



**PM Fair 2022, 7<sup>th</sup> October**

The Royal Museum for Central Africa  
Tervuren, Belgium

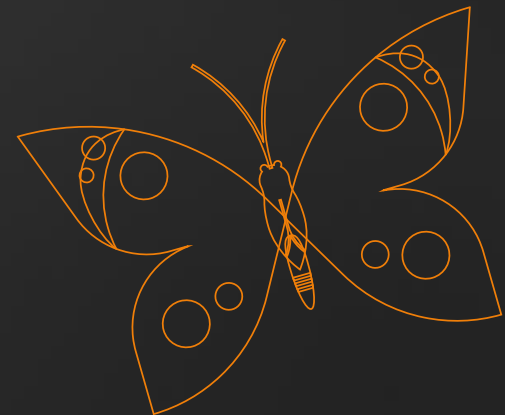


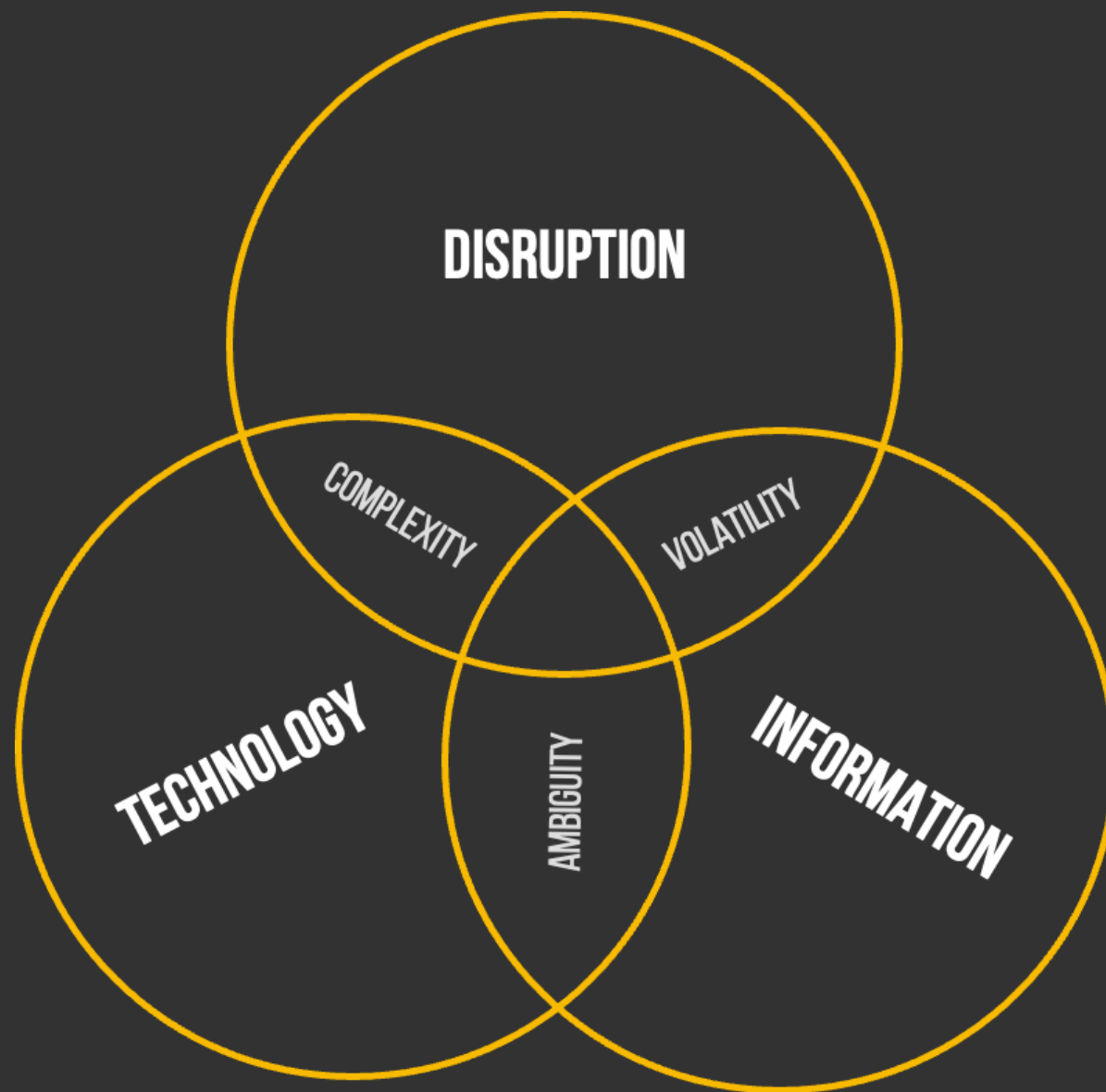
**Presentation**

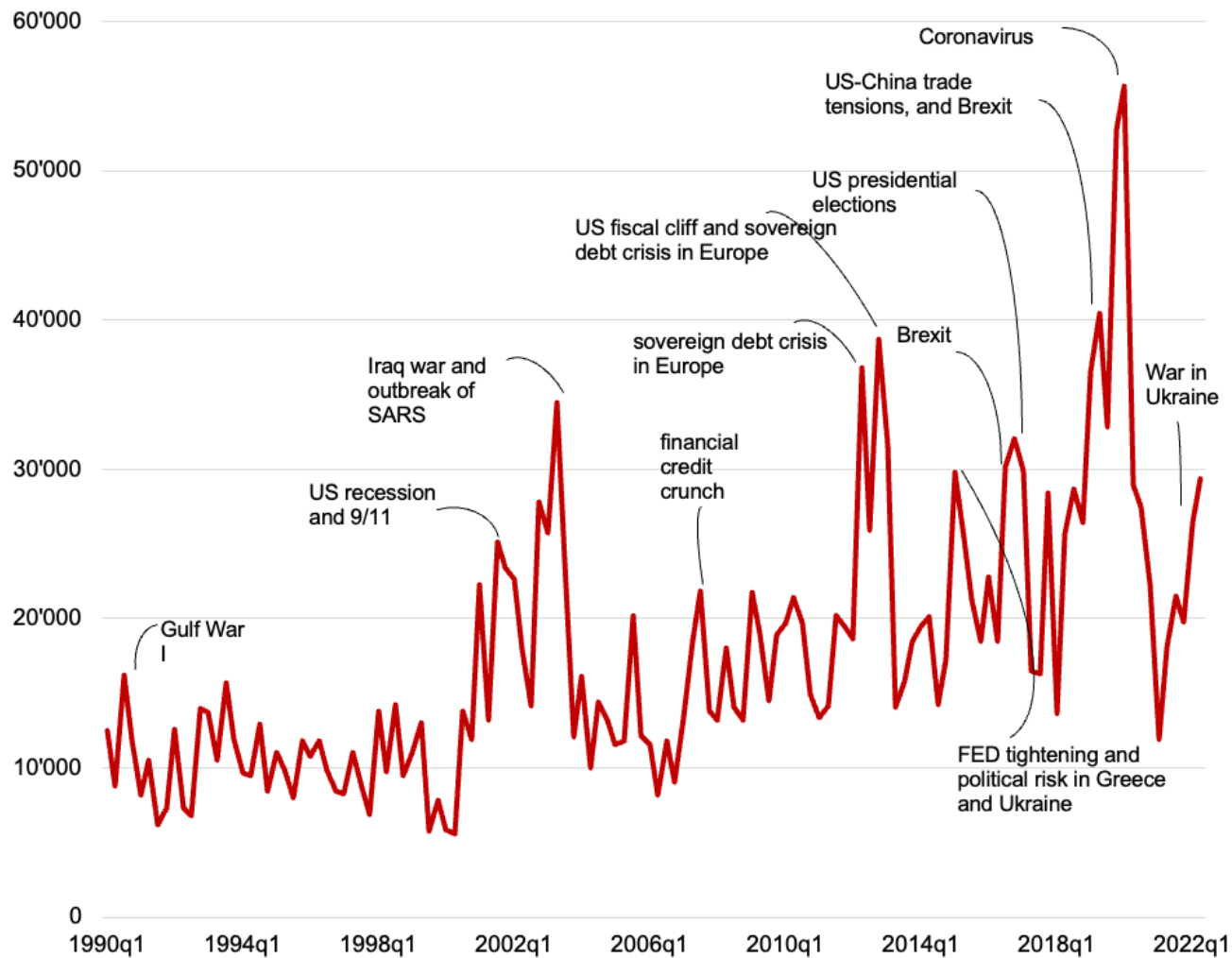
**Adapting to the age of change  
and transparency**

