



CORPORATE NAVIGATORS

# THE NEW WORLD OF LOGISTICS

**Set the right course now!**

## **Self-management in volatile times**

**An important core competence for corporate leaders**

**Silke Biedka, Leadership Navigator**

**October 2020**



Corporate Navigators

Set the right course now!

# Self-management in volatile times

**A practical navigation aid for effective self-management in volatile times along the five competencies of conscious management.**

Silke Biedka, Leadership Navigator  
October 2020

As Corporate Navigators we have identified five essential core competencies for conscious corporate management:

- Posture & Position
- Competence & Substance
- Customer focus
- Adaptability
- Sustainability

You can use these fields of competence as a pragmatic navigation aid. As a Leadership Navigator I look through the glasses of „leadership“. Here I differentiate between employee leadership and self-management.

## Effective self-management – a core competence for corporate leaders

In the following, I will show you – how you, as a business leader, can use this know-how for your self-management: As CEO, managing director or top manager, you will agree with me that you are

basically not led by anyone (leadership in the best sense). The guiding principle here is: „Lead yourself, otherwise nobody will lead you.“

Especially in critical situations you need optimal self-management to keep a cool head. But leading yourself is not always easy, because you have to be the best sparring partner, coach and questioner.

This reflection technique helps you to navigate safely through business challenges. Your daily challenges are often diverse - such as crisis situations, impending loss of customers, escalating conflict situations, upcoming difficult conversations, negotiations or change needs.

## To adjust your compass

### 1. Posture & Position

Our inner attitude guides our actions and the energy follows the intention. Thus we create, even if often unconsciously, our own reality - our outer reality.

It is more than useful to constantly check your inner attitude about yourself and life. However, it is absolutely necessary to do this in difficult situations.

### Reflection Questions Attitude & Position

- What is my inner attitude towards this situation?
- Which inner attitude would be useful?
- Which resonance do I want to achieve and which inner attitude would be necessary?
- What do I need in order to be able to adopt this inner attitude?
- Is there someone who can help me with this? If so, who and what exactly do I want from this person?

### Move to position

- Position yourself according to your consciously adopted inner posture.
- How can you bring this attitude into action?
- Remain authentic and credible.

## 2. Competence & Substance

Competence includes all the skills you have at your disposal. This includes knowledge, experience, thinking skills, professional competence as well as social and emotional competence.

In this context, by substance I mean the ability to bring your knowledge to bear as skills - your foundation of competence.

### Reflection Questions Competence & Substance

- Which competences/skills are particularly needed in this situation?
- Which of these competences do I have?
- How can I bring them into application/effect?
- How can I get involved for the benefit of all concerned - create a win-win situation?
- What important skills do I perhaps lack for this situation?
- Who has these competences and how can I win/integrate this person?

## 3. Customer Focus

In this field of competence, I am particularly interested in the ability to change perspectives. Whoever “is on the other side”, put yourself in their shoes without restriction.

No matter whether it's an internal or external customer; an employee you have to render a service for; partner or competitor - if you can read your counterpart, you will stay in the Driver Seat!

### Reflection Questions Customer Focus

- If I put myself 100% in the shoes of my counterpart, how do I perceive the situation?
- How does my counterpart feel in/with this situation?

- Honestly, how open am I to the situation?
- Am I willing to change or do I want to be right?
- If I look at the situation from a bird's eye view, what do I perceive?
- What are the greatest pains, worries, fears of my counterpart? How do I determine this?
- How can I make sure that my counterpart feels as good as possible with me/us?
- How can I be a part of the solution?
- With which offer can I make myself (in the best sense of the word) unforgettable to my counterpart?

- What previous experience reflects this situation?
- How can I make a "Lucky Punch" in this situation?
- What is there for me to learn here?
- Which optimization potential can I recognize?
- Even if it is uncomfortable - where and how do I have to adapt/change so that something can change/move?
- How can I inspire?
- How can I move forward here?
- How can I be a role model here for adaptability and the ability to change?

#### 4. Adaptability

This is not a question of whether you should adapt - this is a question of when, how and, above all, how quickly you can do it. You can prove adaptability if you are open, willing to learn and flexible. Recognize the need for change in the short, medium and long term and continuously optimize existing processes. You stand for innovation, inspire others and are able to initiate and implement changes.

##### Reflection Questions Adaptability

- If I look at the situation without any limitation - (white sheet) - what would be an optimal solution, approach, what basic conditions are necessary?

#### 5. Sustainability

In my view, sustainability and the creation of meaning belong inseparably together. The goal of a well-managed company should be to create added value for everyone. In doing so, it is important to consider economy, ecology and social issues. People today are more likely to be attracted to companies that focus on higher values.

If you position and align yourself and our company well here, then success is what follows – because energy always follows intention.

## Reflection Questions Sustainability

- What would be a sustainable solution?
- What could a solution/offer/deal for the benefit of all look like?
- What would happen if I met my counterpart with maximum goodwill?
- If everyone acted as I did, would the environment be healthier?
- The course I am setting today, into which future do they lead?
- What corporate reality do I create?
- Does my/our enterprise fulfill a purpose that serves the whole? Do we have a Corporate Why?
- Do I enable my employees to develop personally? Do I create a Personal Why?
- Do I see my leadership role as helping employees to find their intersection of these whys? Do I ensure a Shared Why?

## Conclusion

Consistent **self-reflection** is the **key for effective self-management**. For this purpose, you should be prepared to question yourself and your actions regularly.

The best way to do this is to ask questions. Have the courage to ask yourself uncomfortable questions – questions that make you move out of your comfort zone.

**Because growth only takes place outside our comfort zone.**

Corporate Navigators  
website:  
[corp-navigators.com](http://corp-navigators.com)



Corporate Navigators  
on: [LinkedIn](#)





CORPORATE NAVIGATORS

## THE NEW WORLD OF LOGISTICS



**Silke Biedka**

Leadership Navigator

[silke.biedka@corp-navigators.com](mailto:silke.biedka@corp-navigators.com)

Silke Biedka is an expert in leadership in digital change. As an emotional bodyguard she has accompanied the top executives of the economy for 20 years – in the last 8 years she has been increasingly active in the logistics sector. She is regarded as a proven relationship and management expert. In digital change, the leadership skills of company heads are of decisive importance to her. Especially in the areas of awareness leadership, mental change processes and the creation of a contemporary management culture, she sees a great need for development. For her it is more important than ever to navigate people, to give them orientation and to set an example for their ability to change.

**Corporate Navigators**

[corp-navigators.com](http://corp-navigators.com)

**We love logistics in all its facets.** The Corporate Navigators are a network of proven logistics experts with extensive industry and management experience. Meet our experts and learn how **deliberate corporate management** can make your company successful.

