

About the book 'International perspective on Leadership'

By Dr. Ahmad EL Zein
and 9 international experts

Acknowledgement

- This book is a collaborative resoluteness of 9 authors who have never met before. Globalization and the development of technology made this book a reality.
- The coordinator of the book, Dr. Ahmad El Zein, would like to thank each and every author for the high dedication, commitment and professionalism during the journey of this book.



**Ahmad
El Zein**

Completed doctorate in Business Admin at Grenoble Ecole de Management in 2013, in 2008 PMP project management degree. Over 11 years teaching experience, 10 years of training practice. 4 English books on Leadership, 12 articles published in international peer reviewed journals.
Lebanon



**Donna
Coles**

30-plus years of experience in Leadership Skills Development & Coaching. Executive, HR Generalist, and Mentor. Professor in Psychology, taught courses in “Organizational Psychology” & “Teams in the Workplace”
USA



**Ghada
Kalakesh**

Researcher, author , fulltime lecturer . Speaking Emotional Agility.14 years of Academic and teaching experience. PhD candidate and member of GRAL.
Lebanon



**Josephine Nkoma
Akanda Hänel**

Researcher in law and religion, on the Catholic origins of the formation of legal and monetary leadership in Ancient Monarchical regimes in Europe and Africa Antiquity until today. She is also specialized in Islamic monetary orders and in digital monetary orders (bitcoin, crypto)
France/Gabon



**Mounina
Tounkara**

Author, Engineer, TED Speaker, Researcher, Project Management Consultant, PMP, PMI France Volunteer, and PhD Candidate with 13 years of experience in the IT industry.
France/Mali



**Thomas
Walenta**

Mentoring. Building Wisdom. Speaking. Striving for Humility. PMI volunteer, PMI Fellow, certified program and project manager (PMP, PGMP). 31 years working for IBM customers. 1ST project 1974.
Germany

Denial Management 1/3

- It will be challenging to describe it in a few words or lines since this is the first time such a title and concept has been brought to the world of business, management, and leadership
- Denial management is the process of methodically looking into each denial, conducting a root cause analysis to determine why the employee is denying or not accepting his or her weaknesses, or even at some point not confessing or denying that they have weaknesses or lack some of the required skills, or simply that they occasionally need improvement and development.

Denial Management 2/3

- If an employee's habit of denial, it could be very hard to persuade them. There is a good chance that they will argue at the performance assessment and make every effort to muddle the situation.
- It's not unusual for people to be unable or reluctant to recognize their own shortcomings and skill gaps
- Employees who fall under this group are quite different from those who accept criticism well and utilize it to further their careers.

Denial Management 3/3

- Any employee will find it difficult to strike the correct balance between their professional talents and flaws.
- As a result, team managers should pay close attention to it, particularly those who are in charge of managing and caring for people

Leadership Challenge: **UNDERSTAND and MANAGE WORLDVIEWS**

- Define Worldview
- Describe How Homogenous Worldviews Can Create GroupThink
- Manage Worldviews by Managing Messaging
- How to Avoid Groupthink

**“A History and Future of Diversity, Equity, and Inclusion in the U.S.”
Donna Coles, Author**

Our Worldviews Are Our *Adopted* Perceptions of

- a. people and human nature – **optimism and pessimism**
- b. differing work habits, work pace, and what is **normal**
- c. **equality and superiority** over others
- d. **responsibility** to others and others' responsibility to us
- e. definitions of **success and failure**

**Having Like-minded workgroups, departments, or organizations
can limit problem-solving and creativity**

Manage Worldviews by Managing Organizational MESSAGING

- a. Internal and external **communications**
- b. Environmental, behavioral, and spoken **messaging**
- c. **Intended and unintended** messaging
- d. Response to employee/stakeholder **concerns**
- e. Open dialogue versus **Groupthink**

Avoid Groupthink: A Globalization Killer

SUPPORT

- a. Diversity of thinking and problem-solving
- b. Well-thought-out, yet competing, points of view
- c. Getting rid of unwritten rules
- d. Worldview management training sessions
- e. Rebuilding of relationships after difficult discussions