**Marcus Glowasz**

Project & Change leadership  
coach and facilitator

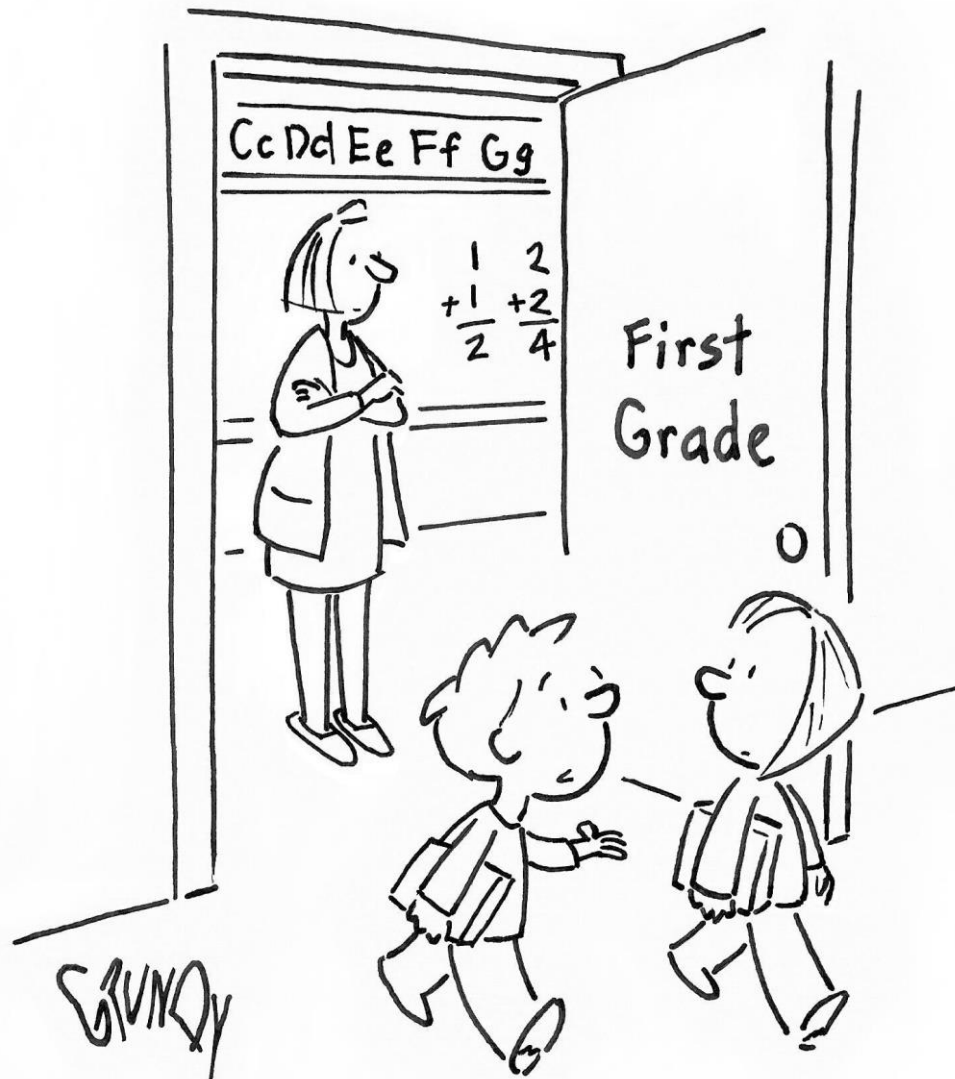






# World Uncertainty Index





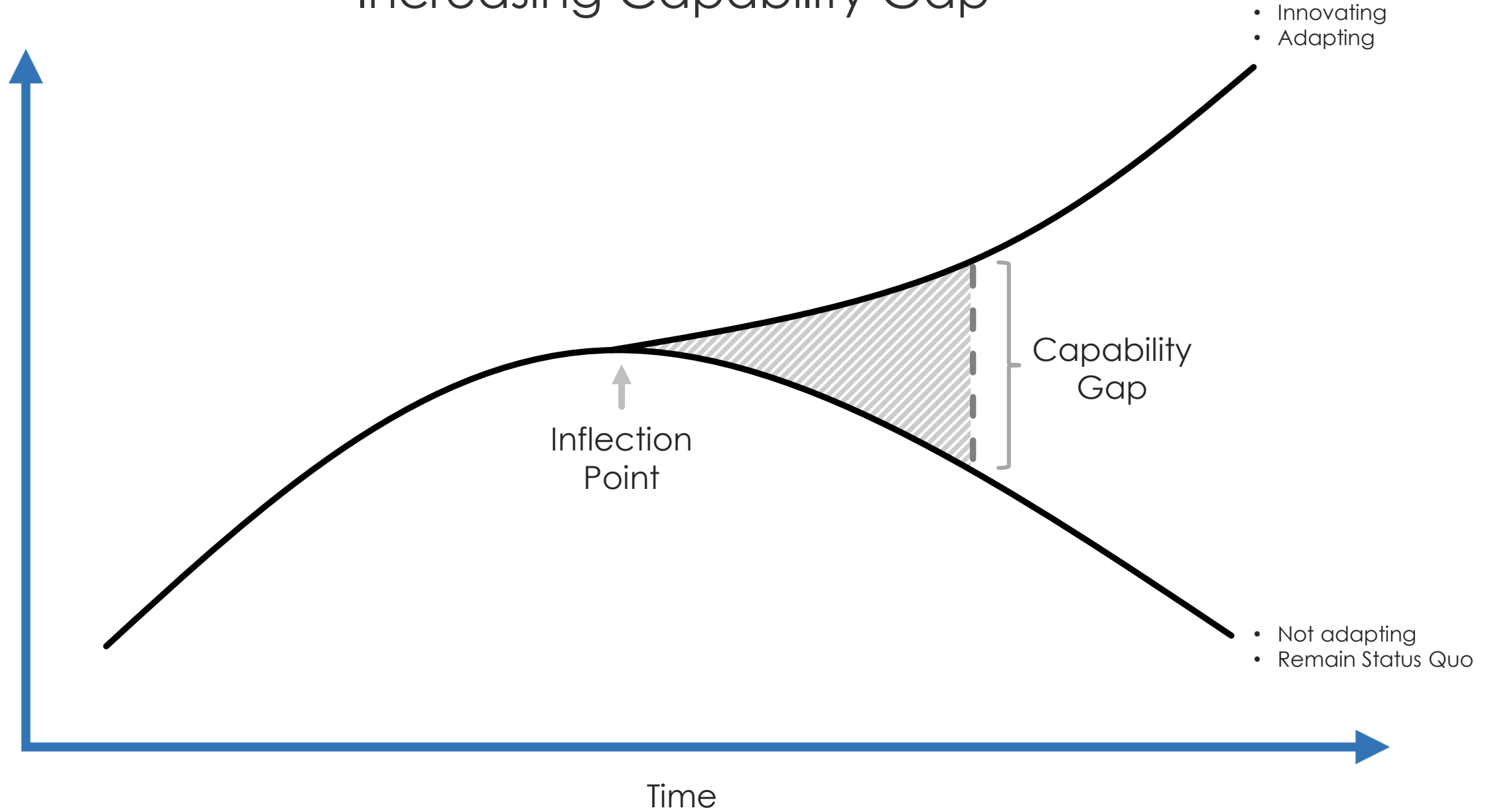
**"I don't think I'm ready yet  
for the information age."**

