

Are our CEOs VUCA-ready?

Companies whose leaders have a high VUCA (Volatility, Uncertainty, Complexity and Ambiguity) capability are 3.5 times more likely than those with a low VUCA capability to have a strong leadership bench. But are Indian CEOs aware of this?



Arvind Thakur,
CEO & joint MD, NIIT
Technologies:

“Those leaders who are reactive by nature are under-prepared”

Do our CEOs possess VUCA skills?

The first skill which is most lacking is foresight – the ability to look ahead, picture possible scenarios, evaluate options and consequences, and act promptly. The second skill in short supply is the ability to accept and objectively evaluate opinions,

which are antithetical to their own beliefs. In a VUCA world, teams must pull together through every thick and thin.

Are CEOs prepared to face the VUCA world?

All leaders acknowledge VUCA challenges, regardless of industry or geography, scale or spread but not all of them may be prepared. Those leaders who are reactive by nature are under-prepared; those who are proactive are prepared. In uncertain times, it is important to understand the discontinuities created by change and focus on the opportunities arising from the same. To be VUCA-ready, organisations need to pay attention to volatilities and discontinuities.