Thomas Walenta

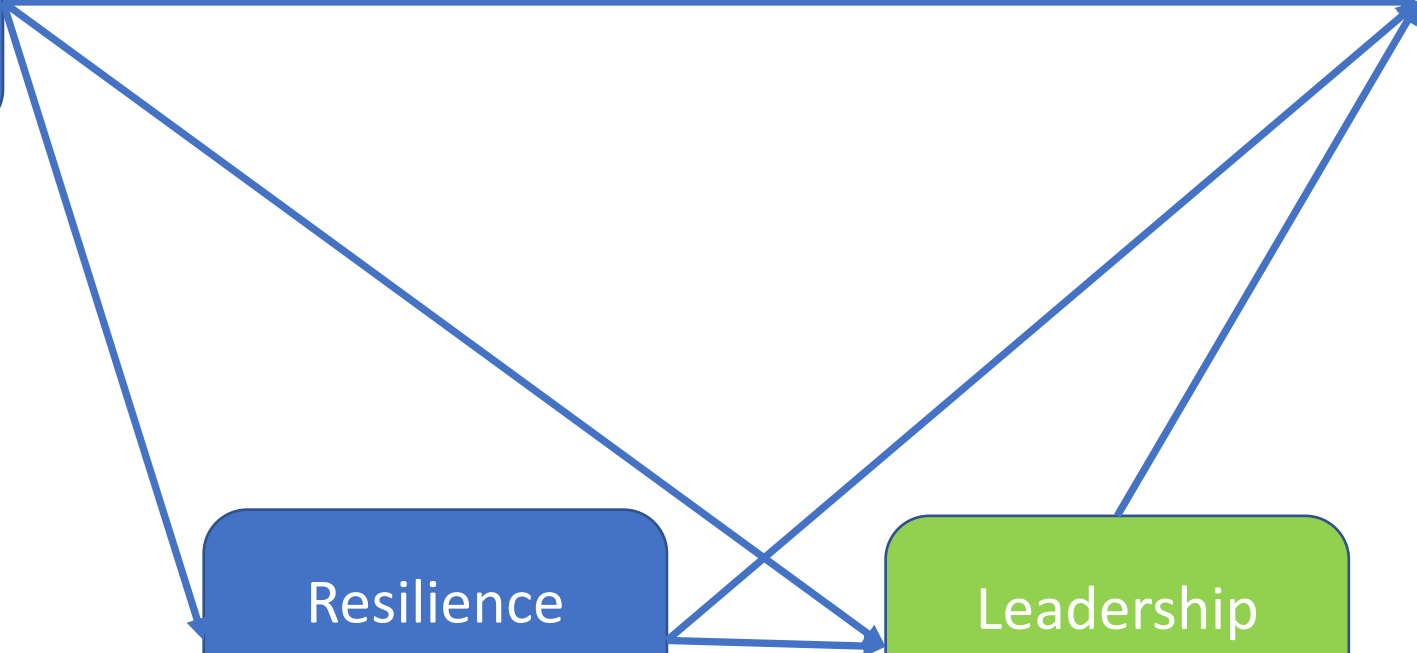
Wisdom

Wisdom

Good Life

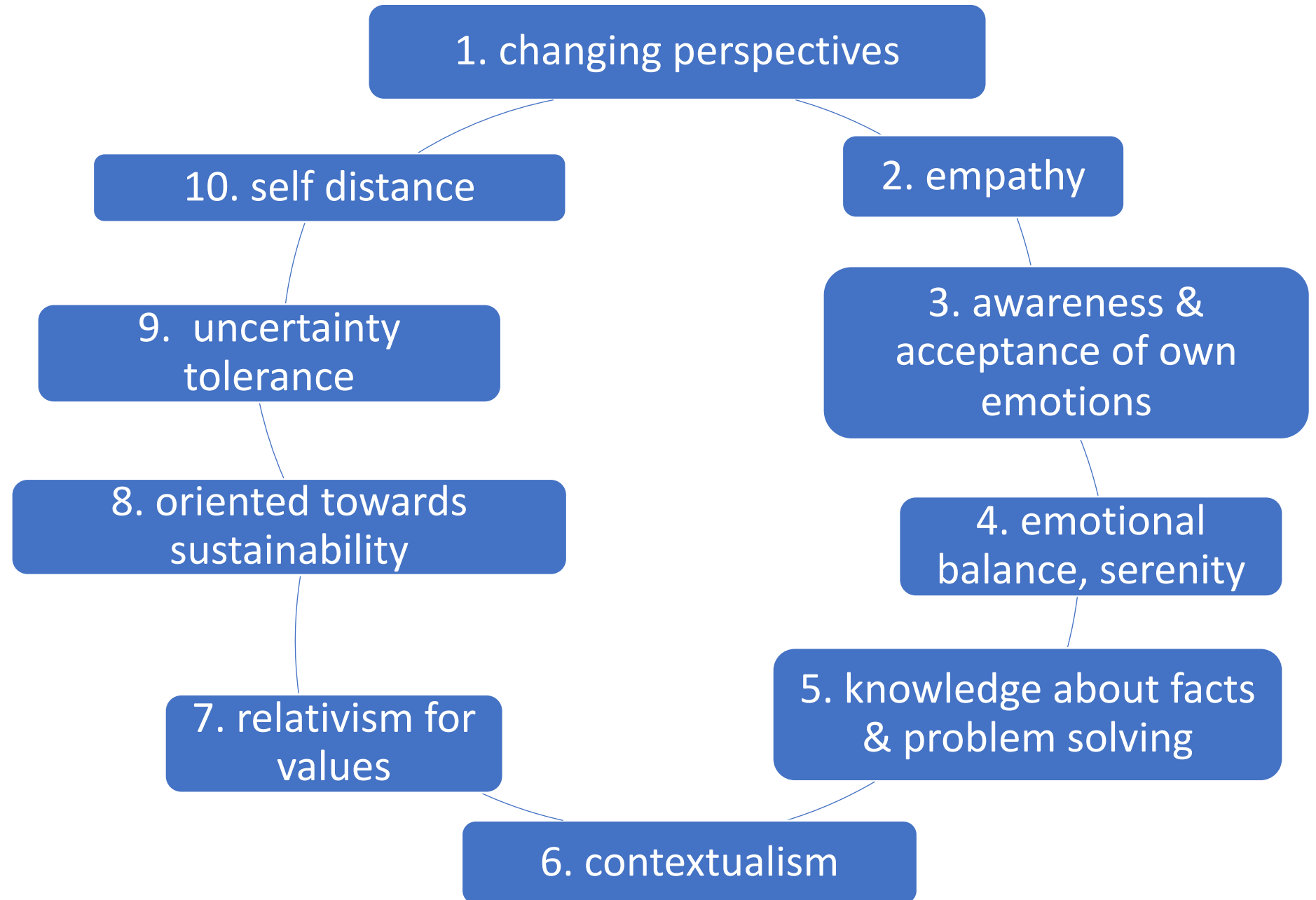
Resilience
(self)