# Avoiding Complexity?

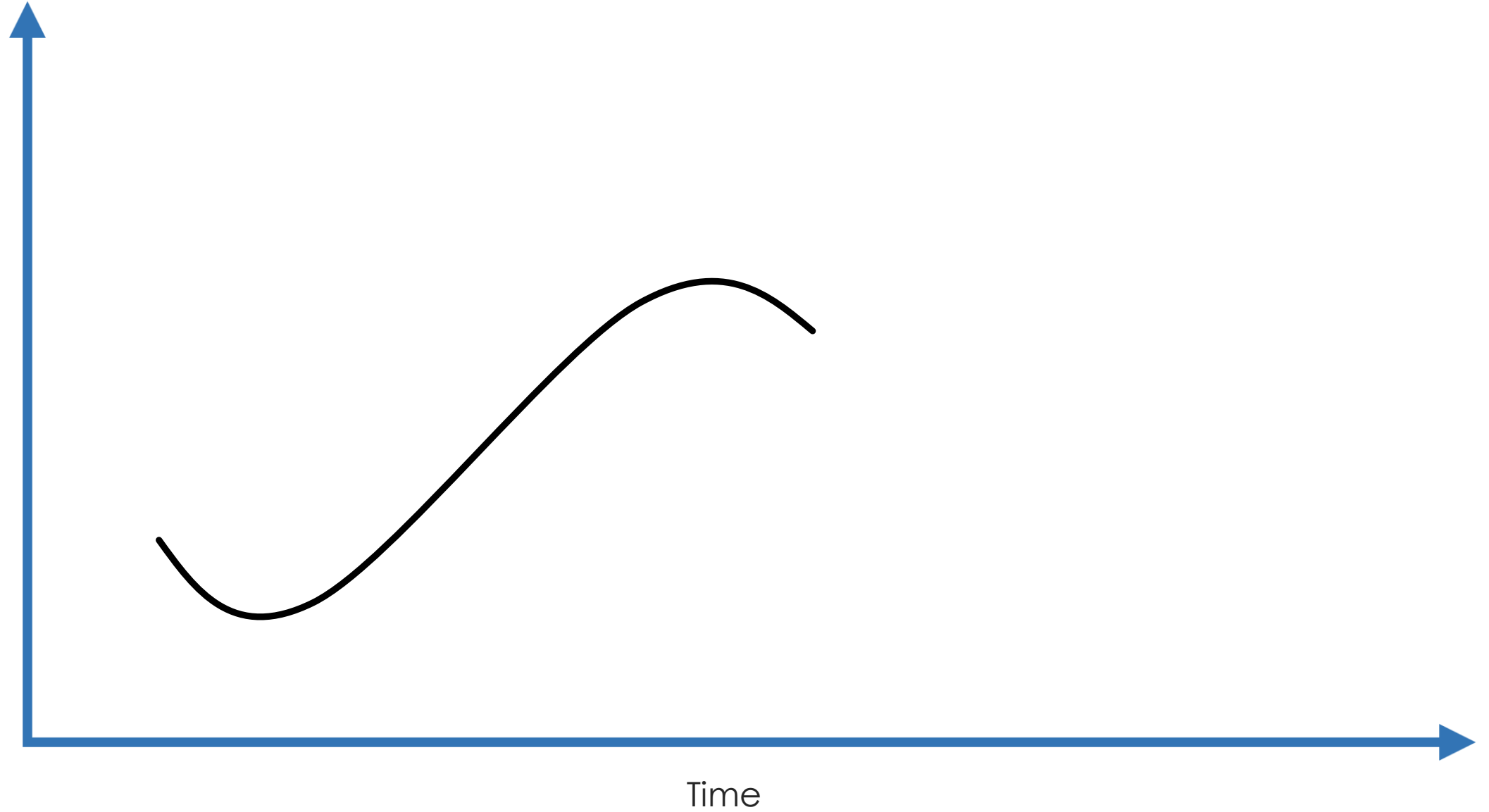


# Lagging Behind

# Increasing Capability Gap

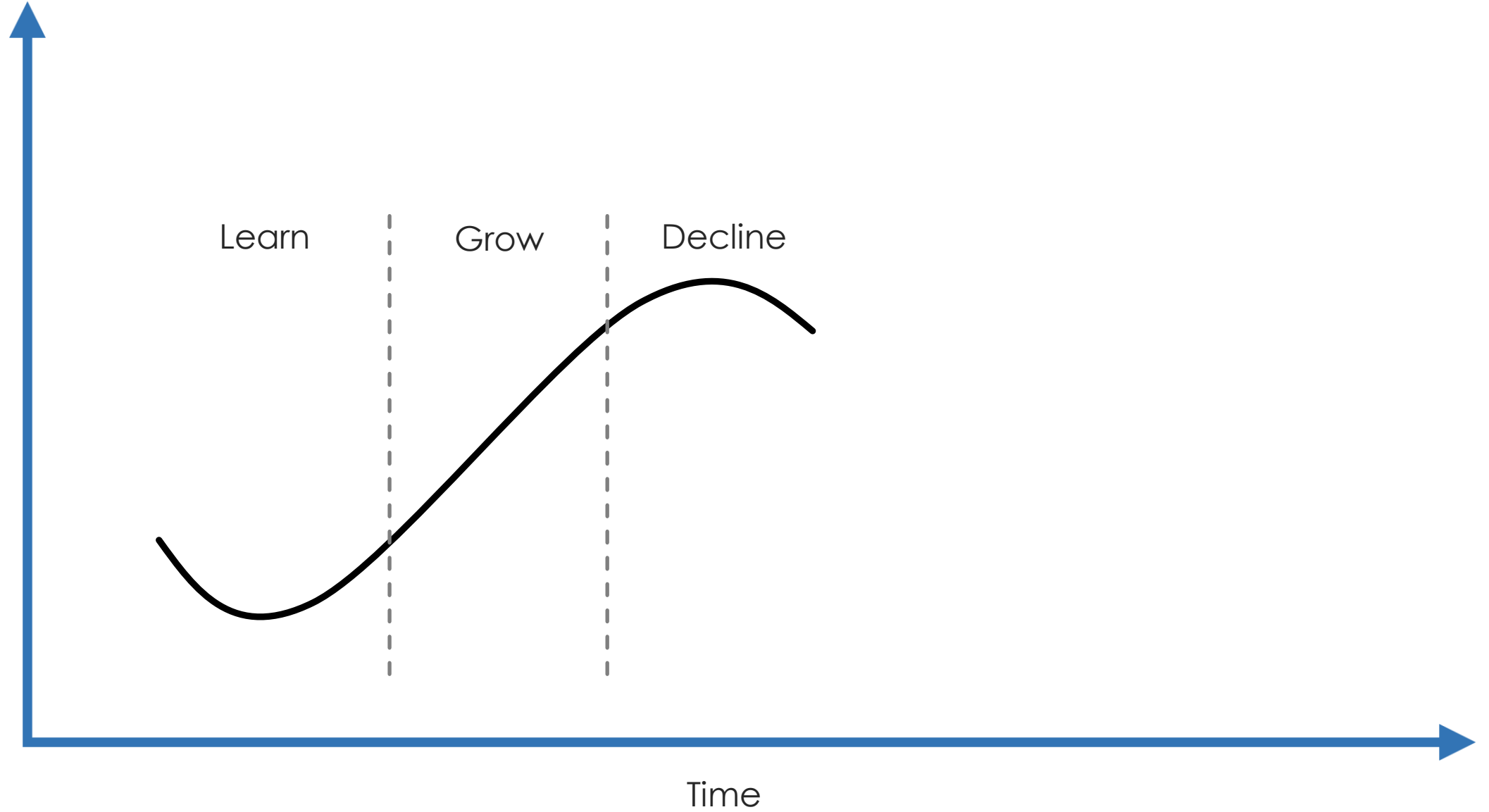


# The Sigmoid Curve

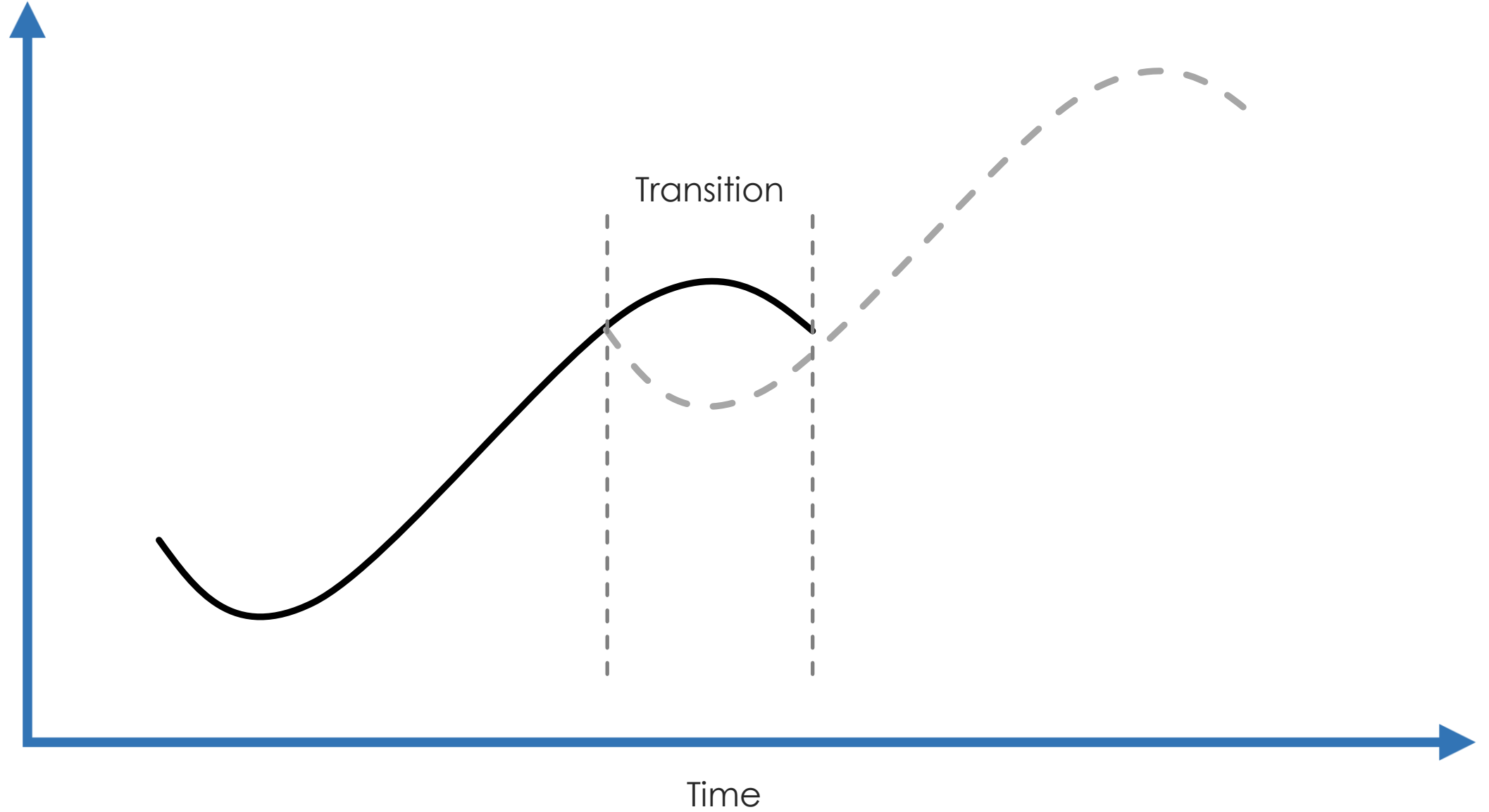




