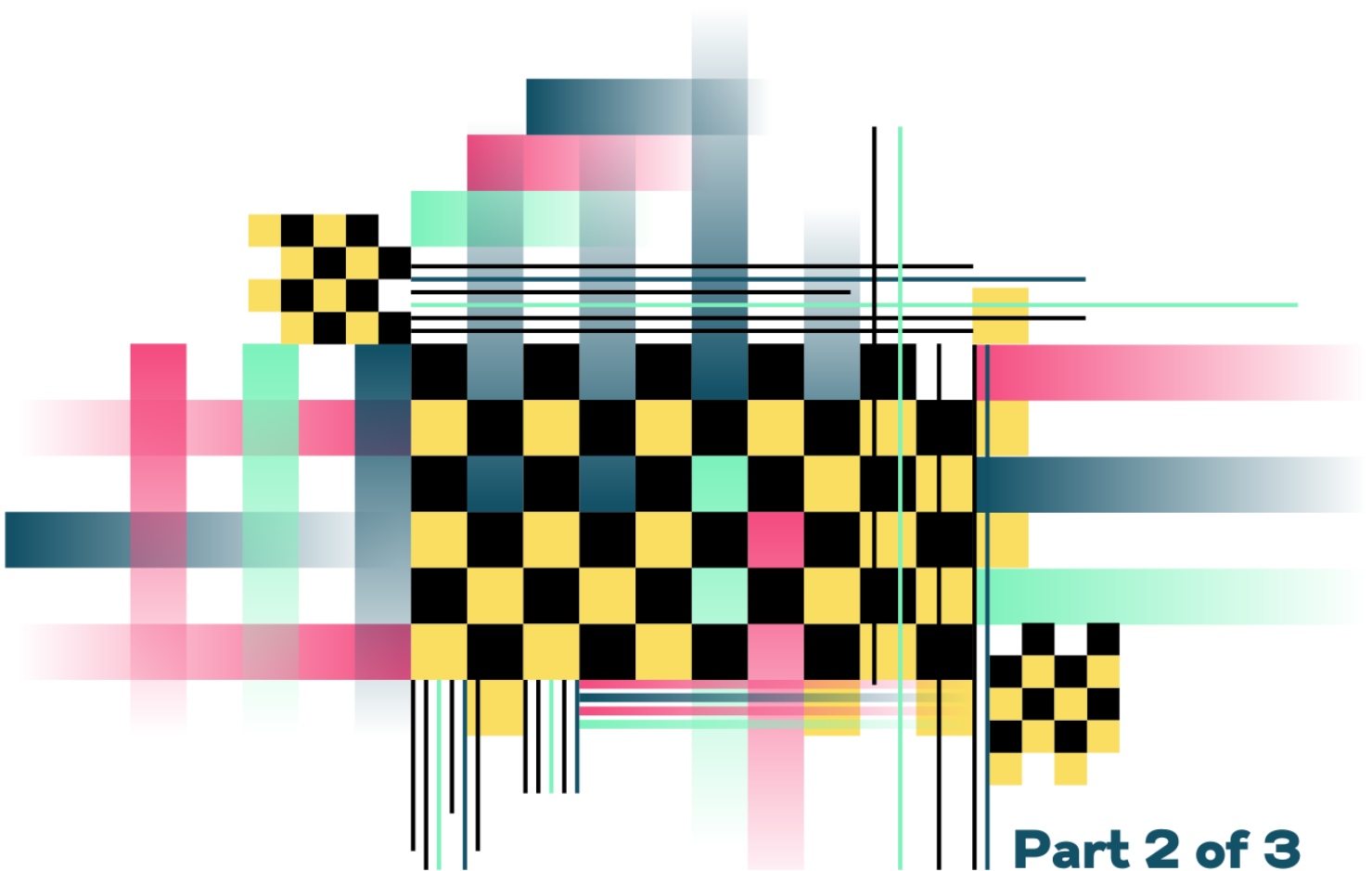


Global Citizens as **FUTURE** leaders



Part 2 of 3

Global Citizens as Future Leaders

In Part 2:

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Global Citizenship

With the world becoming ever more connected and interdependent, the concept of global citizenship becomes ever more prevalent. But what does it actually mean?

Global citizenship means an awareness of the interconnectedness among people, societies and environments around the globe. It emphasises responsibilities and contribution to a global society and economy.

A global citizen is someone who is aware of and understands the wider world – and their place in it. They take an active role in their community and work with others to make our planet more peaceful, sustainable and fairer.

One of the key aspects that all global citizens have is the power of optimism. They are creative, flexible, proactive, and dedicated to uprooting the problem. Also, other paramount characteristics that separate global citizens from the crowd are critical thinking, collaboration, and creative decision-making skills.

Global citizens are willing to help and collaborate with others. Global citizens have their own ideas and express them, but they are open to changing them if they are proved wrong. Global citizens are curious and want to learn more about the world. Global citizens look after the environment and don't waste things.