Leadership
(others)



**Wisdom as defined
by medical
research:**

**10 competencies
to build & maintain
mental health**



Ghada K.
Kalakesh

Agile
Leadership

Emotionally Agile Leadership: Build Your Leaders

*Emotional Agility: A Constant Must in a
Dynamic Environment*

Presented By

Ghada Kalakesh



July 2023

WEBINAR ON :
International Perspective in Leadership
CHALLENGES & OPPORTUNITIES

Agile Leaders: The Avant-Garde Leaders Who Navigate the Global Twists

- **Globalization**, virtual workplaces, **diversity**, social awareness, global **competition** are trends that are increasing the complexity of the businesses worldwide.
- **Technology is evolving** and economy is continuously changing.
- The **need to be emotionally agile** enforces itself where employees are feeling stressed, overloaded and pressured to their limits.
- Workforce is suffering from a state of **work-life imbalance**

WEBINAR ON :
International Perspective in Leadership
CHALLENGES & OPPORTUNITIES

Agile Leaders: The Avant-Garde Leaders Who Navigate the Global Twists

- **The psychological perspective** gave an elaborate definition of **emotional agility** based on its relationship with the functioning of the mind.
- **The academic perspective** used the term “**emotional intelligence**” that involves self-awareness, self-management, motivation, empathy, and social skills.
- **The mind mapping technique** revolutionary boosting the leaders’ emotional intelligence through the sound use of the **left and right parts of the brain**.

