



Leadership Report 2016: Digitale Disruption (German Edition)

Franz Kühmayer

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Disruption ist das Buzzword dieser Tage. Was darunter zu verstehen ist, lässt sich schwer greifen. Klar scheint nur: Alles wird wieder einmal anders als zuvor. Nur wie? Die Aufregung ist groß: Die Roboter kommen - und rütteln sogar an den Chfesseln und Managergehältern. Und gerade in Zeiten höherer Unsicherheit wird sozusagen intuitiv stärker an den bekannten Mustern festgehalten - aber desto stärker schlägt die Disruption zu. Disruption bedeutet, das Unbequeme zuzulassen, aus ihm zu lernen und im besten Falle gestärkt aus der Situation hervorzugehen. Sackgassen als solche zu erkennen und neue Wege zu gehen - ohne zurückzublicken.

Das Digitale ist dabei ein Disruptions-Treiber, und nur wenige Unternehmen sind „Digital by Design“, die meisten aber sind in der Lern- und Experimentierphase - und nicht alle werden diese überstehen. Die Digitalisierung ist einer der wichtigsten Treiber der Wirtschaft - und stellt Unternehmen, Führungskräfte und Mitarbeiter vor akuten Handlungsbedarf. Was zeichnet eine digitale, zukunftsfähige Organisation aus? Welche Leadership-Skills benötige ich, um eine vernetzte Workforce zu führen und durch das digitale Meer der Unwägbarkeiten zu navigieren? Oder wird in einer projektbasierten, vernetzten Arbeitswelt jeder kurzzeitig zum Chef (und der Leader an der Spitze überflüssig)?

Umso wichtiger ist es, digitale Kompetenzen zu erwerben und eine digitale Kultur wahrlich zu leben. Franz Kühmayer richtet den Fokus der diesjährigen Ausgabe des Leadership Reports gezielt auf die Digitalisierung der Wirtschaft und ihre Herausforderungen und Chancen für Führungskräfte und Manager. Digitalisierung macht die Wege kürzer, den Informationsfluss schneller, den Zugang einfacher und das Wissen größer. Arbeit wird immer mehr selbstbestimmt - das verlangt aber auch von jedem Einzelnen ein hohes Verantwortungsbewusstsein. Leadership betrifft künftig jeden - der Digitalisierung sei Dank.

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