

# FUTURE LEADERS: ALL THINGS TO ALL PEOPLE?

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Developing leaders is critical today. There is an abundance of talented people. The skill set necessary for future leaders is different than the skill set needed for today. In addition to being seen and heard, future leaders have to touch people. Not literally of course, but very much so figuratively. People must "feel" you. They want to believe in you. They want to trust you. They want you to believe in them. And, you have to be able to turn leadership on and off depending on the situation at any given point in time. Leadership will take many forms in the future.

There is no such thing as a typical leader. Within the same organization, different styles of leadership are necessary. Within units there is a need for change from time to time. If you think you know what style of leadership is best for an organization at any given point in time, keep thinking! Change is necessary just to keep the organization from becoming stagnant. The need for versatility among new leaders will be unprecedented.

Future leaders will have more stakeholders than ever. Each stakeholder will have a different interest and expectation. Leaders will be expected to be more accountable, more transparent and to get better results. Additionally, the results sought will depend on which stakeholder is asking the question. Leaders of tomorrow cannot be all things to all people, but they better have a team that can.