

A conceptual image featuring a human hand holding a glowing red circuit board. The hand and board are positioned in the foreground, with the hand's fingers wrapped around the board. In the background, a city skyline is visible at night, with lights from buildings and streets. A large, semi-transparent globe of the Earth is overlaid on the scene, partially obscuring the city and the hand. The sky is a mix of blue and orange, suggesting a sunset or sunrise. The overall theme is digital technology, global connectivity, and leadership in the digital age.

**#Type in the digital age –**

## **Inclusive Leadership in the Digital Age**

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# Agenda

transformational  
leadership

Welcome to :  
– *Inclusive Leadership in the Digital Age-*

1. Implications of the Digital Age
2. Inclusive Leadership in the Digital Age
3. Deep Democracy process in action
4. Debrief

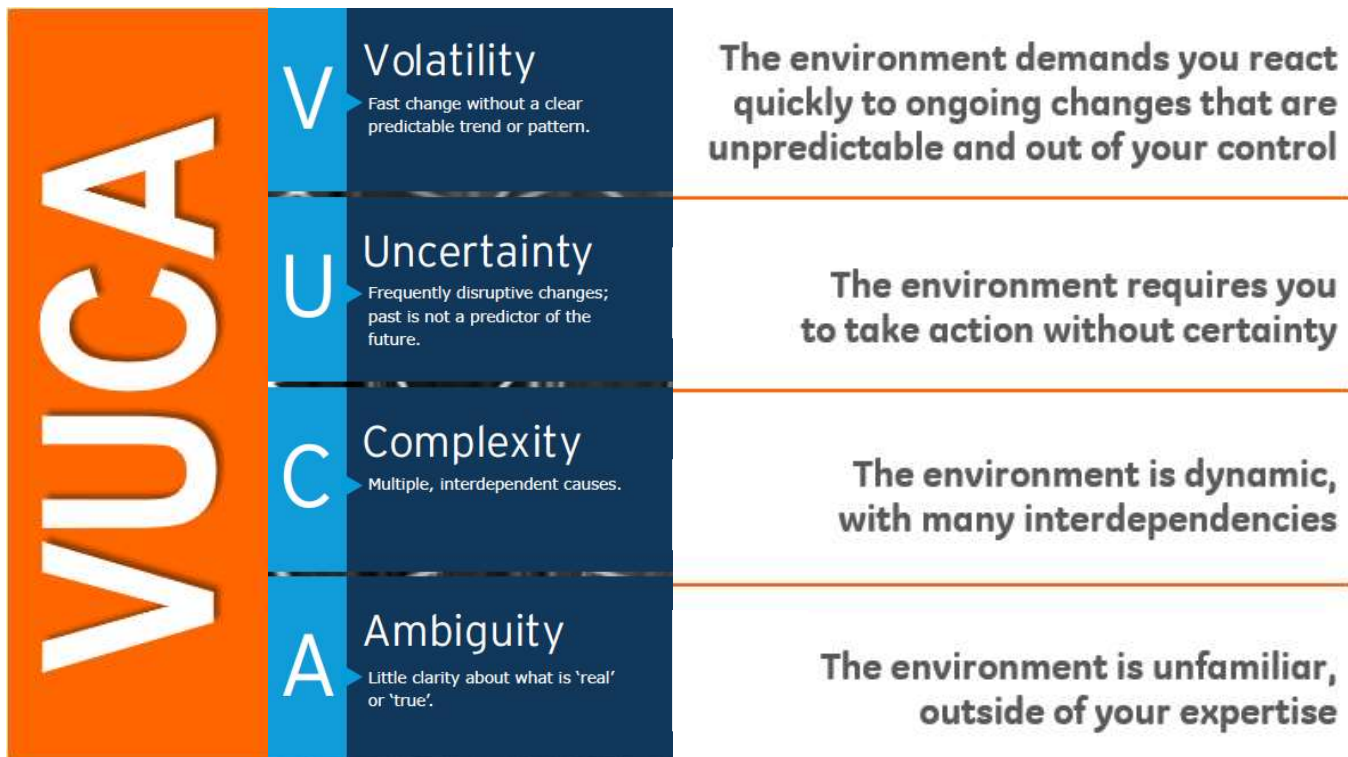


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# VUCA World

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We need leader's systems upgrade to be successful in a VUCA world





# Implications of the Digital Age



<https://www.youtube.com/watch?v=DL99deFJYaI>

# Key statements



- ...compassion, ethics, mystery, design, norms and values, The most important things in life cannot be expressed in zeros and ones.
- Are we the last unaltered generation of humans to inhabit this planet?
- Technology is not good or bad per se, it just is; until we apply it
- Technology is not our enemy it is a servant, but it can also become a terrible master...
- Let's embrace technology, but not become it...