WEBINAR ON :
International Perspective in Leadership
CHALLENGES & OPPORTUNITIES



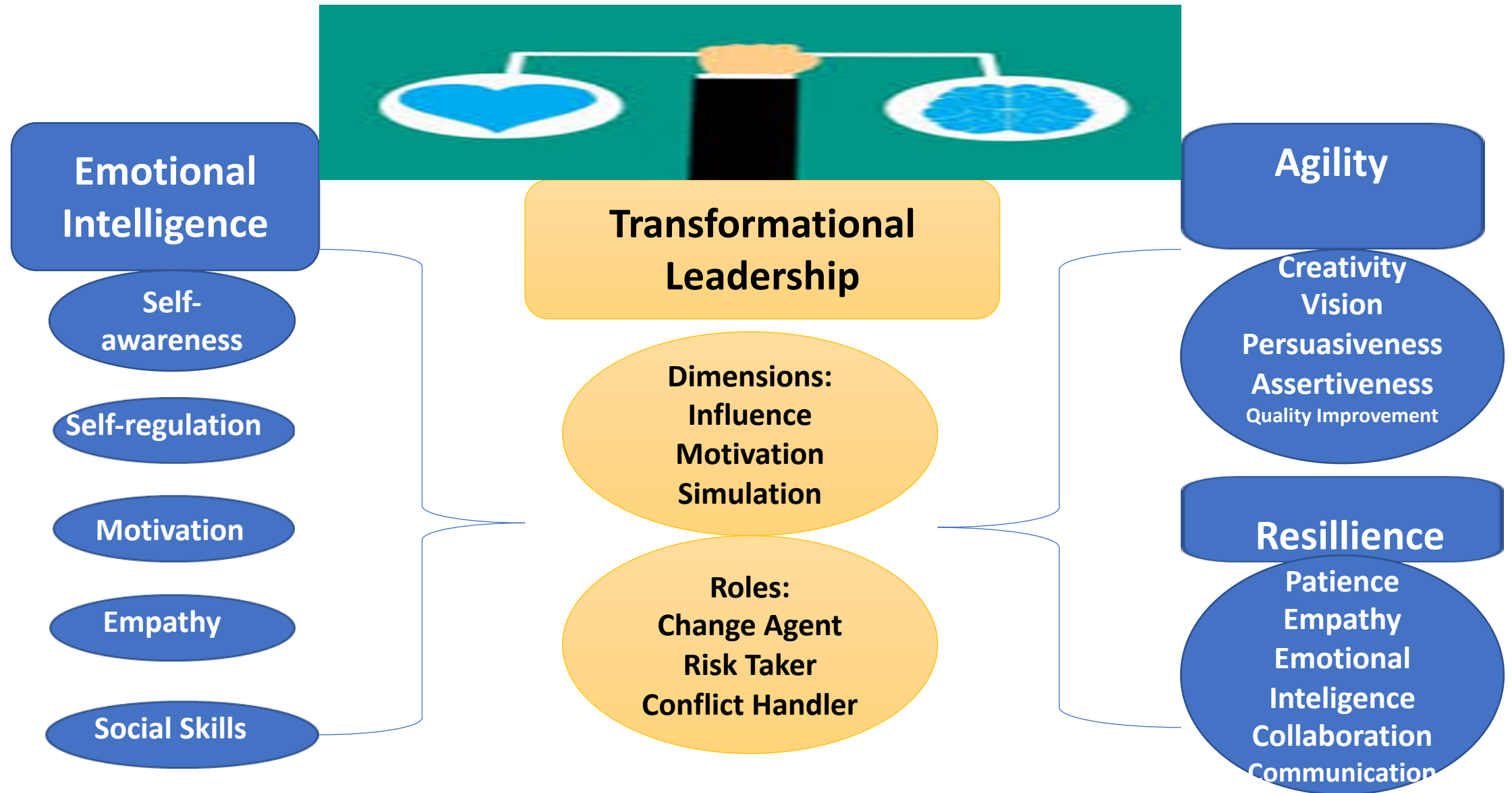
The Resilience-Agility Umbrella (R-AU) Model

- Both **resilience and agility** are considered to be complementary skills for organizations that are keen on continuous improvement, achieving the standards in quality, and long-term sustainability. Resilience is needed to take prompt, creative, and transformative responses to control and manage the effects of robust and powerful events.
- **Emotional agility** was used to describe leaders who are **emotionally reactive**; it includes the leaders' creativity, vision, passion, persuasiveness, assertiveness, quality improvement, innovation, mentoring, effective planning, entrepreneurship, sense of humor and learning from errors.
- **Emotional agility** is largely related to the **transformational leadership** style and to a lesser extent to transactional leadership, whereas the laissez-faire leadership does not have any common trait with emotional agility.



**International Perspective in Leadership
CHALLENGES & OPPORTUNITIES**

The Resilience-Agility Model and The Transformational Leadership



African
Sacred Kings

Mounina
Toukara

Black Africa Sacred Leadership:

