

# “Leadership development in the age of algorithm”

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## Our Digest

We all now expect personalised content as it is routinely available through on-line retailers and news services based on the insights they have accumulated about us – our children even more so. But have leadership development programmes evolved to offer the same degree of customisation?

Certain organisations are pushing the boundaries and expecting more from their leadership development programmes. They recognise that the characteristics of leaders will determine the most appropriate approach to developing their leadership skills further rather than a generic ‘one size fits all’. With this they are using a five step approach to develop a more customised approach to leadership development in the age of the algorithm and data reasoning.

A key insight is to scale concepts rather than techniques. A concept can be adapted to the style and personalities of many leaders, however it is very rare to discover a specific technique that is applicable to all styles.

It is critical that a leader remains authentic as it is the most precious commodity a leader can possess. You can lose it if you try to adopt techniques that don't fit your strengths. Leaders with similar styles benefit from sharing experiences and techniques as they can retain their authenticity. This reinforces that any algorithm is not generic for all leaders but specific to an individual style of leader. Leadership development needs to be dynamic to share best practices and innovations in real time with leaders who have relevant styles. Anything short of this sees leaders attempting techniques that clash with their styles, leaving all involved bewildered.

To read the article in full please click on the following link:

[http://www.poppartners.co.uk/sitemanager/uploads/products\\_a/HBR%20june%202012.pdf](http://www.poppartners.co.uk/sitemanager/uploads/products_a/HBR%20june%202012.pdf)