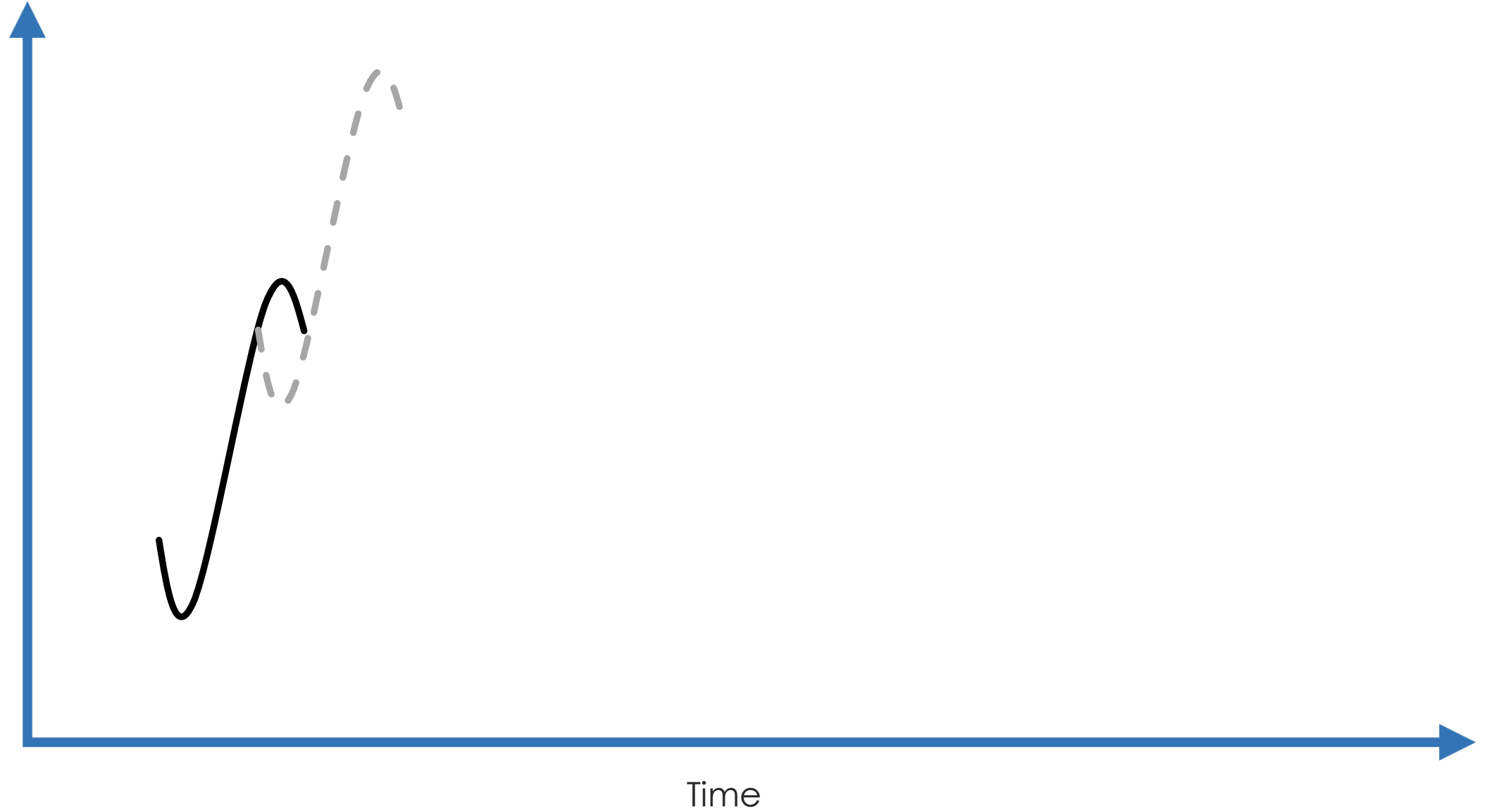
# The Sigmoid Curve



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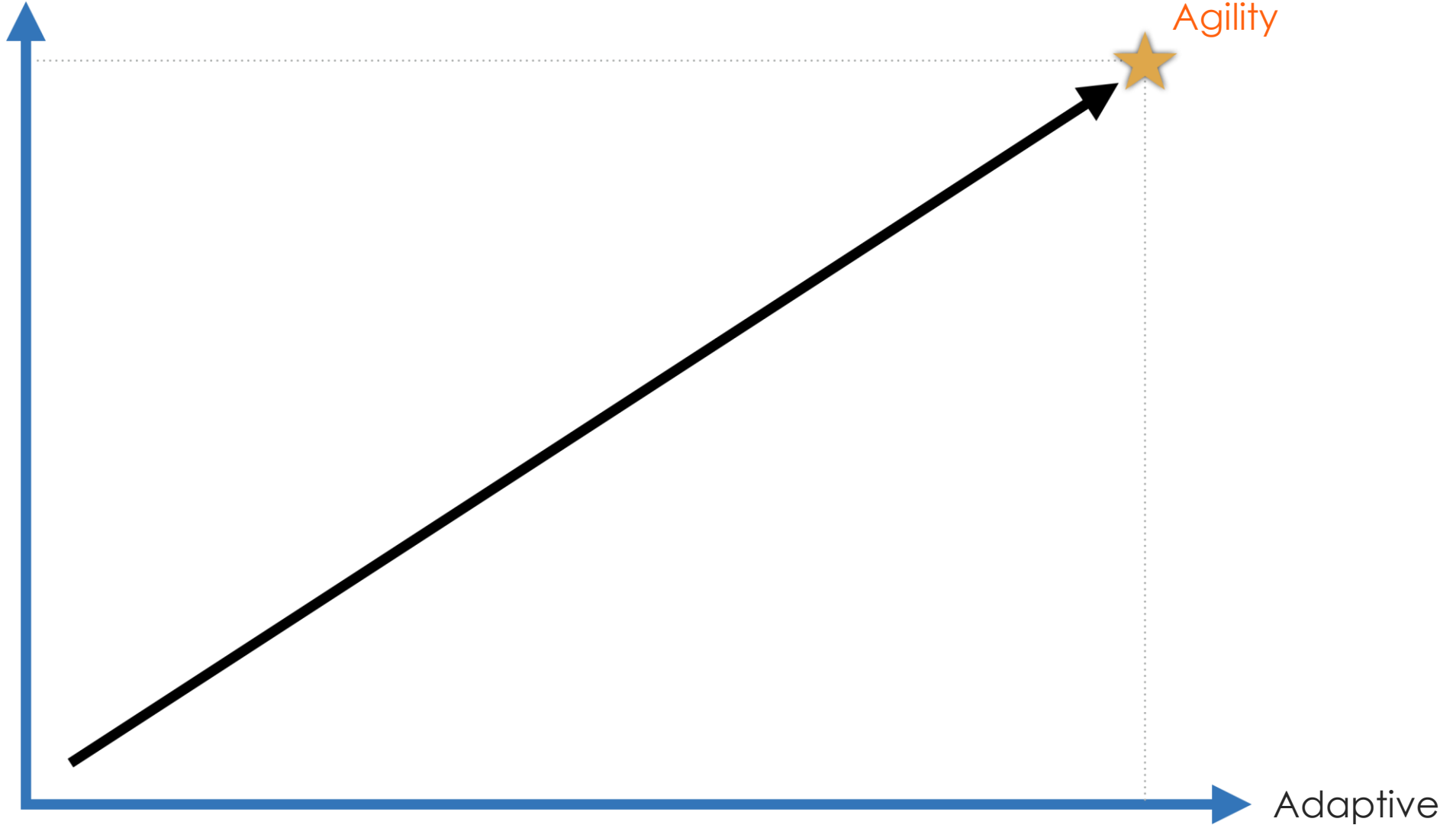


The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn and relearn.

