

**PETERS, JOSEPH**

Dean, Georgia College, USA

*Panel 2.2: Next Generation Leadership*

**Rethinking Leadership for Lasting Results**

This session is based on the application of the research reported in *Results that Last* and subsequent publications. The focus is on rethinking leadership strategies based on evidence-based leadership that maximizes organizational effectiveness. Strategies such as flipping the 80/20 Pareto principle to achieve higher levels of achievement or productivity; rounding for effective communication, accountability, and results; making work purposeful, beneficial, and meaningful for a positive climate; and “managing up” to eliminate the “we/they” phenomenon are used in multiple settings to turn around ineffective and divisive workplaces. When implemented, these strategies ensure long-term organizational change that is not based on individual leaders. Practical guidance and suggested workplace discussion activities will be provided so that participants can quickly try out some strategies in their own workplace.