

Coaching the post heroic leader

Based on the presentation by
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The Heroic Leader

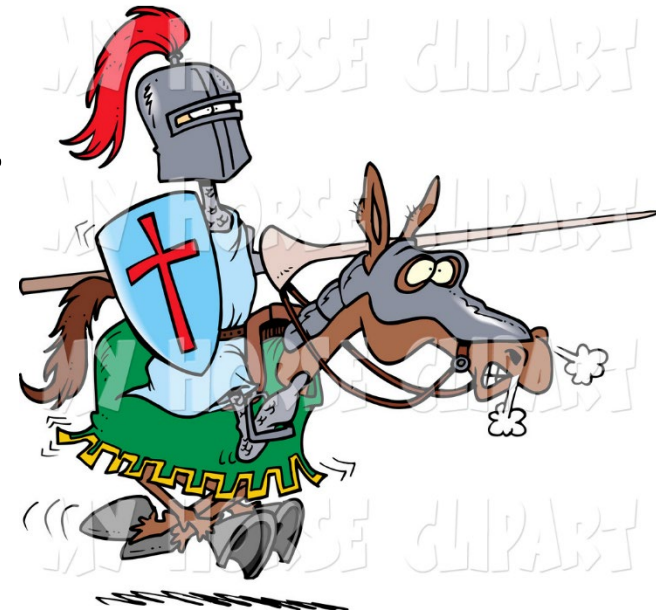
This form of leader has been around for many years.

It is the “white knight on horseback”

The leader who is in charge.

The focus is on a central individual.

BUT there is a paradigm shift
around leadership



The Post Heroic Leader

The Millennial's style of leadership is more about the group, the partnership, the collaborative.

It is more fluid.



Heroic Leader v Post Heroic leader

Heroic Leader: controlling, directive, hierarchical,

- Main scale staff and new leaders can be in conflict with this style.
- Younger leaders like to move FAST, they might not work to agreed established line management protocols.



Heroic Leader v Post Heroic leader

Post Heroic Leaders

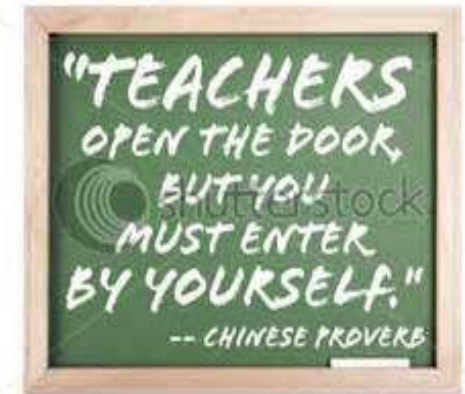
They want feedback regularly

To cut out the middle tiers and go to the top

They want greater work life balance, to be more creative, work more fluidly,

they want MEANING and PURPOSE,

to hear stories which inspire.



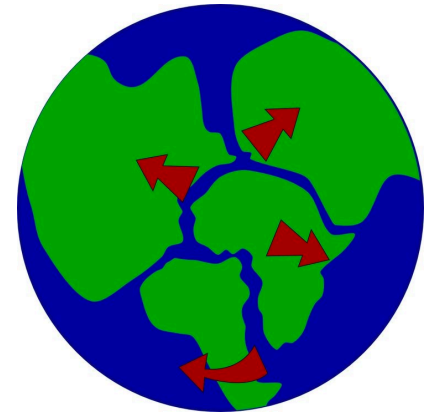
How do you support both?

How can both the heroic leader and post-heroic leader be effective?

Much depends on CONTEXT

The heroic leader is not dead, BUT their position is shifting. Akin to the tectonic plates of leadership!

Post heroic leaders want direction and feedback.



FIERCE leadership:

F: Flexibility in leadership style

I: Intentional: how you communicate with your group

E: Emotional agility: from stoic – rational, data driven, vision to sharing and expressing feelings, story telling.

R: Realness - open communication with others. Power over to power with. A dialogue, a partnership.

C: Collaborative: connecting with others.

E: Engagement: Results, the drive to succeed v work life balance, more fluid and creative work patterns.