Alvin Toffler,  
Future Shock



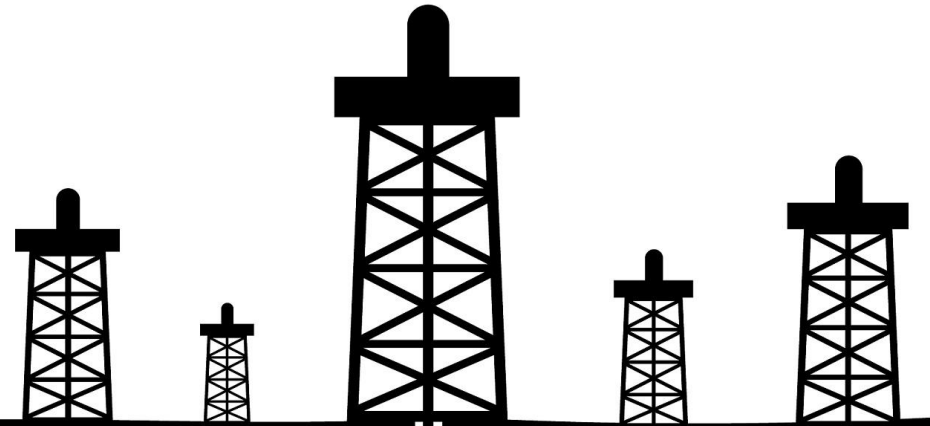
Informed



Agility

Adaptive

Data is the new Oil?



**DATA**



"Well, no, I don't see any patterns in this data, but I did see Elvis in my oatmeal this morning!"

