

One of The Institute's **worksheets** series, to help you improve your leadership skills and capability, making you a better leader

This worksheet, based on the Spotlight 'VUCA,' will help you focus on the concept of VUCA, and how you personally deal with VUCA situations.

You should take approximately **two hours** to complete this worksheet and read the accompanying Spotlight

Understanding VUCA

Use the table below to select TRUE or FALSE for each statement and explain the reasons for your choice:

	True or False	Why?
In an uncertain environment you will need to invest in collecting, sharing and interpreting information		
Cope with uncertainty by putting more effort into the strategies that worked well last year		
Develop contingency plans to cope with unforeseen events		
Volatile, uncertain, complex and ambiguous markets demand a different style of leadership		

Identify a situation(s) that you have been in or seen at work that was Volatile, Uncertain, Complex and Ambiguous, and describe how those four things applied:

Volatile:

Uncertain:

The situation:

Complex:

Ambiguous:



Which of Pearce's 'Organisation Capabilities for a VUCA world' do the following describe?

"It allows for employees to create personal value and become a better resource for their peers"	"It is the collective skills, knowledge, or other intangible assets of individuals that can be used to create economic value for the individuals, their employers, or their community"	"It requires multiple skill sets to establish a holistic view of a system and explain its behaviour"

Coping with VUCA

Creating and maintaining a sense of purpose can keep your team on track even in the most unpredictable of circumstances. **How do you do that for your team?**

Give an example of when you have done each of the following actions to help your team cope with VUCA:

Action	Your example
Fostered innovation	
Leveraged (i.e. made use of) your networks	
Inspired engagement in your team	
Cultivated the learning of agility	
Developed personal adaptability	

Review

Write a tweet in the space below to explain why you believe diverse teams are better at dealing with complexity:

How would you start a conversation with someone about developing their personal adaptability?

All references are cited in The Institute of Leadership (2018) 'Spotlight on VUCA'

Achievement – Adaptability – VUCA

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