Together with Global Citizenship, we then also have **Digital Citizenship**. Similar to the concept of Global Citizenship, Digital Citizenship refers to the ability to engage positively, critically and competently in the digital environment, drawing on the skills of effective communication and creation, to practice forms of social participation that are respectful of human rights and dignity through the responsible use of technology.

A good digital citizen **protects their personal information, uses good judgement and**

treats others with respect. Whether you're posting on social media, sending an email or commenting on an online discussion, practising good digital citizenship makes our online world a more welcoming place for everyone.

Characteristics Of A Positive Digital Citizen:

1. Advocates for equal digital rights and access for all.
2. Treats others with respect in online spaces and never cyberbullies.
3. Does not steal or damage others' digital work, identity or property.
4. Makes appropriate decisions when communicating through a variety of digital channels.
5. Uses digital tools to advance their learning and keeps up with changing technologies.
6. Makes responsible online purchasing decisions and protects their payment information.
7. Upholds basic human rights in all digital forums.
8. Protects personal information from outside forces that might cause harm.
9. Proactively limits health risks of technology, from physical to psychological.

Collective Intelligence

When groups of people work together, they create intelligence that cannot exist on an individual level. Making decisions as a group, forming a consensus, getting ideas from different sources, and motivating people through competition are all components of collective intelligence.

It has been around for a long time, but the rise of new technologies that connect more and more individuals over greater distances to share knowledge and skills has transformed what can be achieved through CI. In the 19th century, it took almost 70 years to crowdsource the 400,000 words that made up the complete first edition of the Oxford English Dictionary. A modern-day equivalent, Wikipedia, receives 1.8 edits per second and sees more than 6 million new pages created per month.

CI offers at least four distinct opportunities to help decision-makers and communities solve complex problems:

- Understand problems: Generate contextualised insights, facts and information on the dynamics of a situation.
- Seek solutions: Find novel approaches or tested solutions from elsewhere, or incentivise innovators to create new ways of tackling a problem.

- Decide and act: Make decisions with, or informed by, collaborative input from a wide range of people and/or relevant experts.
- Learn and adapt: Monitor the implementation of initiatives by involving citizens in generating data, and share knowledge to improve the ability of others.

Developing Future Leaders

The world is changing. Technology has changed the way we work, COVID forced us to rethink how we work, and with no one knowing what the next ten years will bring, everyone is talking about “future-proof” and “digital transformation”.

Future-proof is essentially the process of anticipating the future and developing methods of minimising the effects of shocks and stresses of future events. Digital transformation is best described by the company, Salesforce: “it is the process of using digital technologies to create new, or modify existing, business processes, culture, and customer experiences to meet changing business and market requirements. It’s the reimagining of business in the digital age.

The move into this new world and the need to future-proof and digitally transform, means that leadership as we knew it needs to change.

Leadership is no longer about power and control but is about helping others bring their best selves to the work, it now needs to include empathy, it needs to build trust and there needs to be effective communication. A future-proof leader does a great deal more than just maintaining the status quo. They need to be able to embrace complexity and ambiguity, be empathetic, compassionate and understanding. With so much going on, it’s going to be important to ensure that our leaders have the skills and resilience to keep on moving forward in a world that is ever changing. ([Learn more about Future Leaders in Part #01](#))

Only 41% of HR leaders say their organisations have the defined set of skills needed for their digital transformation, according to [research by Aon](#).

In order to develop future leaders who can navigate their businesses through the next ten years, those responsible for leadership development should consider some of the following approaches:

Develop skills and self-awareness through experiential learning

Skills such as emotional intelligence, collaboration, creativity, and critical thinking are

learned over time through experience and reflection. Building experiential learning elements into leadership development initiatives provides an excellent, risk-free opportunity to do this. Assessments such as a 360-feedback process will also provide individuals with more self-awareness and help them understand any skill gaps that they can address.

Look beyond “high-potential” candidates

In many organisations, high potentials are frequently labelled so because they fit the mould of what a current leader should be in the organisation, not what will be needed in the coming years. Consider identifying candidates who exhibit the traits and behaviours of the future-proof leader and start their development early, with initiatives targeting more junior candidates.

Don't ignore the current leadership

While the desired outcome of leadership development initiatives should be to create and impact leaders of the future, it is important to engage their managers - the current leadership, and ensure that they at a minimum support the development process. Ideally, managers will adopt and role model critical behaviours.

In order to identify these future leaders, organisations can look for the following traits:

Critical Thinking

As information grows and circulates with increasing speed, leaders will need to sharpen their ability to think critically, testing their assumptions using concrete evidence.

They will need to not only formulate various future scenarios but understand the variables that can affect their decisions and ensure that they have tangible and verifiable facts on which to base those decisions.

