

Leadership in the Age of Industry 4.0

Leading people and organisational change in a digital workplace

FA-0671 · 1 day

Others

Introduction

A one-day workshop for people who lead teams or projects and want to examine leadership in digitally changing organisations. Discussions and case exercises connect digital-transformation context with communication, stakeholder engagement, ethical judgment and learning.

Participants develop an initial response to a selected change scenario. The workshop does not guarantee organisational transformation, leadership effectiveness or comprehensive technology expertise.

Learning outcomes

- Describe introductory Industry4.0 concepts and their possible leadership implications.
- Identify human, ethical and organisational challenges in a digital-change scenario.
- Compare communication, collaboration and stakeholder-engagement approaches.
- Draft a bounded change response with assumptions, responsibilities and follow-up learning needs.

Prerequisites

- Basic understanding of leadership principles and practices.
- Awareness of current trends in technology and digital transformation.
- Experience in managing teams or projects.

Training outline

1. 1. Industry4.0 Context

- Definition and key characteristics
- Historical context and evolution from Industry 1.0 to 4.0
- The role of technologies such as IoT, AI, robotics, and cloud computing
- Impact on various industries and global economy

Discuss selected examples of potential impact rather than claim uniform effects across industries or economies.

2. 2. Leadership and Adaptability

- Shifting leadership paradigms: From traditional to digital leadership
- Key leadership competencies for the digital age
- The importance of vision and adaptability in leading through change

Compare approaches against the actual team's needs; digital tools do not remove the need for judgment and accountability.

3. 3. Human and Ethical Challenges

- Navigating the complexities of digital transformation
- Managing the human aspect of change: motivation, training, and support
- Capitalizing on data analytics for strategic decision-making
- Ethical considerations in the use of technology

Assess evidence quality and data limits before using analytics for a decision.

4. 4. Communication, Collaboration and Learning

- Building a culture of innovation and agility
- Promoting collaboration and leveraging diversity in the digital workplace
- Enhancing communication skills for virtual teams
- Leading by example: adopting and promoting digital literacy

Practise a short virtual-team communication or stakeholder discussion using an illustrative scenario.

5.5. Change-Planning Exercise

- Introductory steps for scoping and planning a digital-change initiative
- Understanding resistance and engaging stakeholders with transparent communication
- Selected publicly documented or fictional leadership cases: examine both benefits and limitations
- Tools and resources for continuous learning and development

Draft an initial plan for one bounded initiative and identify dependencies, stakeholder concerns, review points and unresolved risks.