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Performance, Inspired

RISE

FRAMEWORK FOR FUTURE-PROOFING
ORGANIZATIONS AND LEADERS



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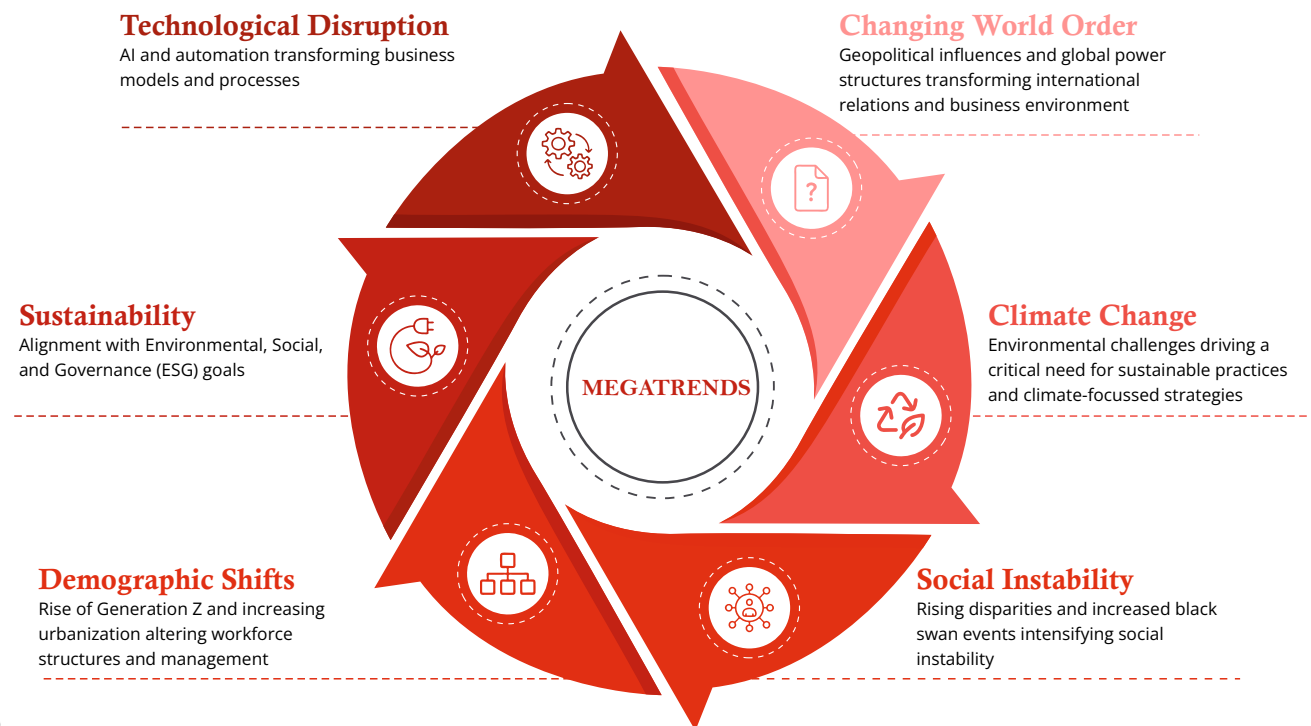
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Megatrends Shaping the Business Landscape



Technological Disruption

The rapid pace of technological adoption is evident. While airlines took 64 years to reach 50 million users, and television 22 years, Pokémon Go achieved this milestone in just 19 days [1]. To harness the full potential of technology through AI and automation, organizations must cultivate a forward-

thinking leadership mindset. This involves equipping leaders with the skills to drive technological adoption, encourage a culture of continuous innovation, and navigate the complexities of a digitally transformed business landscape.

Climate Change and Sustainability

With nearly 50% of the world's population expected to face severe water shortages by 2030, sustainability has become a central concern [2]. Companies must prioritize ESG (Environmental, Social, and Governance) initiatives to mitigate their environmental impact and promote social responsibility. This includes adopting green technologies, reducing carbon footprints, and aligning business practices with global sustainability goals. Cities like Amsterdam, Bangkok, New Orleans and Venice are at risk of submersion due to rising sea levels, emphasizing the need for urgent action [3].

