



Special Edition: Fireside Chat with FCCS Forward Thinkers

Description: All that has really changed recently is everything. 2022 is a year of new opportunities, and it's all about pressing forward to the future. On today's episode of The Forward Thinking podcast, host Jean Canteo Segal welcomes Leslie Hilton, Jay Lux, and Lisa Cavanaugh to introduce the consultants from the FCCS Consulting Network and kick off the new year. In a fireside chat format, together they discuss forward-thinking and future-forward advice for leaders, directors, and teams as we all move forward into 2022. They highlight ways that leaders can take advantage of the opportunities of the new year and help organizations energize their leadership and their governance, strengthen their cultures, and create a distinct competitive advantage.

"Embrace what you don't know and use that curiosity to learn something new."
— Lisa Cavanaugh

Today's Insights Include:

Highlights from the panelists recent work

- + The right person in the right position can have a huge positive impact on an organization.
- + Jay's work combines a quantitative and qualitative analysis to provide the best possible understanding of what each employee has to offer.
- + Leslie reflects on the enthusiasm she has seen regarding training from subject matter experts and the concepts within their leadership roles.
- + Many directors are stepping up to the challenge of providing more value to their organizations, particularly in light of recent disruptions.
- + The unexpected shift brought on by the pandemic has created a different kind of opportunity.
- + Lisa has seen clients embrace opportunities to do things differently.

Potential team and organizational challenges in 2022

- + Uncertainty and volatility are going to continue to be present in the new year.
- + Multimodal ways of getting work done require an increase in management.
- + The Great Resignation could be reframed as The Great Reshuffle and provide new opportunities for growth within teams.
- + If an employee's whole health and well-being isn't being addressed, there is a higher likelihood they will look for opportunities elsewhere.

- + A strong economy with low levels of unemployment means there are many options for change.
- + Supply chain issues will continue into 2022.
- + Boards need to challenge themselves to be continuous learners who understand these disruptions, challenges, innovation, and opportunities.

Key actions directors can take today

- + Consider the effectiveness of policies surrounding director training, board training and education.
- + Be proactive about taking on direction, leadership, and training.
- + Challenge assumptions to ensure that the best thinking is being engaged.
- + Clearly articulate the kind of culture you want to have.
- + Define and employ the key points of effective communication.
- + Mind your mindsets — a fixed mindset will severely limit your access to talent.
- + Abundance and self-efficacy mindsets will give you and your team an advantage.
- + Be curious about what you don't know and use that curiosity to learn something new.

Focusing on forward thinking amidst day-to-day operations

- + Set achievement-oriented goals instead of chasing perfection.
- + Work-life integration needs clear boundaries in order to be successful.
- + Leaders need to create space for reflection, thought and strategic planning.
- + Connection building and psychological safety are critical to successful forward thinking.

Creating and fostering strong connections in a multimodal work environment

- + Virtual happy hours can help engage teams and form connections.
- + Don't stress about perfection as long as the goal is still being achieved.
- + Resilience is key to proceeding on in this uncertain environment.
- + Clear objectives and goals allow for measuring progress.
- + Celebrate achievements, no matter how small, wherever possible.

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Resources

[Consulting Network](#)

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Tweetables

"Getting the right person in the right position has a huge impact on the business."
— Jay Lux

"Many directors are stepping up to the challenge of providing more value to their organizations." — Leslie Hilton

"In crisis lies opportunity." — Lisa Cavanaugh

"Boards really have to challenge themselves to be continuous learners." — Leslie Hilton

"Leaders need to be articulate and intentional about what good culture means for their organization." — Jay Lux

"Embrace what you don't know and use that curiosity to learn something new." — Lisa Cavanaugh