Presented by

Mounina TOUNKARA

African leadership

Temporal

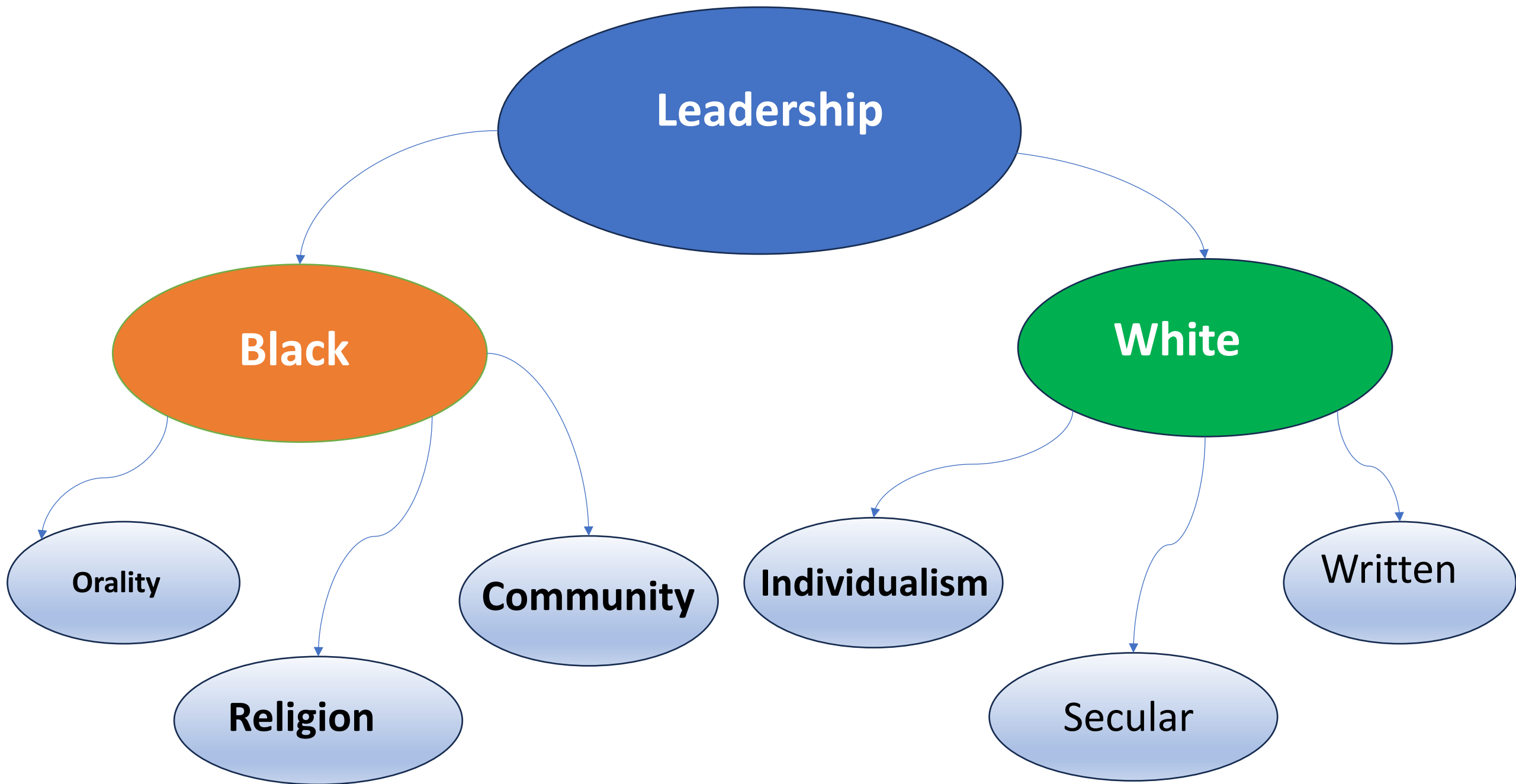
Religious

The art of rhetoric and the sacred sworn

Courage

Honour

Sacrifice



THE MANDINKA CHARTER



Principles For Social & Societal harmony

Sanankunya

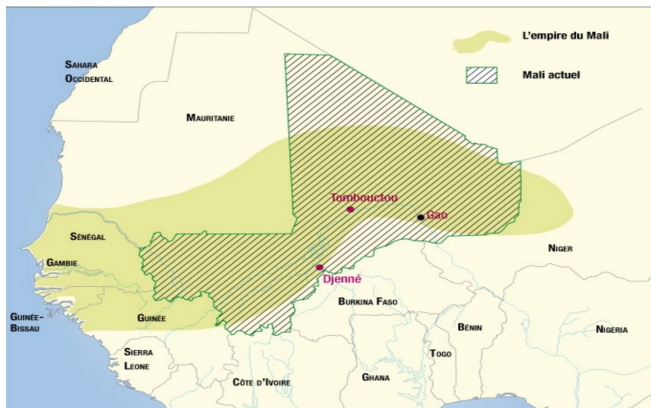
- Cohesion & Social Harmony

Tanamanyöya

- Pact of reciprocal solidarity
- Community well being

Nyamakalaya

- Truth teller
- Mediator
- Guarantor of society's rules



An Insight into Contemporary and Future Black Leadership

- The Impact of Imposed White Leadership on Contemporary Africa:
 - Europeans' powers
 - Merge of Kingdoms
 - Foreign administrative management structures
- Embracing Ancient Black leadership Values that is the true cultural beliefs of blacks Africans:
 - Nzinga Myemba
 - Soundjata Keita
 - etc



