, in addition to your daily work, in which we invest in craftsmanship, entrepreneurship, expertise and personal leadership. And it returns in every module: your most important tool is YOU. And that is reflected in the assignments that we are allowed to carry out for clients. If you can handle yourself well as a tool, you can respond much better to what is happening in your context. Personal leadership starts with yourself, but it also has much added value for those around you.

For example, we often fulfil a bridging function between multiple departments, programs, projects, talents and specialisms. Because we connect them with each other, we broaden the number of connections and existing connections are deeper and deeper. And in doing so we increase the leadership of the employees involved, because they are tempted to look broader.



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## Together is not alone - Peer networking

One of the ways in which we continue to broaden our horizons is to set up an NXT-Peer community. A network in which we connect young professionals. We talk about social themes, discuss a case and look for new opportunities and creative solutions. With this we sharpen and broaden our view and perspectives. With the idea that today's young professionals are the leaders of the future, we hope to inspire them and strengthen their adaptive capacity.



- Visit our website and read our blogs! : <https://www.galannxt.nl/blog/>