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What does it mean to provide leadership in a polycrisis?

Leadership in polycrisis





Key insights

- Higher speed, higher complexity, higher workload: the polycrisis is leading to a considerable additional workload for top female managers.
- The level of tension among top female managers has increased sharply. This is having a negative impact on their daily work and private lives. There is a risk of burnout symptoms.
- At the same time, the polycrisis is increasingly seen as the "new normal". An initial acclimatization is already taking place.
- Top female managers are not shying away from leadership tasks in the volatile market environment. On the contrary: They want to lead the way.
- More than two out of three respondents are positive about the polycrisis – a remarkable figure. Their goal is to proactively shape change and leave a lasting mark on the company.

Key takeaways from this chapter

- Whether dealing with employees, customers or colleagues from the management and supervisory board: flexibility in dealing with stakeholders, who all also operate in polycrisis mode, is essential for top managers. Rigid behavior and thought patterns or even immovable hierarchies are counterproductive.
- Management tasks have rarely been as multi-layered as they are today – and many female decision-makers find this particularly appealing. They say: In this crisis, I can prove myself and give my career a new boost.

72%

experience positive gains from the extraordinary challenges of the polycrisis.

41%

of respondents expect a positive effect from the polycrisis on their own career.

55%

of respondents – and thus the clear majority – lead strategically in the polycrisis.