African
Sacred Kings

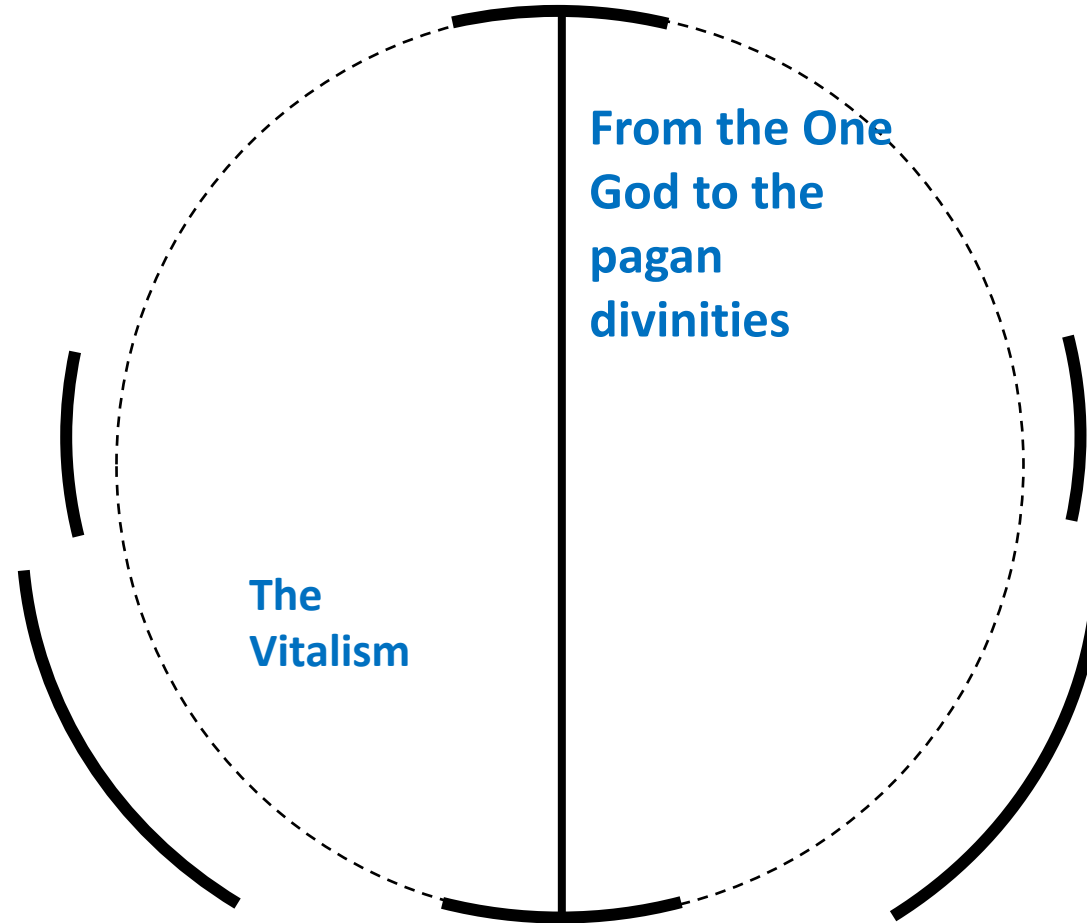
Josephine
Nkoma Akanda
Olagot (Hanel)

Birth and Evolution of leadership. From the original Divine leadership to the sacrificial Royal-Imperial leadership OR THE BIRTH OF THE CIVILIZED WORLD

JOSÉPHINE AKANDA HANEL

Etape 1 :The reality of the blood sacrificial barbarian leadership in the PRE-ANTIQUE ERA

Ancient Leadership based on Vitalism nourished by the humans sacrifices offered to Divinities