Curiosity & Innovation

The current business environment is full of surprises and uncertainties, which makes forecasting the future a difficult, if not impossible, exercise. Leaders need to be able to look away from their own industry or sector regularly to see innovative changes occurring elsewhere and think about how emerging trends will impact their business – for better or worse. Leaders will need a high-level of curiosity and imagination to grasp threats and

leverage opportunities that the future will bring, as well as the open-mindedness to “unlearn what they have learned.”

Emotional Intelligence

Leaders will need the skills to build and support a culture of collaboration, bringing together experts with different specialties to share knowledge and create cross-functionally. To achieve this, they will need to foster an open environment in which team members can contribute and be heard, regardless of seniority.

Tech-savviness

Leaders need to be aware of evolving digital technologies and the ecosystems behind them, what they mean for the business, and which ones the organisation needs to adopt. Instead of adding shiny new technology for the sake of it, leaders will also need to articulate the importance of new technologies so that everyone is clear on the “why”. In addition, leaders will also need to be comfortable working with digital teams, high-performing millennials, and startups, while also discussing large amounts of data, insights derived from it, and the informed decisions they make.

As the pandemic dust settles and the long-term impact becomes clearer, the reality is that business must be prepared to throw out established leadership sensibilities in order to survive and thrive. Only then can they build a future-proofed leadership bridge between the leaders of today and the leaders of tomorrow.

Collaborative Learning and Development

Collaborative Learning is a training methodology where employees share their knowledge and expertise, teaching and learning from one another at the same time. This group learning enhances the training experience by capitalising on each employee's skills, ideas, and institutional knowledge.

You might be familiar with techstacks like Slack, Asana, Google Docs, Basecamp, and Wrike. What all of these have in common is that they promote productivity through social and collaborative experiences.

Group members all contribute to projects together to achieve common goals. They're able

to comment, ask questions, and give instantaneous feedback. Collaborative learning strategies mirror this concept.

Similar to being back in school classrooms when we participated in cooperative learning, we're often engaged in peer to peer social interactions. When audiences learn with a social component, there's individual accountability to learn, married with a more interactive learning experience.

With collaborative learning, you can unlock your learners' expertise, encourage them to exchange best practices, reinforce them with peer-review, and have them share knowledge across teams.

Some of the ways to bring this to life can be to record demos, lectures, webinars, and calls directly within your platform that can then be shared across your learning communities.

Social and collaborative learning in the workplace are where you reinforce training. By having peers interact and teach each other through coaching, training, and questionnaires, everyone gets the repetition that they need. When learners actively participate in cooperative learning, they constantly bump into the same best practices being echoed in your channels, which helps make them stick.

Collaboration helps us reiterate what we've learned once or twice already, and hearing that third person say it is what makes it cement. These bite size reinforcements help your learners to garner a better grip onto what you've taught them so they can then teach others too.

Benefits of Collaborative Learning and Development:

- Develops self-management and leadership skills
- Increases employee skills and knowledge
- Improves relationships across teams and departments
- Improves knowledge acquisition and retention
- Improves employee retention and promotes workplace engagement

4 Tips for Implementing Collaborative Learning

Here are a few tips to help facilitators implement collaborative learning in their workplace:

- **Keep the groups small.** Groups with three or fewer members may provide less diverse experience and feedback within the group, while groups of six or more can be unmanageable and leave some members with less to do than others. Four or five members per group is ideal for a collaborative workplace situation.

- **Establish self-management.** Encourage the development connections through team-building exercises. Once teams are formed, assign roles and give them time to create a work plan with clearly defined goals, deadlines, and responsibility assignments.
- **Keep the rules flexible.** Allow situations within the group to change without impacting the goal or interaction. Change group members' roles periodically to allow greater experience and learning in the group. Foster an environment where employees work to resolve issues within the group. Encourage self-support and stress-reducing strategies as long as they keep the group on task.
- **Add outside strategies.** The jigsaw strategy breaks assignments into subtasks with individuals researching within their job roles. They then return to the group to inform them of what they've learned. A real-world approach, in which a goal or task is addressed through everyday situations within their own lives, can also help the teams connect to the idea better than an artificial scenario.

Collaboration is where the best work comes to life. There's a reason why the best song writers, fashion icons, and brands advertise their own collaborations! Two, three, and four heads are always better than one. Learning and Development is no different. The more knowledge and expertise that we have flowing between our learners, the better the outcomes.

From breaking silos and reinforcing best practices, to distributing C-Suite knowledge to your newest employees, collaboration is the way to stretch your talent's knowledge further.

IFC MISSION: *Quality Creativity Education for Sustainable Leaders to Create Positive Impact and Change*

At In Full Colour Consultancy, we work with educators and creatives to help them be the future-leaders of their life, navigate their way through the digital world and create a life and business they love. Get in touch today to see how we can best help you and your business launch into this new world.

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