Demographic Shifts

Generation Z is projected to comprise approximately 58% of the workforce by 2030 [4]. This demographic shift would require organizations to embrace a multi-generational workforce and foster inclusive leadership practices. Younger generations bring different values, expectations, and work styles, necessitating adjustments in management approaches and workplace culture. Urbanization trends also play a significant role, with more people moving to cities, impacting workforce distribution and infrastructure needs.

Changing World Order

“Globalization and geopolitical shifts are altering the balance of power and economic influence across the world.”

Emerging markets and nations are playing increasingly significant roles, which affects international trade, investment, and collaboration. Organizations will have to navigate this changing landscape by building flexible strategies that account for geopolitical risks and opportunities. Leaders need to be globally minded, fostering international partnerships and understanding diverse market dynamics to stay competitive.

Social Instability

Social instability, driven by economic disparities, political unrest, and social movements, poses significant challenges for businesses. With one in eight people affected and 8 million deaths annually due to mental disorders, these issues present significant risks [5]. Companies need to be proactive in addressing these issues by

promoting social justice, equity, and inclusion within their organizations and communities. Building strong, resilient communities around their business operations can help mitigate the impacts

of social unrest. Leaders shall be attuned to social dynamics and be prepared to respond to societal changes that could affect their business operations and reputation.



Driving Sustainable Growth with RISE

In the face of rapidly evolving megatrends, organizations must adopt strategic approaches to ensure sustainable growth and resilience. The disruptions caused by technological advancements, climate change, demographic shifts, changing world order, and social instability necessitate a robust framework to navigate these complexities. As business dynamics become increasingly volatile,

“Organizations must embrace a holistic approach to leadership that transcends traditional boundaries and hierarchies.”

The interconnected challenges posed by these megatrends require a unified response that engages leadership at all levels. At a rapidly growing Singaporean multinational in the delivery, mobility, and financial services sectors, leaders found themselves grappling with the familiar pressures of hypergrowth. The company responded by investing in nearly 100 leaders, focusing on self-awareness, authenticity, and adaptability. This approach empowered leaders to navigate the pressures, fostering a culture of resilience and shared vision that carried the organization to a successful IPO [6].

Our **RISE** framework provides strategic guidance to organizations for navigating these changes and securing a sustainable business growth . By focusing on these key areas, organizations can effectively respond to the dynamic business landscape, drive innovation, and maintain a strong, forward-looking trajectory.



Robust Growth Velocity and High Energy

In today's VUCA world, seizing growth opportunities in existing markets while identifying and capturing new whitespaces is essential. This would require not only innovative sales strategies and enhanced sales capabilities but also a high-energy organizational culture underpinned by a positive vision of the future. A prime example of this approach is the automotive industry's transition to electric vehicles (EVs). With 42% of consumers preferring EVs and Europe expecting over 65% of new cars sold to be fully electric by 2030, automakers are adapting by building robust sales management processes and fostering a high-energy culture [7].

To sustain growth, top leadership must leverage their strong hunger for growth. India is set to remain the fastest-growing major economy in the world in 2024, driven by robust consumer demand and increased

investment across key sectors. The country's GDP expanding by 7.6% in the July-September quarter, surpassing expectations and projections by the Reserve Bank of India, exemplifies this robust growth velocity [8]. Building strong sales leaders, embedding robust sales management processes, and ensuring a flexible sales approach across the organization will become fundamental to sustaining growth. Additionally, maintaining high organizational energy and optimistic leadership will be crucial for driving momentum and achieving robust growth.

Innovative, Agile, and Customer-Centric Organization

To thrive amid emerging opportunities and evolving business models, fostering a culture of innovation, agility, and customer-centricity is imperative. By prioritizing end customers, organizations can drive customer-centric innovations and significantly enhance the customer

experience. Additionally, by treating employees as internal customers, organizations can enhance collaboration, responsiveness, and overall efficiency.

Agile responses to changing market conditions and the ability to swiftly adapt organizational strategies will become equally important. Gartner's 2024 Strategic Roadmap emphasizes that to drive profitable growth and increase customer lifetime value, enterprises need to adopt a new business architecture that prioritizes customer needs and fosters a customer-centric operation [9].