**The fall of Adam and Eve
The Caen Crime breeds barbaric Leadership**

A leadership that reduces populations to the slavery for debt or insolvency

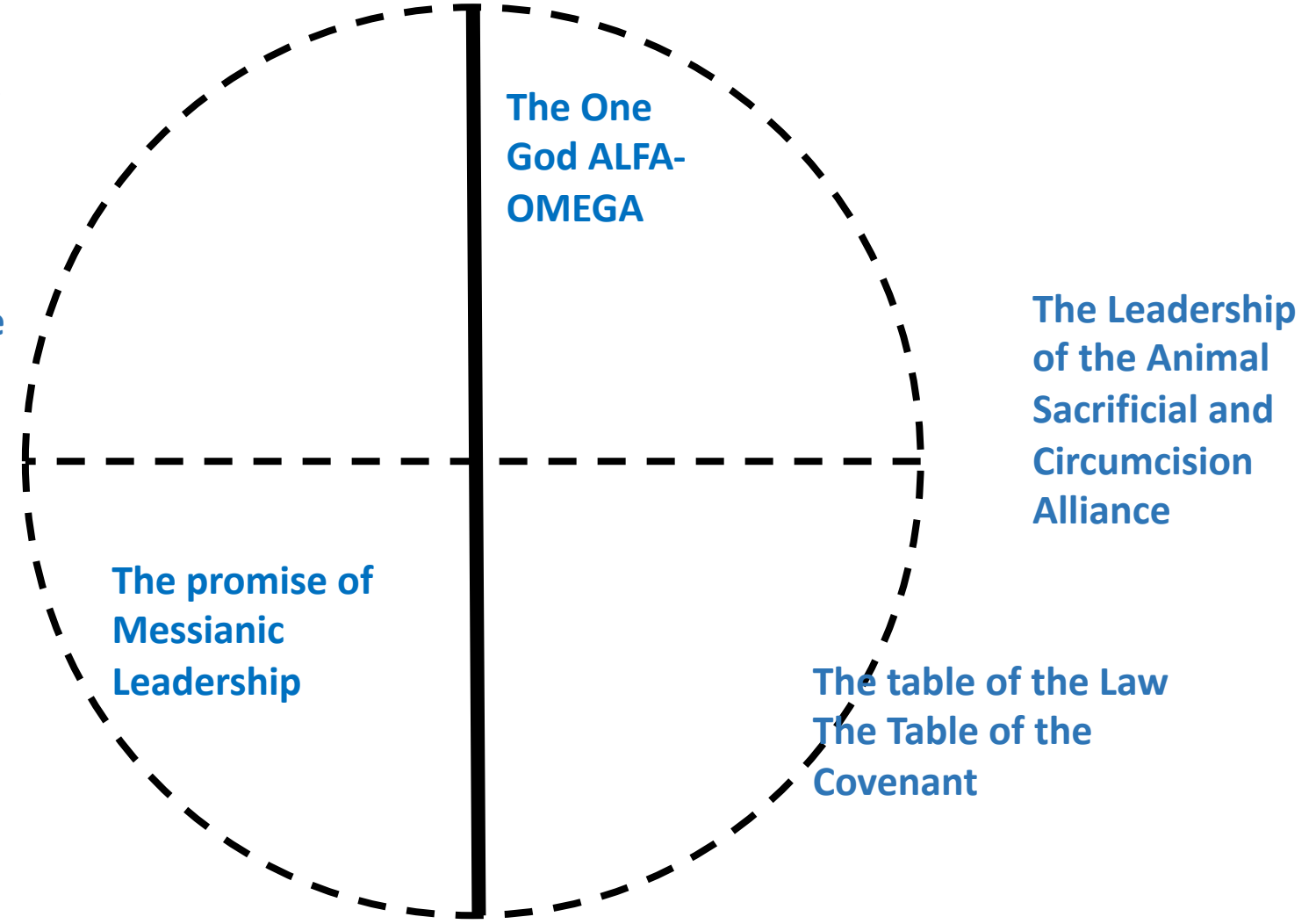
Birth and Evolution of leadership. From the original Divine leadership to the sacrificial Royal-Imperial leadership

ETAPE 2 :THE REALITY OF SACRIFICIAL IMPERIAL ROYAL LEADERSHIP BASED ON CIRCUMCISION AND ANIMAL SACRIFICE

Preparation for the embodiment of Divine Sacrificial Leadership

The alliance/ stopping human sacrifices by defeating the sacrifice of Abraham on Isaac

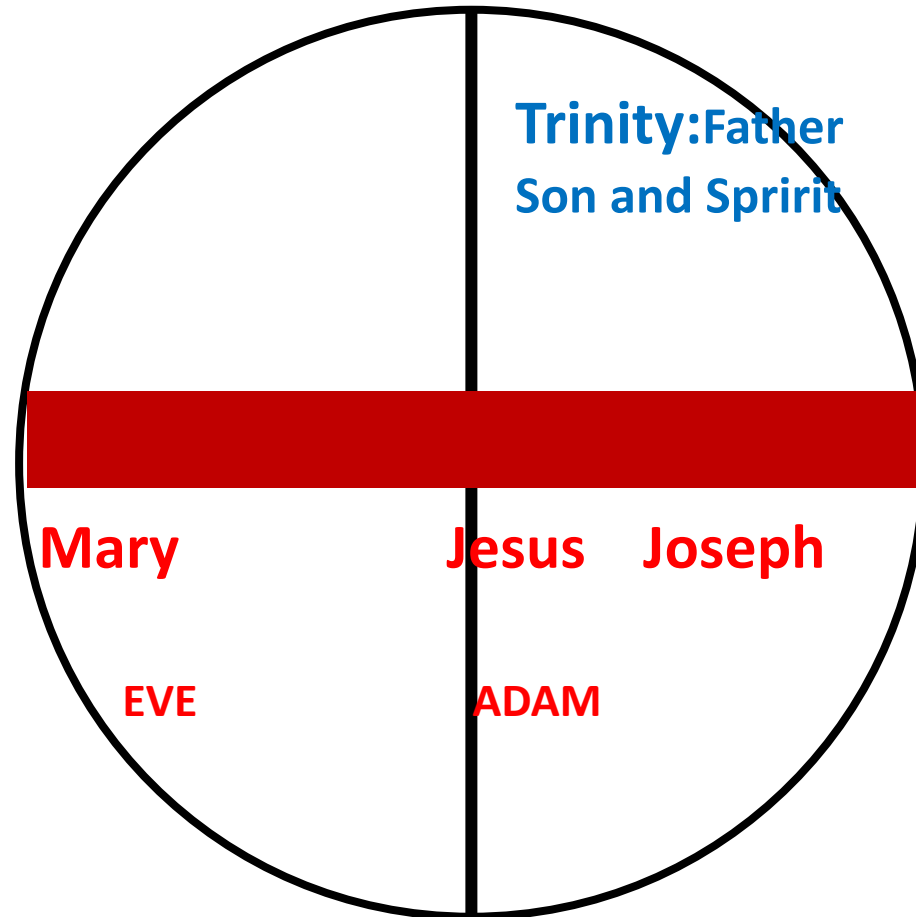
| Africa8 | Mediterranean | Europe |
|------------------|---------------|-----------------------------------|
| Pharaohs | King Saul | King Alexandre le Grand |
| African emperors | King David | Roman Emperors (César, Néron,...) |
| King Chaka Zulu | King Salomon | |
| | King Mohammad | |



