



Humanity in Leadership: Navigating Complexity with Care

Angela Driver, Chief Executive Officer, Tasmanian Leaders

WORKFORCES in Tasmania increasingly seem to be suffering from a collective sense of overwhelm.

It's evident we are amidst a polycrisis era, and the mounting challenges impacting the lives of Tasmanians undoubtedly impact how we show up and perform in our jobs.

As we navigate the intricate web of challenges facing leaders today, the upcoming Tasmanian Leaders Symposium in September promises to be a pivotal event. Highly regarded for convening nationally and globally recognised thought leaders, the annual Symposium brings together more than 120 delegates from regions, industries, and networks across Tasmania and beyond.

The 2024 Leadership + Humanity Symposium will be a catalyst for meaningful change that redefines leadership and provides tools to unlock the human dimension and address the challenges of today's workplaces. It's an opportunity for leaders to reflect, learn, and collaborate on forging a path forward that integrates humanity into the very fabric of leadership.

Reflecting on the diverse issues people grapple with daily, it's clear our leaders must be adept at managing not just business operations, but also the psychosocial well-being of their teams.

Still reeling from a global pandemic; climate concern is growing, cost of living pressure is taking grip, global unrest is concerning, societal shifts are occurring and the demands of technological advancements, like AI, seem relentless. People are being stretched emotionally, physically and mentally. On top of this, the moral and legislative responsibilities on leaders continue to multiply.

So how do we address these challenges holistically and ensure our workplaces and our experiences in them are safe and positive?

The answer is undoubtedly nuanced but requires the prioritisation of human welfare alongside organisational success.

As leaders we must challenge the traditional hierarchy that defines organisational success and take a balanced approach that starts with self-awareness, extends to team wellbeing, and acknowledges the psychosocial hazards prevalent in modern

workplaces. There is an undeniable interconnectedness of personal and professional fulfillment, and at the heart of the discussion lies the concept of humanising workplaces.

It involves creating environments where employees not only thrive professionally but also feel valued and respected on a personal level.

This becomes evident when we take into consideration the amount of time we and our teams spend at work, and the time outside of the workplace that is intentionally (or unintentionally), devoted to thinking about work.

Employee disengagement is said to be costing the Australian economy \$2 billion every year. With only three-quarters of Australian employees saying they're engaged at work – a little less than the global average (77%) and APAC average (76%) – there has never been a greater urgency to discuss how organisations can achieve sustainable success that benefits both their bottom line and their employees' well-being.

The Symposium aims to inspire leaders to adopt more empathetic and inclusive leadership practices. This starts with a mindset shift that emphasizes belonging, care, learning and growth.

As drivers of change, leaders have a profound responsibility to navigate complexity with care, ensuring their decisions and actions contribute to a more humane and sustainable future for all.

Angela Driver is CEO of Tasmanian Leaders Inc. The Leadership + Humanity Symposium will be held on September 5 at Crowne Plaza Hobart.

Details at <https://www.tasmanianleaders.org.au/programs/leadership-sympo/>

About Tasmanian Leaders:

Tasmanian Leaders is Tasmania's premier leadership development organisation amplifying purposeful and inclusive leadership for greater social, economic and environmental wellbeing.

Tasmanian Leaders provides a range of transformative leadership development programs and engaging events in iconic venues around the State. Our social impact work supports the wider community to thrive. Our influential Network connects current and emerging leaders to foster meaningful change together.

www.tasmanianleaders.org.au

Media Contact:

Claire Beale, Marketing and Membership Coordinator, Tasmanian Leaders
claire.beale@tasmanianleaders.org.au | 0402 352 995