CartoonStock.com

# The Need for a Data Culture.



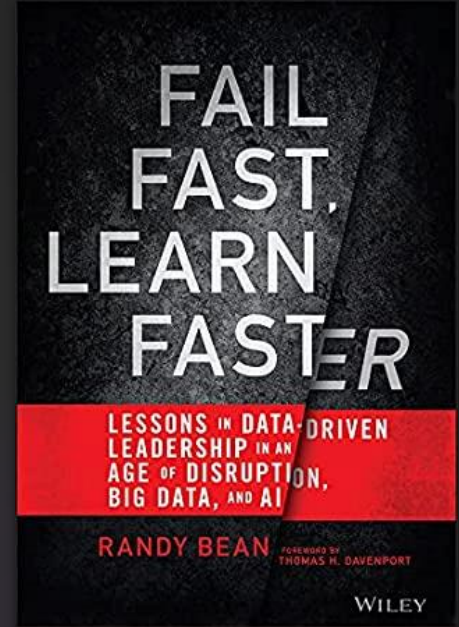
# The downside of Big Data: Fake News

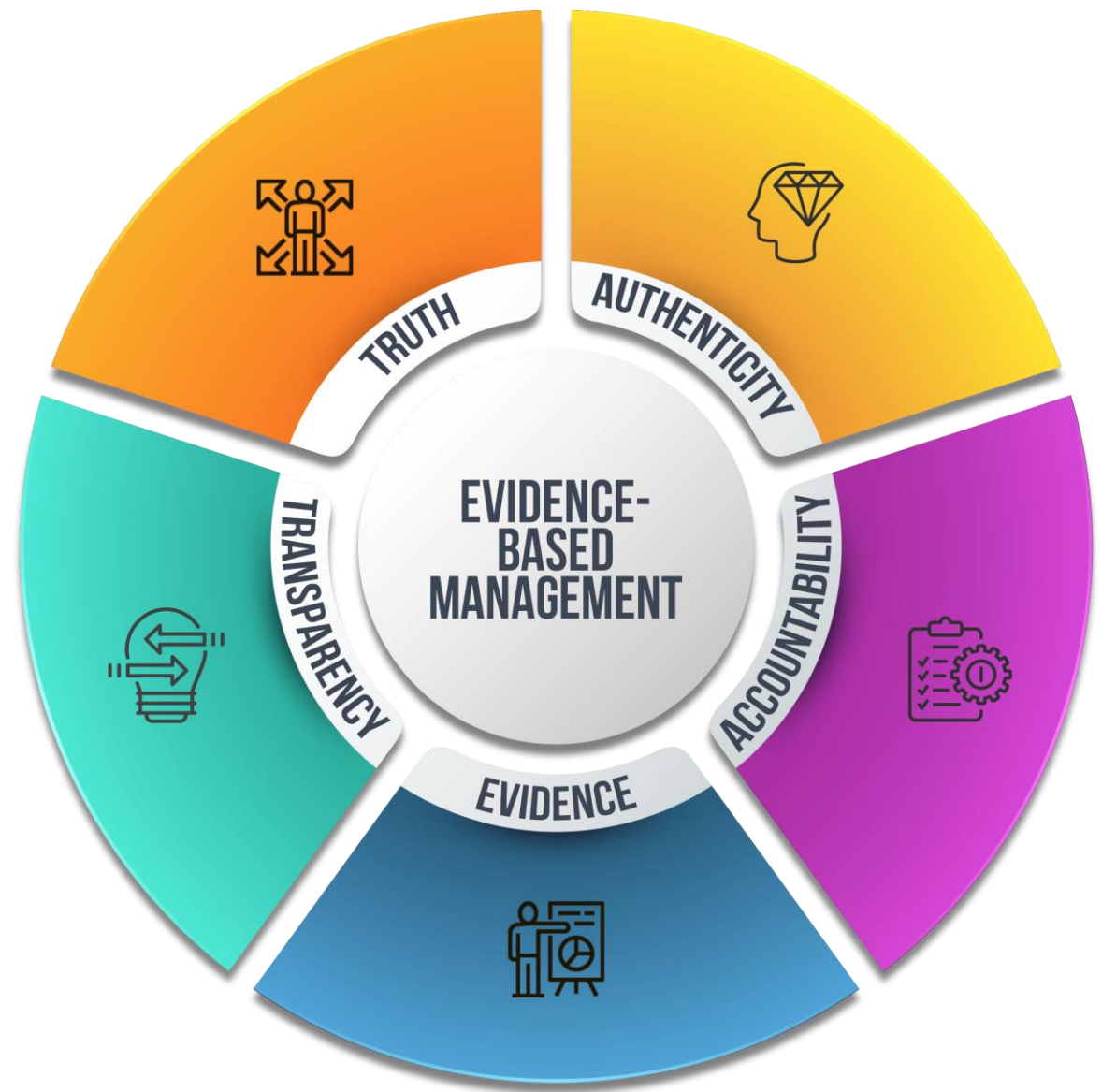




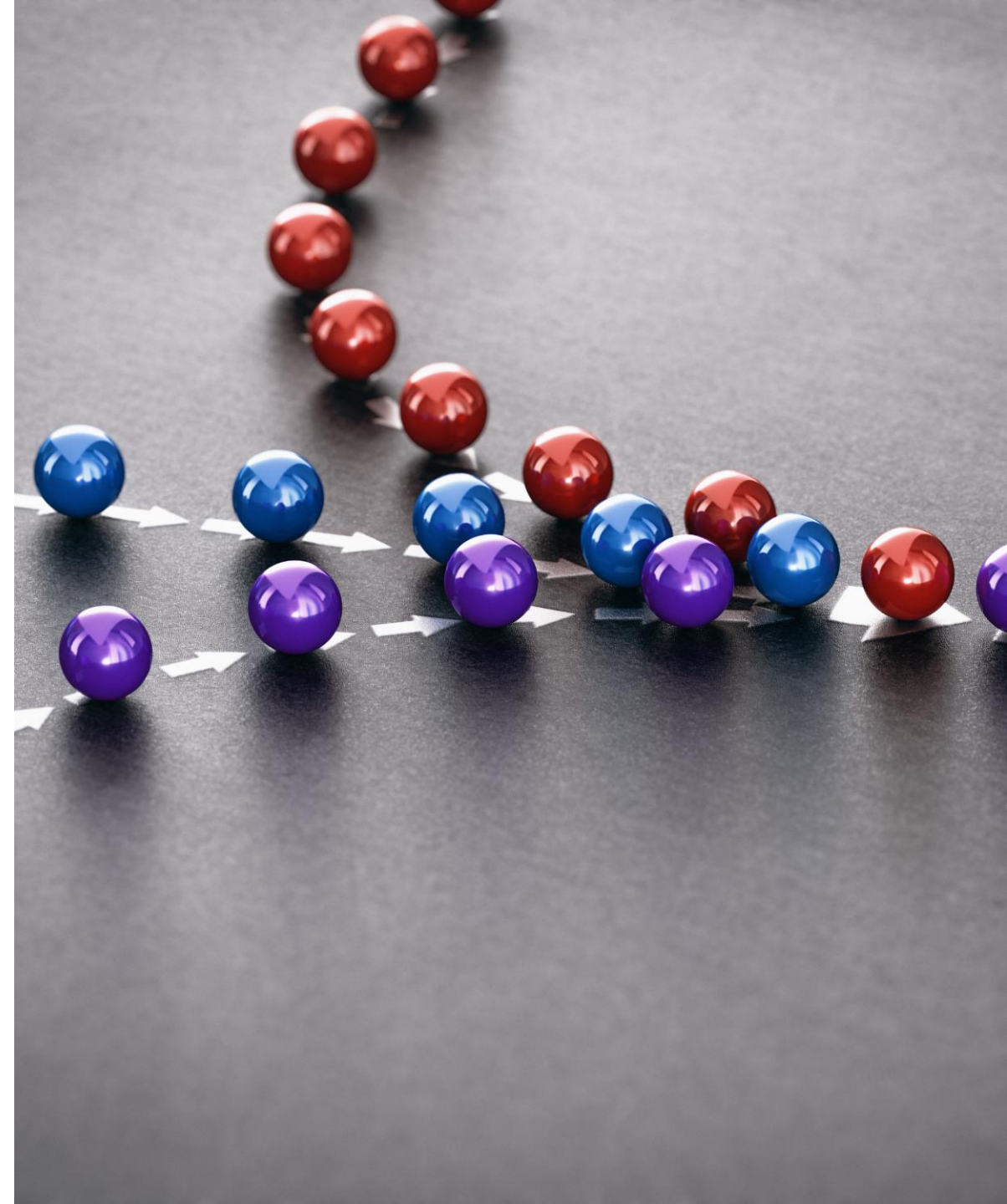
