

**HUNT
PARTNERS**

LEADERSHIP
EMERGENT INDIA

A background image showing a business meeting. In the upper right, a person in a dark suit is holding a pen and looking at a document. In the lower left, a silver laptop is open on a white desk. The overall scene is professional and focused.

EMERGING TENETS OF LEADERSHIP



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ADAPTING TO A NEW WORLD ORDER

The concept of leadership has evolved significantly over the years. It has often been related with expertise in a sector or function with a proven track record of achievements on business metrics. Post Covid, all of us are now immersed in a non-linear ecosystem, that requires self-assured leaders with agility and adaptability and an authentic leadership style with people's interests at the core.



TENETS AT A
GLANCE

AUTHENTIC LEADERSHIP

DEEP WORK

RANGE

INFLUENCE

RESILIENCE



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AUTHENTIC LEADERSHIP

In the post-COVID scenario, authentic leadership has emerged as a crucial factor in guiding organizations and communities through uncertainty. Authentic leaders, true to their values and transparent in their communication, inspire trust and stability, while acknowledging challenges openly, thereby fostering a sense of shared purpose, boosting morale, and adapting strategies to the new normal.



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**DEEP WORK - WHERE
VALUABLE AND COMPLEX
WORK CAN BE
ACCOMPLISHED**

Covid heightened the need for leaders to multi-task in a distractive environment. Developing a “deep work” ritual became an important step in management and a vital leadership skill. The ability to perform an operative and repetitive task to perfection, with unwavering focus is known as deep work. Dividing one’s day between preferred slots, preferred locations and preferred tasks emerged as a trend.



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**RANGE - OPERATING WITHIN
EXPANDING BOUNDARIES**

Covid pushed leaders of today to become “Generalists” who incorporate and manage multiple responsibilities simultaneously. It also presented the opportunity for leaders to explore their breadth and specializations, resulting in creative solutions for supernova success. What emerged is the ability to make connections and demonstrate a wide bandwidth.



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INFLUENCE - A TIMELESS LEADERSHIP TRAIT

Covid also nudged leaders to place people and organization ahead of profits. Influence, an evergreen tenet of leadership, emerged as a key trait in fostering collaboration, driving change and building strong relationships, both within and outside the organization. Leaders grabbed the opportunity to communicate their vision compellingly, in pursuit of constant innovation, using persuasion to the fullest.



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**RESILIENCE - THE ABILITY
TO RISE ABOVE ALL ODDS**

Leaders need to sustain momentum and avoid being trapped in cyclicity as they steer their teams through uncertain and challenging times. Demonstrating resilience involves aligning personal and organizational values, effectively guiding teams, and staying committed to a long-term vision. The ability to sustain one's energy levels under the pressure exerted by the post-COVID dynamic, cope with disruptive changes, and bounce from setbacks, are some more examples of this key trait.

A professional meeting scene with people in business attire, a laptop, and a scale of justice.

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“IN THE EVER-CHANGING BUSINESS LANDSCAPE, TRADITIONAL LEADERSHIP MODELS THAT SOLELY EMPHASIZE HARD SKILLS ARE NO LONGER SUFFICIENT. EMERGENT TENETS OF LEADERSHIP REQUIRE LEADERS TO POSSESS A DIVERSE RANGE OF EXPERIENCES, RESILIENCE IN THE FACE OF UNCERTAINTY, INFLUENTIAL COMMUNICATION SKILLS, A DETAIL-ORIENTED APPROACH, AND AUTHENTIC LEADERSHIP STYLE. AS THE DYNAMICS OF LEADERSHIP CONTINUE TO EVOLVE, ORGANIZATIONS MUST RECOGNIZE AND NURTURE THESE SOFT SKILLS IN THEIR LEADERS TO ADAPT AND FLOURISH IN THE UNPREDICTABLE FUTURE.”

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