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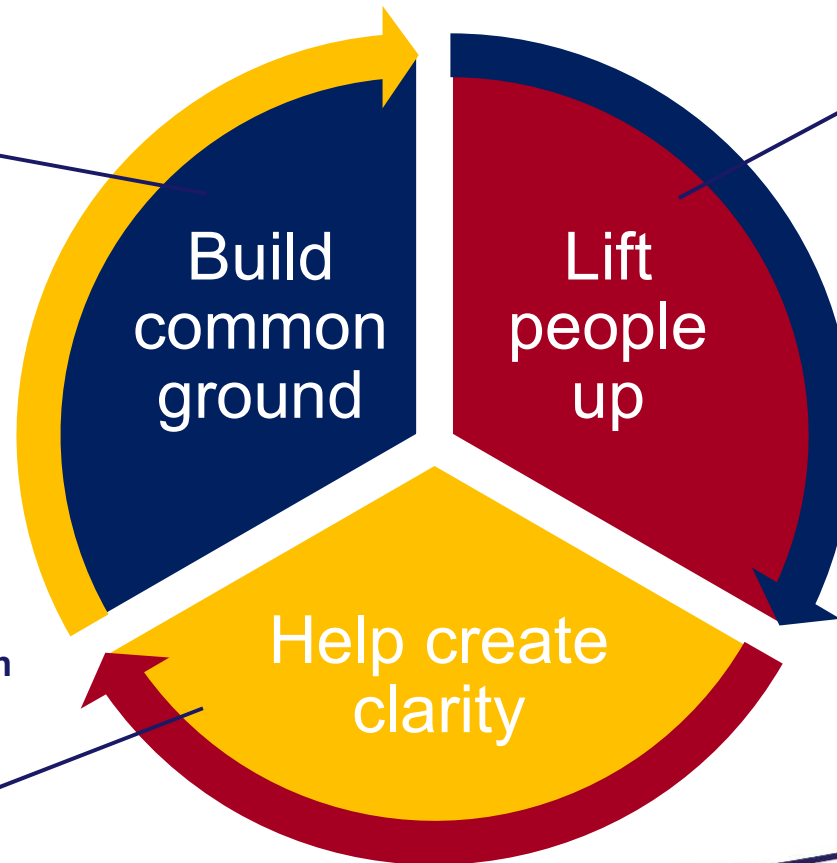


# Inclusive Leadership in the Digital Age

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- Curiosity and interest
- Know different points of view
- What is common understanding?



- Safe space
- Encourage and recognize
- Contribute – let all voices be heard
- Feel valued and included

- Share information and keep people in the loop
- Be transparent and explain your thinking

  
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A conceptual image featuring a human hand holding a glowing orange circuit board. The background is a composite of a blue and white Earth globe and a city skyline at night with illuminated buildings and streets. The text is overlaid in red on the upper right portion of the image.

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**Inclusive Leadership in the Digital Age**

**Deep Democracy Process in Action**



# What is Deep Democracy?

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1. Authentic dialogue
2. Listening to all the 'voices'
3. Enriching decisions

## As Philosophy – an inherent belief

*"Every voice, every person and every perspective is needed to bring wisdom, creativity and wholeness".*

## In Practice – means we need to be aware, value and include

*"Include marginal voices, beyond majority and mainstream, beyond tolerance, including those that are uncomfortable for me..."*

# What are the Principles of Deep Democracy?

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Not just about openness to other people's views; it's also the emotions and personal experiences that often get excluded from group discussions

It's about listening to all the 'voices' of the system, including the unpopular ones. Every voice carries data, information and wisdom in some way for the system



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# What are the Principles of Deep Democracy?

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Not just about openness to others views; it's also the emotions and personal experiences that often get excluded from group discussions

1. Having a safe environment
2. Try on different roles – take a stand from these roles; share your views with conviction
3. Participate - be ready to engage in dialogue with other roles – deepen the exchange and the learning
4. Listen to the voice of the system – all voices should be heard
5. Be open to influence (Everyone is right, partially)
6. Follow the energy in the room – trust the process
7. Take a position in relation to a voice according to how much you agree



# Key topics to discuss

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1. How do different types experience the impact of digital age?
2. Future leadership skills needed – in the light of the digital age



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# Debrief

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## Debrief

1. How was it being part of this process?
2. How did this process impact you?
3. How was it to take on different roles?

## Evaluation

1. What did you learn from the process itself?
2. What did you learn on future leadership skills?