ETAPE 3 : EMBODIMENT OF DIVINE ORIGINAL LEADERSHIP OR MESSIANIC

God loves Mary who gave him a Son that whoever believes may be freed from all eternal debt

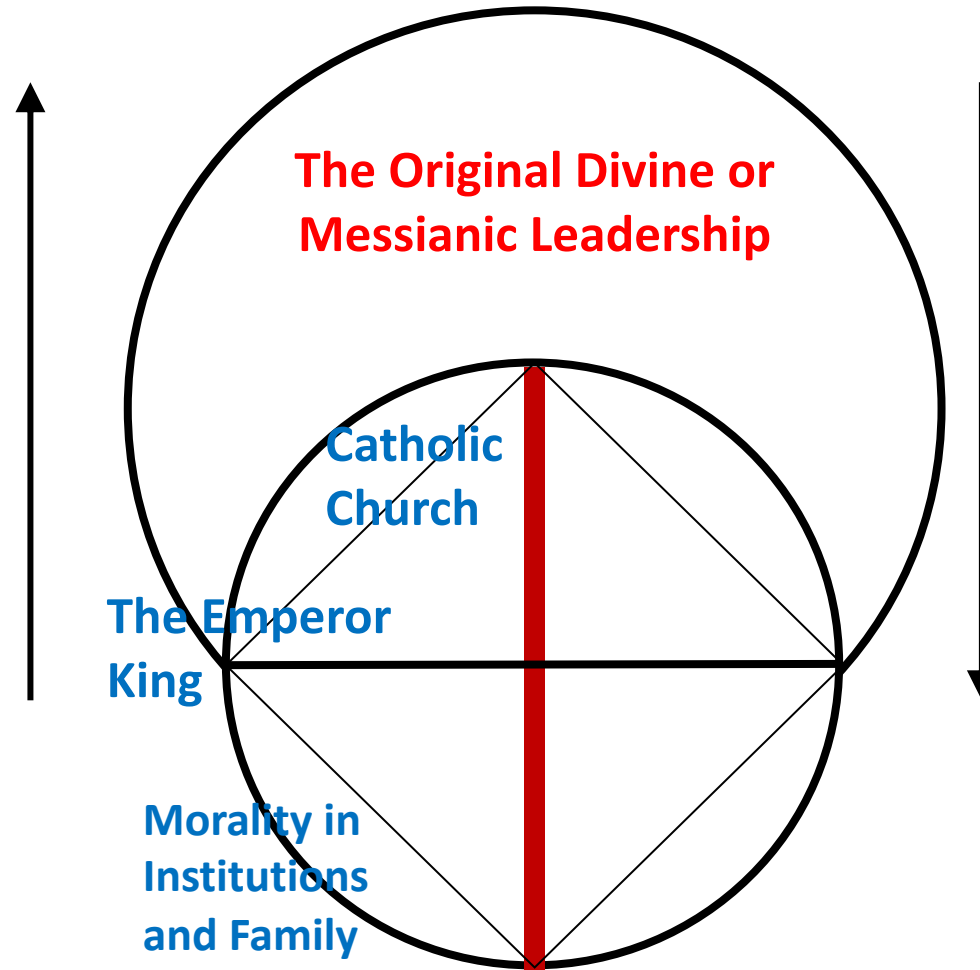
The Martyr or bloody leadership of the cross puts an end to all human and animal sacrifices and also circumcision. Only the blood of the Son God appeases the anger of the Father God



The cancellation of the original debt for monetary slavery or slavery for financial insolvency

Sanctification of the legal and monetary institutions
Sanctification of the family(mariage)

ETAPE 4 : EMBODIMENT OF THE ORIGINAL DIVINE OR MESSIANIC LEADERSHIP IN IMPERIAL ROYALTY



Catholic Church
transmits to the Royal
Imperial Monarchy
Divine Institutions : legal;

Monetary
Bimetallique.the
institution of marriage

**The full discharge of
debts for insolvency. End
of Slavery for debt, End of
human and animal
sacrifices.**

**It is the Eucharistic
Sacrifice**

**Royal Imperial Leadership becomes Missionary Leadership that
transmits Divine Morality in all areas of Society**



THANK YOU!