Cultivating a high-quality culture and embedding customer obsession into the organizational DNA will differentiate businesses and enable them to stay ahead of the competition, ensuring sustained success.

Shared Vision and Future-Ready Leadership

Creating a shared vision and developing future-ready leadership are critical for long-term organizational success. Breaking down

silos and ensuring a unified understanding of the organization's purpose and strategy at all levels will be essential.

Imagine a workplace where every individual, regardless of their role or location, is aligned and working harmoniously toward a shared vision and goal. This scenario is not a distant ideal but an attainable reality with effective leadership. Leaders must cultivate a shared vision that resonates across the organization, ensuring that every team member understands and commits to the common purpose [9].

Strong succession planning, robust processes for identifying and promoting high-potential leaders and equipping all leaders with the necessary mindsets and capabilities to navigate future challenges are fundamental. For that, an aligned top leadership team and a consistent coaching experience across the organization will become vital to fostering leadership development and ensuring strategic coherence.

ESG Sustainability and Inclusion

Acting as responsible corporate citizens by embedding ESG sustainability and inclusion into core strategies is no longer optional - it will be a strategic imperative.

“Organizations must foster a culture of inclusion, build psychological safety, and deepen awareness of sustainability issues.”

Embedding sustainable practices into daily operations will enhance corporate

responsibility and drives long-term business success. According to a recent KPMG survey of 50 ESG specialists across 10 countries, sustainability is increasingly becoming integral to corporate strategies. This shift requires businesses to adapt to evolving ESG reporting requirements and a dynamic regulatory landscape, impacting governance and organizational structures. Companies are now embedding sustainability across all levels, from boardrooms to daily operations, highlighting the need for group sustainability units to adopt a more strategic approach and collaborate across departments [10].

By prioritizing environmental stewardship and social responsibility, organizations can not only meet regulatory and societal expectations but also position themselves as leaders in sustainability and inclusion, contributing to broader global goals.



Implications on C-Suite Capabilities

More than three decades ago, Dr. Tony Cockerill, co-founder of CHPD, conducted pivotal research on leadership behaviors at the London Business School. This foundational work was then further developed by CHPD and later adopted and expanded by IBM Kenexa. This research led to identification of four high performance leadership clusters:

- Thinking Cluster
- Developing Cluster
- Inspiring Cluster
- Achieving Cluster

We feel that these 4 clusters of leadership are still very relevant. However, basis our interactions with more than 500 companies (in the last few years), we have identified 4 leadership mindsets and 12 capabilities that organizations will need to groom their C-Suite leaders on.

Forbes highlights that in an era demanding constant adaptation, informed trust - established through the consistent application of three core responsibilities - serves as a sustainable foundation for resilience and teamwork. Leaders who gain deep visibility into their operations, understand their people holistically, and act

with competence, candor, and care, build the confidence necessary for top performance, whether in times of stability or change.

When leaders foster interpersonal trust, they enable their teams to engage in calculated risk-taking, objective analysis, and quick decision-making.

This personal trust also strengthens organizational trust, sustaining organizational agility and driving innovation. Research suggests that the most effective leaders cultivate both organizational trust and interpersonal trust within their teams [11].

By combining our four clusters with RISE - we have not only identified key areas for leadership development but also integrated the essential mindsets and capabilities required for CXOs to drive sustainable

growth. This holistic approach ensures that leaders are equipped to inspire and lead their organizations toward long-term success.

Thinking Cluster: Core Mindset and Four Capabilities

We feel that within the thinking cluster, leaders will have to primarily display **“Transformation Orientation”**. We define this as - **“Adopting a proactive mindset that embraces and seeks out continuous change, driving organizational growth and transformation”**.

Underlying this mindset are following four capabilities:

- 1. Reinventing Business Model:**
Transforming business model and frameworks to drive competitive advantage and long-term growth.
- 2. Enabling Innovation Through Digital Transformation:** Leveraging digital technologies to foster cutting-edge solutions and enabling digital transformation.
- 3. Driving Customer Obsession:**
Embedding a relentless focus on customer needs and experiences into the organization's DNA and fabric.
- 4. Championing Sustainability:** Leading initiatives that integrate environmental stewardship and social responsibility into core business practices.

