Coaching New Leaders for New Times

Dr Simon Western

ANALYTIC-NETWORK COACHING

Dr Simon Western  www.analyticnetwork.com
What is the Network Society?

We live in the **digital age** and **network society**.

Globalization, internet, information technologies, social media, mobile technologies, quantum computing…..

**4 key components**

- Connectivity & Inter-dependence
- Opportunities
- Lateral Dynamics
- Disruption & Dislocation
Locating Ourselves
Leadership Approaches over the past 100 years

The Discourses of Leadership

1900 1920's 1940's 1960's 1980's 2000

Controller
Efficiency & Productivity

Therapist
Relationships & Motivation

Messiah
Vision & Culture

Eco-Leadership
Connectivity & Ethics

All Discourses Remain Present

Dr Simon Western Eco-Leadership: Toward a New Paradigm
Controller Leadership Discourse

Scientific rationalism and efficiency

Leaders control resources (humans and non-humans) to maximize efficiency.

Control exerted via structure/supervisors/audit/culture.

Workers are ‘cogs-in-the-wheel’ of efficient organizational machines.
Therapist Leadership Discourse

Happy workers are more productive workers

‘Therapist’ leaders are people-focused; motivating individuals and improving teamwork.

Employee’s ‘come to work to work on themselves.’ (N. Rose)
Messiah leaders aim to be transformational. They create strong loyal cultures, but expel difference that leads to conformist cultures.

Employees have faith in the leader and believe in their vision.
Eco-leaders connect people across networks and distribute leadership throughout the organization and beyond. They create emergent organizations adaptive to technical and social change.

Dr Simon Western Eco-Leadership:
Toward a New Paradigm
Which leadership approach is dominant in your work?

Pair Discussions

Dr Simon Western Eco-Leadership:
Toward a New Paradigm
Coaching leaders to act in ‘good faith’ to create the ‘good society’
The A-N Coaching System

**Five Frames**

1. **Depth Analysis** *Inner-self*
   Values, Meaning, Ethics, Authenticity, Purpose

2. **Relational Analysis** *Outer-self*
   Teamwork, Group Dynamics, Communication

3. **Leadership Analysis** *Leader-within*
   Unique leadership style, Active Followership, Power and Influence

4. **Network Analysis** *Networked self*
   Internal and External Network Influences, Technology and People

5. **Strategic Analysis** *Strategic mindset*
   Review Four Frames Above to Develop Emergent Strategies
ANC Established 2015

Over 200 trained & Registered ANC coaches in two years

**International Presence:**
S.Africa, Malaysia, Singapore, Australia, UK, Ireland, Holland, Australia, USA, Germany, Serbia, Poland, Spain and more...

**Learning Network:**
- Creating a dynamic learning network for advance coach practitioner

**Business Network**
- Offering personal development and organizational development simultaneously
  Hi Tech companies engaged: Hewlett Packard Singapore, Microsoft contacting us.
Edgy Ideas: ANC New Journal

Send us a mail to sign up its free

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New Coaching Tool

Discover your hidden leader within

www.hiddenleadership.com
‘In a highly original way, taking “Critical Theory” as a point of departure, Dr. Western helps us to obtain greater insight into the enigma of leadership.’

*Manfred Kets de Vries*

*Director INSEAD Global Leadership Center*

‘I see a lot of books on Coaching, and this is without doubt the most stimulating, original, thoughtful and well-founded account...’

*Jonathan Gosling, Professor of Leadership Studies, University of Exeter*
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