

GENERATIVE LEADERSHIP

THE INNOVATING LEADERSHIP CONCEPT OF TCI

TCI 'reconsidered' from the perspective of our profoundly changed Globe

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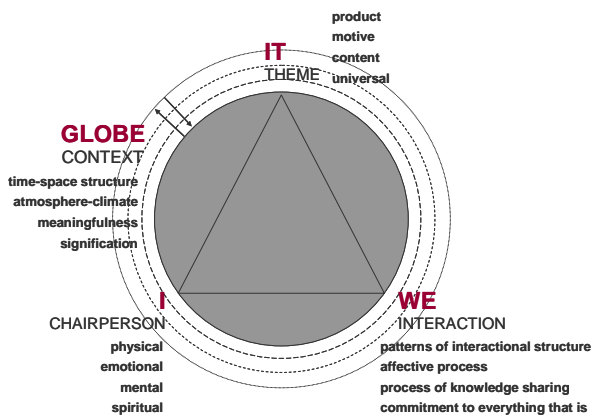
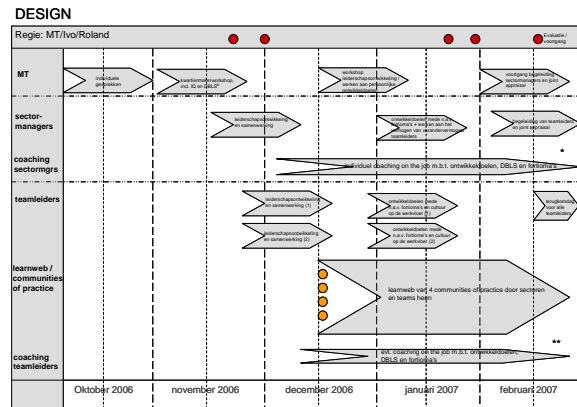
Context and targets:

Generative Leadership – the transformational leadership concept of the theme-centered interaction (TCI): TCI as transformational leadership exceeds the purpose of leading groups/teams, while fostering innovation and changeability in organisations and interactional systems as well as in communities. Organisations are living systems, learning how to be a constructive and productive part of the whole. They have to learn to survive in a turbulent environment. The leadership compass of TCI may be understood as a dynamic system of interrelations of the 4 components at 4 levels.

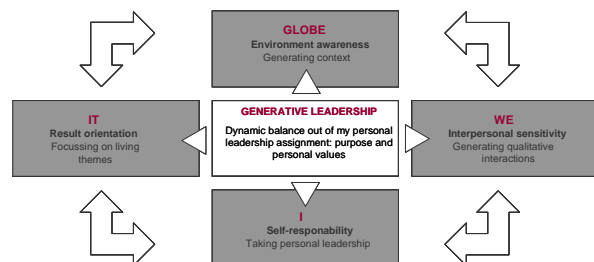
Aspect of TCI highlighted in particular and topic for discussion:

- the birth and the development of TCI in the sixties / seventies
- the further development of TCI as Generative Leadership in our Globe today

So leadership is the issue. In case of an international banking and insurance company, the focus of a successful programme was on how to develop the leadership potential needed to be able to act in 'mega'-uncertainty: "going on expedition under ones own power".



In this programme we used the **Dynamic Balanced Leadership ScoreCard®**: A new and original instrument for understanding the dept of TCI, including 33 competences. All managerial participants of named internal Generative Leadership Programme scanned themselves and each other using this scorecard.



TCI can help us to lead ourselves in continuing changes, during a lot of uncertainty and through turbulent times. TCI generates leadership and fulfils the need for 'new' leadership in our present time.