Developing and Inspiring Clusters: Core Mindset and Six Capabilities

Within these clusters, we feel that the core mindset that will be needed will be **“Inclusive orientation”**. We define this as - **“Being a truly inclusive leader that champions wholistic inclusion and actively creates an environment where every individual's perspective is respected and leveraged for collective success”**.

Underlying this mindset are following six capabilities:

- 1. Fostering Inclusion & Psychological Safety:** Shaping a truly inclusive culture which allows people to speak up.
- 2. Developing Talent Factory:** Building and nurturing a pipeline of high-potential talent to drive future organizational success.
- 3. Human Centered Leadership:**
Cultivating a leadership approach that prioritizes empathy and individual well-being to drive engagement and peak performance across the organization.
- 4. Instilling Purpose:** Aligning organizational goals with a compelling purpose to inspire and motivate employees.
- 5. 360 Degree Collaboration:**
Orchestrating seamless cross-unit and cross-organization partnerships and fostering a culture of open communication to achieve holistic and innovative solutions.

6. Gravitas & Executive Presence:

Demonstrating confidence, credibility, and poise to influence and lead effectively at the highest levels.

Achieving Cluster: Core Mindset and Two Capabilities

To achieve results in the changing world, we feel that the core mindset leaders will need to show is **“Hope Orientation”**. We define this as , “Cultivating a mindset that infuses optimism and positive emotion into oneself and others, fostering resilience and motivating teams towards a hopeful and empowered future”.

Underlying this mindset are following two capabilities:

- 1. Leading Change:** Steering organizational transformation with agility and vision to drive sustainable growth and adapt to evolving market demands.
- 2. Leading with H.E.R.O (Hope , Energy, Resilience, Optimism):** Inspiring and energizing the organization and self with hope, resilience, and optimism while strategically managing and channelling collective energy to drive impactful results.



Conclusion

Looking ahead to 2030, organizations that thrive will anticipate and adapt to the megatrends shaping business. Our RISE framework offers a comprehensive approach to preparing leaders for these challenges. Leaders must adopt a proactive mindset, foster inclusivity, prioritize employee well-being, and embrace agility

and customer-centricity. With a strong strategic vision and commitment to ESG sustainability, they can ensure long-term resilience. By developing the 3 mindsets and 12 capabilities outlined in this paper, organizations can navigate uncertainties and secure sustainable success.

High Performing Leadership Clusters	Key Mindset	Underlying Capabilities
Thinking	Transformation orientation	Reinventing Business Model
		Enabling Innovation Through Digital Transformation
		Driving Customer Obsession
		Championing Sustainability
Developing and Inspiring	Inclusive orientation	Fostering Inclusion & Psychological Safety
		Developing Talent Factory
		Human Centered Leadership
		Instilling Purpose
		360 Degree Collaboration
Achieving	Hope Orientation	Leading Change
		Leading with H.E.R.O (Hope, Energy, Resilience, Optimism)

Building Human Capital

InspireOne is a global consulting firm offering organizational and leadership development solutions. With more than 25 years of experience in the consulting domain, we help organizations convert their people and organizational capabilities into corporate value.

We want to see businesses prosper. We believe that the road to unparalleled success is when organizations can convert their most valuable asset – their human capital – to organizational capability. That is why InspireOne has united with a single purpose – of being the preferred partner in helping organizations and leaders grow by unleashing the optimal power and potential of their people.



Curated **LEADERSHIP DEVELOPMENT** journeys to build leadership and vision



Globally Benchmarked **SALES ENABLEMENT** programs to drive revenue growth velocity



We offer solutions in areas of Leadership Development, Manager Development Journeys, Sales Training and Enablement, Organizational Development, Culture Change and Executive Coaching.

It is through our inspirational approach that we align your human capital to one direction. We are passionate about achieving better results for you - results that transcend the bottom line and are uniquely styled, pragmatic, holistic, and enduring.



Holistic CULTURAL TRANSFORMATION and ORGANIZATION DEVELOPMENT for aligned culture and values



EXECUTIVE LEADERSHIP COACHING from Certified Leadership Coaches

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InspireOne
Performance, Inspired

InspireOne Consultants Pvt. Ltd.

T: 0124 4234531

E: info@inspireone.in

W: www.inspireone.in