

Today's Top Leadership Trends – and How to Meet Them

The past few years have transformed the world of work. Take charge of these changes by riding the latest trends into the future.

Leaders in all sectors, including the nonprofit world, are shifting their priorities due to the pandemic and the myriad challenges that have followed. Here are the top leadership development trends and how you can stay on top of them to ensure your organization's success.

The Great Resignation Is Leading to the Great Reimagination

Resignations reached a record high during the past year with millions of workers leaving their jobs in search of better opportunities. Nonprofits haven't been immune to this exodus of employees. While the turnover rate is lessening, the ramifications of the Great Resignation are still far-reaching.

WHAT TO DO:

Step up communication with your employees. Earn their trust by being honest and forthright at all times. Ask for

their feedback, and follow up on their ideas. Show them how much they matter.

Focus on the priorities described in the following trends.

Employee Well-Being Has Become the Top Priority

Six of 10 employees report that well-being benefits are imperative if they're to stay in their jobs. Such benefits are one of the first things they look for when seeking new jobs.

WHAT TO DO:

Offer wellness programs that focus on physical, mental, and financial health. These programs might include, for example, exercise classes, stress-management instruction, and health assessments to help people eat better, lose weight, learn budgeting strategies, and have a positive mental outlook. Such a program will go a long way in reducing absenteeism and turnover.



“Well-being benefits are imperative.”

Provide incentives to boost morale and engagement.

Give employees health screenings and access to healthcare for their physical and mental health.

Career Nomads Are on the Move

A career nomad is an employee who can work from anywhere, in and out of the office. With virtual work the new norm, we don't expect to see the career nomad returning full-time to the office anytime soon.

WHAT TO DO:

Create an agile, flexible culture. Be amenable to employees' preferences as much as possible. Understand their motivations so you can help them fulfill their hopes and goals.

Unlearn old habits, and redefine practices to lead a hybrid workforce (in which employees who want to work from home are allowed to do so).

Invest in employee training, education, and development to increase engagement and retention. Let people choose some of the classes and conferences that appeal to them.

ED&I Has Become Essential

The past few years have brought to light a host of inequities in our communities and organizations across the nation.

WHAT TO DO:

Develop a culture that prioritizes equity, diversity and inclusion (ED&I). Glassdoor (glassdoor.com) reports that workplace diversity is a top priority for 67% of job seekers when evaluating potential employers. Organizations implementing ED&I solutions will be better positioned to attract and retain high-performing talent now and in the future.

Burnout Is an Escalating Problem

According to Indeed (indeed.com), 52% of employees experienced burnout in 2021, and that number is increasing at an alarming rate.

WHAT TO DO:

Invest in executive coaching programs to help yourself and others in your organization manage stress, enhance self-awareness, and handle workloads more effectively.

“Adopt the mindset of “we” rather than “me.””

Provide flexible hours, time off, and opportunities to work from home.

Spend time with your employees and get to know them. Find ways to show your appreciation for who they are and what they do. A simple thank-you can go a long way.

Offer parental support such as extended maternity and paternity leave as well as childcare support.

Use succession planning to develop current talent for future roles. A strategic succession plan is key to enhance long-term growth.

Create a strong sense of community through collaboration. Adopt the mindset of “we” rather than “me.” According to Zippia, 86% of leaders blame lack of collaboration as the top reason for workplace failures, and employees who engage in collaboration report higher levels of engagement and decreased fatigue levels. 

This list of trends was prepared by the Leadership Development Group (ltdgroupinc.com).

Ride the Trends

For details on how to manage the latest leadership trends, read these articles at [NonprofitWorld.org](https://www.nonprofitworld.org):

A Path to Stronger Programs, Greater Engagement, and Less Burnout? (Vol. 36, No. 1)

How to Coach People through Stress: Use Reflective Inquiry for Best Results (Vol. 38, No. 4)

Practices to Help You Thrive in Challenging Times (Vol. 39, No. 4)

Be Ready when Key Staff Members Leave (Vol. 39, No. 4)

Employee Feedback is No Longer Optional (Vol. 39, No. 1)

20 Ingredients for a Successful Collaboration (Vol. 29, No. 1)

Are You Offering the Right Perks? (Vol. 35, No. 1)

Embrace Mindfulness as a Leadership Practice (Vol. 36, No. 2)

The High Cost of Employee Turnover – and How to Avoid It (Vol. 31, No. 3)

Work Going Hybrid? What You Need to Know (Vol. 39, No. 1)

Fostering Organizational Resilience (Vol. 39, No. 3)

Secrets to Finding & Keeping Top-Notch Talent Without Breaking the Bank (Vol. 39, No. 4)