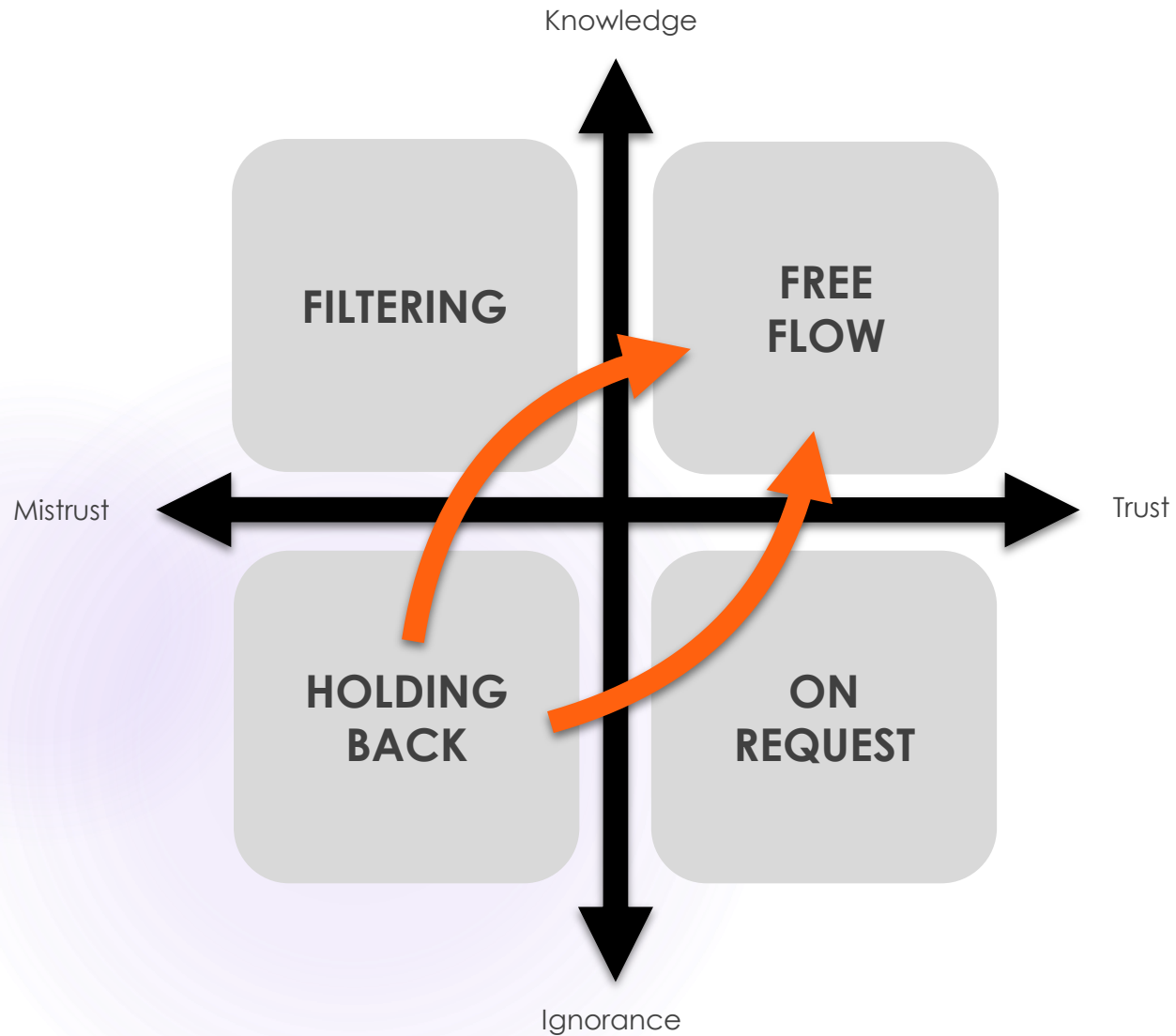
92.2% of leading companies identify culture - people, process, organization, change management - as the biggest impediment to becoming a data-driven organization.

-- Randy Bean, "Fail Fast, Learn Faster", 2021





# Evidence needs **Transparency**



What is  
your  
Truth?



# What People See

# What Is Hidden

- Success Stories
- Filtered/Half Truths
- Subtle Lies

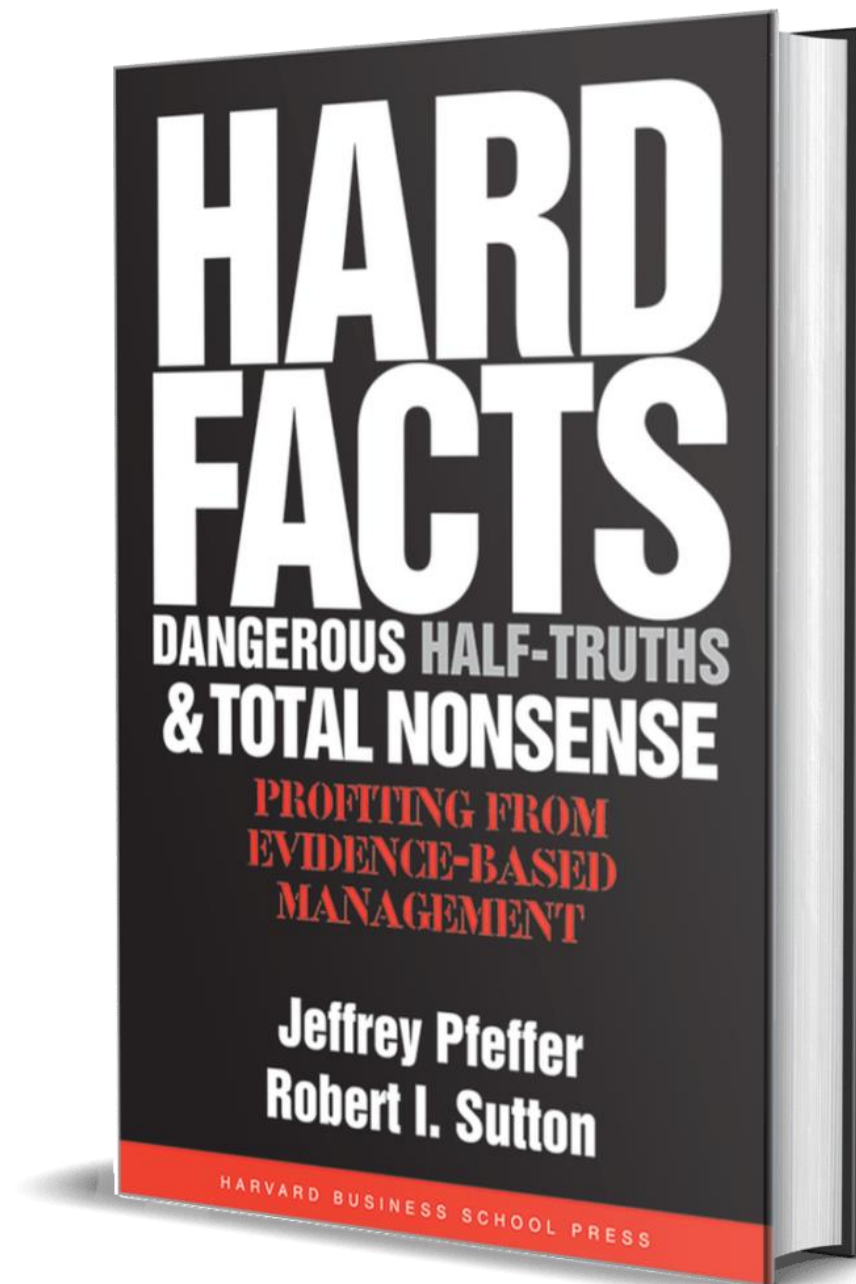
- Inconvenient Truths
- Workarounds
- Favours
- Politics
- Abuse of Power
- Chaos and Disorder
- Envy
- Anger
- Competition
- Embarrassment
- Guilt
- Shame



“

Leaders need to make a fundamental decision: Do they want to be told they are always right, or do they want to lead organizations that actually perform well?.

-- Jeffrey Pfeffer, Robert I. Sutton



# Evidence- Based Change



- Ensure sound Purpose and Values
- Build a Sharing Culture
- Celebrate Failures as much as Successes
- Be Authentic and Vulnerable as a Leader
- Be Persistent



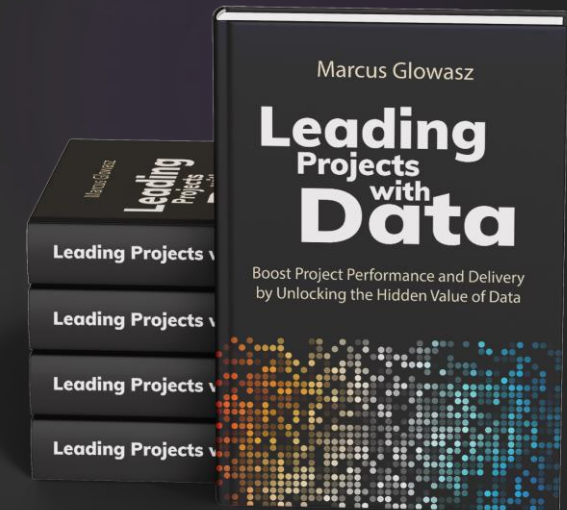
LET'S CONTINUE THE  
CONVERSATION!  
CONNECT WITH ME ON  
LINKEDIN!



# Thank You.



**Marcus Glowasz**  
Project Leadership Advisor &  
Transformation Strategist



NEW BOOK AVAILABLE SOON!





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Tervuren, Belgium



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